

Mai P. Trinh

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EDUCATION

Case Western Reserve University

Cleveland, OH

Doctoral Candidate, Organizational Behavior

Ph.D. expected 2015

Dissertation: Unlocking Experts' Inflexibility: The Moderating Roles of Humility and Learning Identity

Committee: David A. Kolb (chair), Corinne A. Coen, Ronald Fry, Christopher Burant

Research Interests: Experiential learning, team dynamics, cultural diversity (Eastern-Western) and integration

Bringing perspectives from Daoism and Confucianism into contemporary management theories and practice, I study how people learn, change, and work effectively with one another. At the individual level, I have used Kolb's Experiential Learning Theory (ELT) as a framework to explore such topics as how the Eastern way of learning is different from that in the West, and how the notions of "expertise" and "wisdom" are conceived and embodied differently in professional settings. At the team level, I have studied team composition diversity, team conscientiousness, and team cohesion as a few ways to improve team effectiveness and team learning experience. I use both qualitative and quantitative methods, as well as computational simulation in my research.

Wittenberg University

Springfield, OH

Bachelor of Arts, Management & Chinese Studies

Departmental & University Honors

2009

Summa Cum Laude

Fudan University

Shanghai, China

Undergraduate Exchange Program

2007-2008

SELECTED AWARDS

Sherm Grinnell Scholarship for Research, Case Western Reserve University

2013

OBTC Doctoral Institute Scholarship

2013

INGRoup Travel Grant

2011, 2012

Kathryn Davis Fellowship for Peace, Middlebury College

2009

Omicron Delta Kappa Foundation Scholarship	2009
Phi Beta Kappa	2009
SHRM Undergraduate Scholarship	2008
SHRM Internship Sponsorship	2008

MANUSCRIPTS

Journal Articles

- Trinh, M. P., & Kolb, D. A. (2012). Eastern Experiential Learning: Eastern principles for learning wholeness. *Career Planning and Adult Development Journal*, 27(4), 29–43.
- Trinh, M. P. (2009). The practice of meditation in Buddhism. *Wittenberg University East Asian Studies Journal*, 34, 60–66.

Book Chapters

- Trinh, M. P., & Kolb, D. A. (In press). Experiential learning styles across cultures. In (J. M. Bennett, Ed.), *Encyclopedia of Intercultural Competence*. Thousand Oaks, CA: SAGE.
- Trinh, M. P. (In press). When demographic and personality diversity are both at play: Effects on team performance and implications for diversity management practices. In C. Hughes (Ed.), *Impact of diversity on organizational and career development*. Hershey, PA: IGI Global.

Published Poetry

- Tu Thanh (2011). A poem for the poet (Vịnh thi sĩ). *Southeast Asia*, 87:41.
- Trinh, M. P. (2009). To the tune of “River town”: Snow plum blossom 江城子•雪梅. *Wittenberg University East Asian Studies Journal*, 34: 82.
- Trinh, M. P. (2009). Left untitled 無題. *Wittenberg University East Asian Studies Journal*, 34: 83.
- Trinh, M. P. (2003). The fortune tellers and the elephant (Thầy bói xem voi). In K. P., Nguyen, D. C. Nguyen, M. T. Nguyen, D. S. Tran (Eds.), *Literature Exercises*, pp. 12-13. Hanoi: Education Publishing.

Working Papers

- Coen, C. A., & Trinh, M. P. “Aspiration in the single team vs. intergroup prisoner’s dilemma.” Paper using computational simulation, to be submitted to *Organization Science*.
- Trinh, M. P., & Coen, C. A. “Shaping group cohesion by working through critical incidents.” Paper using qualitative method and computational simulation, to be submitted to *Organizational Behavior and Human Decision Processes*.
- Trinh, M. P. “Finding one’s voice in academic research: The integration of personal values and research practice.” Mixed methods paper, to be submitted to *The Academy of Management Journal*.

PROFESSIONAL PRESENTATIONS

Refereed Conference Presentations

- Trinh, M. P. (2014, August). "Let's work it through together": How group cohesion emerges from critical

- incidents*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Trinh, M. P. (2014, July). *Working through disclosures: Case study of group cohesion's emergence in T-groups*. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research, Raleigh, NC.
- Coen, C. A. & Trinh, M. P. (2013, June). *Aspiration in the single team vs. intergroup prisoner's dilemma*. Poster presented at the Annual Conference of the International Association for Conflict Management, Tacoma, WA.
- Trinh, M. P. (2012, August). *Towards an integration of East and West: Practice theory and Yin-Yang*. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Trinh, M. P. (2012, July). *"I apologize, but not for your sake": Shaping group cohesion by working through disclosures and dis-closures*. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research, Chicago, IL.
- Trinh, M. P. (2011, August). *An Eastern critique of Kolb's Experiential learning theory*. Paper presented at the Annual Meeting of the Academy of Management, San Antonio, TX.
- Coen, C. A. & Trinh, M. P. (2011, July). *It is important to have someone on your side: Choosing preferred partners*. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research, Minneapolis, MN.
- Trinh, M. P. (2009, April). *Overall combined effects of demographic and psychological diversity on team processes and performance*. Paper presented at the Annual National Conference on Undergraduate Research, La Crosse, WI.
- Trinh, M. P. (2009, April). *Heresy 邪魔外道 and otherism in The Heaven Sword and the Dragon Sabre 倚天屠龍記*. Paper presented at the Annual National Conference on Undergraduate Research, La Crosse, WI.

Invited Presentations

- Trinh, M. P. (2013, October). *Western logic and/or Eastern experience: Managing diversity, work, and life using a different lens*. Keynote speech at Wittenberg University, Springfield, OH.
- Agrawal, D., Coyle, P., Gangadharan, A., Grube, E., Mesdaghinia, S., Rhew, N., Singh, K., Trinh, M. P., Weisberg, M., & Wilborn, S. (2013, June). *Disasters, distractions, and disinterest: Managing the classroom through the worst of times*. Workshop presentation as part of the Doctoral Institute at the Annual Organizational Behavior Teaching Conference, Asheville, NC.
- Trinh, M. P. (2012, June). *Vietnam: Balancing Yin-Yang in the S*. Paper presented at the Yin-Yang: A New Perspective on Culture Conference, Stockholm, Sweden.

CHAired SYMPOSIA, PDW'S & CAUCUS

- Wei, H., & Trinh, M. P. (2014, August). *Can all emotions be regulated? A comprehensive examination from multiple perspectives*. Symposium at the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Trinh, M. P. & Martyn, R. (2012, August). *Yin-Yang research: Where do we go from here?* Symposium at the Annual Meeting of the Academy of Management, Boston, MA.

Van Oosten, E., Trinh, M. P., Passarelli, A. M. & Sharma, G. (2012, August). *Learning about learning: Advances in the Kolb Learning Style Inventory (KLSI 4.0)*. Professional Development Workshop at the Annual Meeting of the Academy of Management, Boston, MA.

Trinh, M. P. & Case, S. S. (2012, August). *Religious traditions, spirituality, and the researcher's journey*. Professional Development Workshop at the Annual Meeting of the Academy of Management, Boston, MA.

Trinh, M. P. & Schnackenberg, A. (2011, August). *Operationalizing team-level constructs: What lies beyond aggregations?* Symposium at the Annual Meeting of the Academy of Management, San Antonio, TX.

Trinh, M. P. & Martinez, H. A. (2011, August). *Is Eastern wisdom incompatible with Western scientific epistemology?* Caucus at the Annual Meeting of the Academy of Management, San Antonio, TX.

TEACHING

Courses Interested in Teaching

Organizational Behavior	Diversity in Organizations
Group and Team Dynamics	Research Methods
Leadership Assessment and Development	Statistics for Behavioral Sciences

Course Scheduled to Teach

Leading Organizations II	Undergraduate	Fall 2014
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Courses Co-Taught (course development, materials creation, lecture planning and delivery, grading, and advising students)

Marketing Insight Management (Statistics - lab)	Undergraduate	Fall 2011, 2012
Marketing Insight Management (Statistics - lab)	MBA	Spring 2012

Selected Courses Assisted (lecture planning and delivery, grading, coaching, and advising students)

Developing Interpersonal Skills for Managers	MBA	Spring 2011, 2012, 2013
Leadership Assessment and Development (TA ratings 4.54 & 4.64/5.00)	Masters	Summer 2011, 2012, 2013
Executive Leadership	MBA	Fall 2009, 2012
People in Organizations (TA rating 4.45/5.00)	Undergraduate	Spring 2012
Individual and Team Development	MBA	Fall 2010
Women in Organizations	MBA	Winter 2009

WORKING EXPERIENCE

Experiential Learning Workshop Facilitator, CWRU	2011-present
T-group Facilitator, CWRU	2011-present
Leadership Development Programs Executive Coach, CWRU	2010-present
Positive Change Group, Inc. (Mentor, OH), Individual Consulting Project	2012-2013

Keithley Instruments, Inc. (Solon, OH), Individual Consulting Project	2010
Operations Manager, Fudan Foreign Students Volunteering Association (Shanghai, China)	2007-2008

PROFESSIONAL SERVICES

External Reviewer

Innovations in Education and Teaching International, Reviewer	2013-present
Annual Meetings of the Academy of Management (AOM), Reviewer for Organizational Behavior, Research Methods, Management Education and Development Divisions, and the Teaching & Learning Conference	2011-present
The Interdisciplinary Network for Group Research (INGROUP), Reviewer	2011-present

Others

AOM Adopt-a-Member Program, Mentor	2012
Department of Organizational Behavior Ph.D. Admissions Committee, Member	2011
Sustainable Cleveland 2019, Summit 2010: The Glocal Engine, Volunteer	2010

PROFESSIONAL TRAINING & CERTIFICATES

Case Western Reserve University

Weatherhead School of Management Executive Education

Women in Leadership Certificate	2011
Communication and Professional Skills Certificate	2011
Coaching for Intentional Development Certificate	2010

HayGroup Emotional and Social Competency Inventory Accreditation	2012
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Other Professional Development

Variety of AOM Doctoral Consortia (OB, MSR, CAR)	2012-present
Doctoral Institute, Organizational Behavior Teaching Society, Ashville, NC	2013
Professional Development for International Teaching Assistants, CWRU	2009

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Organizational Behavior Teaching Society (OBTS)	2013-present
Academy of Management (AOM)	2010-present
AOM Organizational Behavior Division	
AOM Research Methods Division	
AOM Management, Spirituality, and Religion Interest Group	
Interdisciplinary Network for Group Research (INGROUP)	2010-present
Society for Industrial Organizational Psychology (SIOP)	2010-2012
Society for Human Resource Management (SHRM)	2008-2009

REFERENCES

David A. Kolb, Ph.D.

Professor Emeritus

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Jagdip Singh, Ph.D.

AT&T Professor

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Corinne A. Coen, Ph.D.

Assistant Professor

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Ronald Fry, Ph.D.

Professor

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