

# Brigitte Steinheider

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## Education

**Ph.D. (Dr. rer. nat.), June 17, 1996, *magna cum laude*, University of Technology Dresden, Germany**

Major: Psychology; Minor: Communication

**MBA, 1992, University of Applied Sciences Düsseldorf, Germany**

Major: Marketing and Communication

**M.S., 1990, Heinrich-Heine-Universität Düsseldorf, Germany**

Major: Psychology; Minor: Physiology

## Research Areas

Collaborative leadership, knowledge integration processes in organizations and research institutions, interdisciplinary collaboration, environmental odors, environmental stress

## Professional Positions

**Visiting Professor**, Department of Psychology, Johann Wolfgang Goethe University Frankfurt, Germany (5/2009-11/2009)

**Associate Professor of I/O Psychology**, University of Oklahoma, Tulsa, OK (7/2008 – present)

**Director**, M.A. program in Organizational Dynamics, University of Oklahoma, Tulsa, OK (3/2005 – present)

**Assistant Professor of I/O Psychology**, University of Oklahoma, Tulsa, OK (8/2002 – present)

**Fellow**, Interdisciplinary Humanities Center, University of California, Santa Barbara, CA (9/2001 – 3/2002)

**Senior Researcher**, Fraunhofer Institute for Industrial Engineering, Stuttgart, Germany (3/1997 – 8/2002)

**Research Associate**, Institute of Work, Organizational and Social Psychology, University of Technology, Dresden, Germany (2/1994 – 3/)

**Research Associate**, Department of Psychophysiology, Medical Institute of Environmental Hygiene at the Heinrich-Heine-University of Düsseldorf, Germany (2/1990 – 1/1994)

**Graduate Research Assistant**, Department of Psychophysiology, Medical Institute of Environmental Hygiene at the Heinrich-Heine University of Düsseldorf, Germany (9/1989 – 1/1990)

**Graduate Research Assistant**, Department of Immission Measurement, Medical Institute of Environmental Hygiene at the Heinrich-Heine University of Düsseldorf, Germany (8/1987 – 8/1989)

## Freelance

**Grey Advertising Company**, Düsseldorf; **Market Horizon**, Düsseldorf, **Buchholz market research**, Düsseldorf (1985 -1990): Design, Realization and Analysis of quantitative and qualitative studies using psychological and physiological parameters

## Awards and Honors

**Runner-Up Best Paper in 2008**, *Police Practice and Research*)

**Dot Award** for outstanding community outreach and service learning, Center for Outreach, Research and Education, OU-Tulsa (2007)

**Finalist**, National League of Cities Award for Municipal Excellence, Management Consulting with Broken Arrow Police Department (2006)

**Finalist**, International Association of Chiefs of Police Webber-Seavey Award for Quality in Law Enforcement, Management Consulting with Broken Arrow Police Department (2006)

**2<sup>nd</sup> Runner-Up Best Paper Award**, Academy of Management 2006, Organizational Communication and Information Systems (OCIS)

**Scholarship**, Center for Creative Leadership, Leadership Development Program, Colorado Springs, CO, \$ 4,500 (2003)

**Honorary Mention**, Ars Electronica, Pockets Full of Memories, Collaboration on digital art project with George Legrady, Linz, Austria (2003).

**Fellowship**, Interdisciplinary Humanities Center, University of California, Santa Barbara (9/2001 – 3/2002)

**Scientific Researcher Award**, Fraunhofer Institute for Industrial Engineering, \$ 4000 (December 1999)

**Poster Award**, Foundation of Behavior and Environment, 1<sup>st</sup> International Congress for Environmental Medicine in Duisburg, Germany, \$ 700 (1994)

## Publications

### Peer Reviewed Publications

**Steinheider, B. & Wuestewald, T.** (in press). Integrating Vertical and Horizontal Leadership in a Police Agency: Police Middle Manager Perceptions of a Democratization Project. Invited contribution to a special issue of *Wirtschaftspsychologie* (Economic Psychology) on 'Industrial and Organizational Democracy' (eds. Wolfgang Weber and Theo Wehner)

Wuestewald, T. & **Steinheider, B.** (in press). Practitioner – Researcher Collaboration in Policing: A Case of Close Encounters? *Policing: A Journal of Policy and Practice*.

**Steinheider, B. & Wuestewald, T.** (2009). Integrating Vertical and Horizontal Leadership in a Police Agency. Abstract in C. Korunka, E. Kirchler & H. Ulferts (Eds.), *Entscheidungen und Veränderungen in Arbeit, Organisation und Wirtschaft*. Wien: Facultas Verlags- und Buchhandels AG (p. 172).

**Steinheider, B., Bayerl, P.S., Menold, N. & Bromme, R.** (2009). Entwicklung und Validierung einer Skala zur Erfassung von Wissensintegrationsproblemen in interdisziplinären Projektteams (WIP) (Development and validation of a scale to measure knowledge integration problems in interdisciplinary project teams). *Zeitschrift für Arbeits- und Organisationspsychologie*, 53 (3), 121 – 130

**Steinheider, B. & Wuestewald, T.** (2008). From the Bottom up: Sharing Leadership in a Police Agency. *Police Practice and Research*, 9(2), 145-163. **Runner-up Best Paper in 2008.**

- Steinheider, B.** & Wuestewald, T. (2007). Shared Leadership in einer Polizeibehörde: Implementierung und Ergebnisse des Leadership Teams. Abstract in C. H. Antoni, C. Bauer-Emmel & A. Fischbach (Eds.), *Psychologie im Arbeitsleben: Wissenschaftlich Denken – praktisch handeln*. Lengerich: Pabst Science (pp. B119-120).
- Wuestewald, T., **Steinheider, B.**, Bayerl, P.S. (2006). *From the Bottom Up: Sharing Leadership in a Police Agency*. Proceedings of University of California, Berkeley/Australian National University Conference on Police Reform, Berkeley, CA, pp. 313-355.
- Steinheider, B.**, Wuestewald, T. & Bayerl, P.S. (2006). When Twelve Heads are Better than One: Implementing a Shared Leadership Concept in a Police Agency. Academy's Best Papers Proceedings (Ed.), *Knowledge, Action and the Public Concern, Academy of Management Conference, Organizational Communication and Information Systems*, Atlanta, Georgia, CD-ROM.
- Steinheider, B.**, Kremer, D. & Johnson, C. (2006). Knowledge Integration in Organizations: Bridging the Gaps between Functional Experts. Abstract, H.A. Mieg & C. Hoffmann (Eds.), *Berlin Conference on Expertise in Context*. Berlin: Humboldt Universität (p. B-19).
- Steinheider, B.** & Kremer, D. (2005). Knowledge Integration in Organizations: Improving the Effectiveness and Efficiency of Heterogeneous Team Collaborations. In *Managing modern organizations with information technology, Proceedings of the 16<sup>th</sup> International Information Resources Management Association Conference*, CD-ROM.
- Steinheider, B.** & Wuestewald, T. (2005). Implementing Shared Leadership to a Police Department: A Case Study. Abstract in *Proceedings of the 12<sup>th</sup> European Congress of Work & Organizational Psychology*, Istanbul, Turkey, CD-ROM.
- Steinheider, B.** & Al-Hawamdeh, S. (2004). Team Coordination, Communication and Knowledge Sharing in SMEs and Large Organizations. *Journal of Information and Knowledge Management*, 3(3), 223-232.
- Steinheider, B.** & Legrady, G. (2004). Interdisciplinary Collaboration in Digital Media Arts: A Psychological Perspective on the Production Process. *Leonardo*, 37(4), 315-321.
- Steinheider, B.** & Bayerl, P.S. (2004). Effects of Heterogeneity in Interdisciplinary Research Teams: A Quantitative and Qualitative Approach. Abstract in The National Academies, Committee on Science, Engineering, and Public Policy (Eds.), *Convocation on Facilitating Interdisciplinary Research*, pp. 26-27.
- Steinheider, B.** & Menold, N. (2004). Knowledge Integration Problems and Their Effect on Team Performance. In B. Trezzini, P. Lambe & S. Hawamdeh (Eds.), *People, Knowledge and Technology: What have we learnt so far? Proceedings of the 1<sup>st</sup> International Conference on Knowledge Management*. Singapore: World Scientific Publishing, pp. 163-173.
- Steinheider, B.** & Bayerl, P.S. (2003). Wissensintegration in interdisziplinären Teams – Probleme und Lösungsansätze. (Knowledge sharing in interdisciplinary teams – problems and solutions). *Wirtschaftspsychologie*, 1, pp. 26 – 29.
- Steinheider, B.** & Bayerl, P. (2003). Knowledge sharing in inter-/transdisciplinary teams. Abstract in *Proceedings of the 11<sup>th</sup> European Congress on Work and Organizational Psychology*, Lisboa, Portugal, CD-ROM.
- Bayerl, P. & **Steinheider, B.** (2003). Communication breakdowns in interdisciplinary academic research teams: Reasons, strategies, and performance. Abstract in *Proceedings of the 13<sup>th</sup> Meeting of the Society for Text & Discourse*, Madrid, Spain, CD-ROM.
- Legrady, G. & **Steinheider, B.** (2002). Pockets full of Memories: The Collaborative Construction of a Digital Archive. In *Proceedings of the 11<sup>th</sup> International Symposium on Electronic Art, ISEA*, Nagoya, Japan, pp. 30 –31.
- Steinheider, B.** (2002). Monitoring Interdisciplinary Collaboration. In *Proceedings of the IBEC 2002, International Body Engineering Conference and Exhibition*, Palais des Congrès, Paris, France, CD-ROM.

- Steinheider, B.** & Bayerl, P. (2002). Strategien zur Wissensintegration in interdisziplinären Teams. Abstract in *Proceedings of the 43<sup>rd</sup> Conference of the German Society of Psychology (DGPs)*, Berlin, Germany, p. 218.
- Ishig, A., Wetzstein, A., Hacker, W. & **Steinheider, B.** (2002). Mit verbessertem Informations- und Wissensaustausch die Innovationsfähigkeit von Unternehmen stärken? Abstract in *Proceedings of the 43<sup>rd</sup> Conference of the German Society of Psychology (DGPs)*, Berlin, Germany, p. 407.
- Steinheider, B.** & Legrady, G. (2001). Realizing a Digital Media Installation: Problems and Synergetic Effects of an Interdisciplinary Collaboration. In *Proceedings of the MTAC 2001 – Multimedia Technologies and Applications Conference*, University of California, Irvine, CA, pp. 255-260.
- Steinheider, B.** (2001). Supporting the Co-operation of R&D-Teams in the Product Development Process. In *Proceedings of the 5<sup>th</sup> Conference on Engineering Design and Automation*, Las Vegas, Nevada, CD-ROM.
- Steinheider, B.,** Bayerl, S. (2001). Wissensintegration und deren Unterstützung in interdisziplinären F&E-Teams. In: Gesellschaft für Arbeitswissenschaft e.V. (Hrsg.). *Arbeitsgestaltung, Flexibilisierung, Kompetenzentwicklung*. Dortmund: GfA-Press, pp. 303 – 308.
- Steinheider, B.** & Legrady, G. (2001). Kooperation in interdisziplinären Teams in Forschung, Produktentwicklung und Kunst. In H. Oberquelle, R. Oppermann & J. Krause (Hrsg.), *Mensch & Computer 2001. Bericht des German Chapters of the ACM* Band 55. Stuttgart: B.G. Teubner, pp. 37-46.
- Steinheider, B.** & Burger, E. (2000). Kooperation in interdisziplinären Teams. In Gesellschaft für Arbeitswissenschaft e.V. (Hrsg.): *Komplexe Arbeitssysteme – Herausforderungen für Analyse und Gestaltung*. Dortmund: GfA-Press, pp. 553 –557.
- Steinheider, B.** (2000). Cooperation in interdisciplinary R&D Teams. In *Proceedings of ISATA 2000: Simultaneous Engineering & Rapid Product Development*. Epsom: ISATA-Düsseldorf Trade Fair, pp. 125-130.
- Warschat, J., **Steinheider, B.**, Cebulla, T., Leyh, J. (2000). Teamorientiertes Kommunikationssystem für vernetztes Arbeiten. In TU Chemnitz, Institut für Betriebswissenschaften und Fabrikssysteme (Hrsg.), *Vernetzt planen und produzieren*, pp. 163-167.
- Steinheider, B.**, Fay, D., Hilburger, T., Hust, I., Prinz, L., Vogelgesang, F. & Hormuth, S.E. (1999). Soziale Normen als Prädiktoren von umweltbezogenem Verhalten. (Social norms as predictor variables for environmentally conscious behavior). *Zeitschrift für Sozialpsychologie*, 30(1), 40-56.
- Steinheider, B.**, Ganz, W., Nogge, W. & Warschat, J. (1999). Ein Modell zur Unterstützung von Expertenkooperationen. In F.J. Heeg & G. Kleine (Hrsg.), *Kommunikation und Kooperation. Arbeitswissenschaftliche Aspekte der Gestaltung von Kooperationsbeziehungen und –systemen*. Bremer Schriften zur Betriebstechnik und Arbeitswissenschaft 23, Aachen: Mainz, pp. 59-64.
- Ganz, W. & **Steinheider, B.** (1999). Wettbewerbsdifferenzierung und Wachstum durch hybride Produkte. In K. Gersten (Hrsg.), *Arbeit und Technik in den neuen Bundesländern. Beiträge und Ergebnisse zur Tagung Dresdner Innovationsgespräche - Von der Idee zum Markt*, Bautzen: Lausitzer Druck- und Verlagshaus, pp. 687-699.
- Steinheider B.** & Hodapp, V. (1999). Environmental worry: a Concept to explain differences in environmentally conscious behaviour? *Zentralblatt für Hygiene und Umweltmedizin*, 202, 273-289.
- Steinheider, B.** (1999). Environmental Odours and Somatic Complaints. *Zentralblatt für Hygiene und Umweltmedizin*, 202, 101-119.
- Steinheider, B.**, Both, R., & Winneke, G. (1998). Field studies on environmental odours inducing annoyance and gastric symptoms. *Journal of Psychophysiology*, 12, Suppl. (1), 64-79.
- Winneke, G., Neuf, M. & **Steinheider, B.** (1996). Separating the impact of exposure and personality in annoyance response to environmental stressors, particularly odours. *Environment International*, 22, 73-81.

- Steinheider, B.** & Winneke, G. (1996). Exposure-response associations between environmental odours, annoyance and gastric symptoms. Abstract in F.Y. Doré (ed.), *International Journal of Psychology*, 31(3/4), p. 446.
- Steinheider, B.** & Paulsen, R. (1994). Wirkungsunterschiede von Verkehrsimmissionen zwischen Anwohnerinnen einer Klein- und einer Großstadt. In D.W. Timp & R. Günther (Hrsg.), *Berichte aus Forschung und Praxis. Veröffentlichungen des BDP-Bundesausschusses Umweltpsychologie*. 2/94, pp. 99-105.
- Steinheider, B.** & Winneke, G. (1994). Exposure-response associations between environmental odours, traffic noise, annoyance and somatic complaints. In Gesellschaft für Hygiene und Umweltmedizin/ Medizinisches Institut für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf (Hrsg.), *Umwelthygiene - Supplement 2*. 1<sup>st</sup> Internationaler Kongress für Umweltmedizin, pp. 87-89.
- Paulsen, R., Ritterstaedt, U. & **Steinheider, B.** (1994). Der Einfluß des Hintergrundes auf die Beurteilung von Geräuschen. In Deutsche Physikalische Gesellschaft (Hrsg.), *Fortschritte der Akustik - DAGA '94*. Bad Honnef: DPG GmbH, pp. 1191-1196.
- Steinheider, B.** & Winneke, G. (1994). Befindlichkeitsstörungen durch Geruchsstoffe in der Umwelt: Allgemeine und differentielle Aspekte. Abstract in K. Pawlik, G. Sammer & C. Wein (Hrsg.), *Proceedings of the 39<sup>th</sup> Conference of the German Psychological Society (DGPS)*, Hamburg, p. 705.
- Steinheider, B.** & Winneke, G. (1993). Industrial odours as environmental stressors: exposure-annoyance-associations and their modification by coping, age and perceived health. *Journal of Environmental Psychology*, 13, 353-363.
- Paulsen, R. & **Steinheider, B.** (1993). Unterschiede in der Belästigungsreaktion auf Straßenverkehrslärm in einer Klein- und in einer Großstadt. In Deutsche Physikalische Gesellschaft (Hrsg.), *Fortschritte der Akustik - DAGA '93*. Bad Honnef: DPG GmbH, pp. 612-615.
- Steinheider, B.** & Winneke, G. (1993). Associations between environmental odours, annoyance, somatic complaints and cortisol in urine. Abstract in *Psychophysiology*.
- Winneke, G., Berresheim, H.W., **Steinheider, B.** & Neuf, M. (1993). Psychophysiological correlates of annoyance. Abstract in *Psychophysiology*.
- Steinheider, B.** & Winneke, G. (1992). Industrial odours and annoyance and their modification by age, perceived health and coping strategy. Abstract in M. Sabourin (Ed.), *International Journal of Psychology*, 27(3 & 4).
- Steinheider, B.** & Winneke, G. (1990). Gesundheitszufriedenheit und Stressverarbeitung als Moderatoren der Belästigung durch Umweltgerüche. Abstract in B. Herbeck (Hrsg.), *8. Kongress der Psychologie in der Medizin*. Ulm: Universitätsverlag Ulm.
- Steinheider, B.**, Noack, R. Paulsen, R. & Kastka, J. (1989). Der Einfluß der Zeitstruktur auf die Wirkung von Verkehrslärm. In Deutsche Physikalische Gesellschaft (Hrsg.), *Fortschritte der Akustik - DAGA 1989*. Bad Honnef: DPG GmbH, pp. 723-726.

## Books and Chapters

- Buck, H. & **Steinheider, B.** (2001): Organisatorischer Wandel und innerbetriebliche Kooperation. (Organizational Change and in-house Cooperation). In Haasis, H.-D. & Kriwald, T. (Hrsg.), *Wissensmanagement in Produktion und Umweltschutz. (Knowledge Management in Production and Environmental Protection)*. Berlin u.a.: Springer, S. 57-87. (invited)
- Steinheider, B.** (1998). Industrie- und Umweltgerüche. (Industrial and Environmental Odors). In A. Beyer & D. Eis (Hrsg.), *Praktische Umweltmedizin. (Practice of Environmental Medicine)*. Berlin: Springer Loseblatt-Ausgabe, Band 2, Sektion 09.06, Teil 6, April 1998, S. 1-18. (invited handbook article)

- Steinheider, B.** (1998). Gesundheitliche Wirkungen von Industrie- und Umweltgerüchen. (Health Effects of Industrial and Environmental Odors). In E. Kals (Hrsg.), *Umwelt und Gesundheit. (Environment and Health)*. Weinheim: Psychologie Verlags Union, S. 43-61. (invited)
- Winneke, G. & **Steinheider, B.** (1998). Expositions-Wirkungs-Zusammenhänge für Geruchsbelästigungen und Beschwerden: Eine Übersicht. (Survey of Dose-Response Associations for Odor Annoyance and Complaints). In: KRdL im VDI und DIN (Hrsg.), *Gerüche in der Umwelt. Innenraum und Außenluft. (Interior and Exterior Odors in the Environment)*. VDI-Berichte 1373. Düsseldorf: VDI-Verlag, S. 361-372. (invited)
- Hormuth, S. E. & **Steinheider, B.** (1997). Umwelt. (Environment). In L. von Rosenstiel, C.M. Hockel & W. Molt (Hrsg.), *Handbuch der Angewandten Psychologie: Grundlagen – Methoden - Praxis. (Handbook of Applied Psychology: Fundamentals – Methods – Practice)*. Landsberg/Lech: ecomed.-Losebl.-Ausg., 4. Erg. Lfg. 4/97, V1-17, S. 1-18. (invited handbook article)
- Steinheider, B.** (1997). *Wirkungen von Industrieerüchen als Umweltstressoren. (Effects of industrial odors as environmental stressors)*. DUV Psychologie: Wiesbaden.
- Steinheider, B.** & Winneke, G. (1992). Neuere Untersuchungen zur Wirkung von Gerüchen als Umweltstressoren. (New studies on Odors as Environmental Stressors). In Gesellschaft zur Förderung der Lufthygiene und Silikoseforschung e.V. (Hrsg.), *Umwelthygiene. (Environmental Hygiene) Jahresbericht 1992/93*, Band 25, Düsseldorf, 271-289. (invited)
- Winneke, G., Harkort, W., Ratzki, E. & **Steinheider, B.** (1990). Zusammenhänge zwischen Geruchshäufigkeit und Belästigungsgrad. (Associations between Odor Frequency and Degree of Annoyance). In VDI-Kommission Reinhaltung der Luft (Hrsg.), *Gerüche. (Odors)*. Band 12, Düsseldorf: VDI-Verlag, pp. 63-77. (invited)

## Grants and Contracts

- Broken Arrow Police Department** (2007). *Enhancing Law Enforcement Response to Victims: Designing a 21<sup>st</sup> Century Strategy*. Consulting with BAPD, funded by the International Association of Chiefs of Police, [\$ 3,000].
- Steinheider, B.** (2007). *From the Bottom-Up: Implementing and Assessing Shared Leadership in Policing*. Submitted to U.S Department of Justice, National Institute of Justice, Research on Policing and Public Safety, [\$ 244.078 for 2 years] (unfunded).
- Steinheider, B.** (2005). *Facilitating Interdisciplinary Research: Developing a Training for Knowledge Integration in Interdisciplinary Research Teams*. Junior Faculty Summer Research Grant of the Dean of the College of Arts & Sciences, University of Oklahoma, [\$ 6,000].
- Steinheider, B.** (2004). *Development of an Online Questionnaire to Study the Effects of Knowledge Sharing in Research and Development Teams*. Junior Faculty Summer Research Grant of the Dean of the College of Arts & Sciences, University of Oklahoma [\$ 6,000].
- Gibson, J.D., Legrady, G.T. & **Steinheider, B.** (2004). *Creating the Digital Society through Collaborative Interdisciplinary Research Models*. Co-PI in collaboration with Jerry D. Gibson (PI) and George T. Legrady (Co-PI), University of California, Santa Barbara, submitted to NSF Digital Society and Technologies (NSF 03611) [(\$117,481 for OU] (unfunded).
- Steinheider, B.** (2003). *Empirical Studies of Value Appreciation, Luxury Comprehension, Haptic Perception and Expectations about Luxury Cars*. Research funded by DaimlerChrysler, Berlin, Germany in collaboration with Dresden University of Technology and Tezukayama University in Nara, Japan, [\$ 6,500], and by the Vice President for Research, University of Oklahoma (October 2003 – December 2003) [\$ 3,120].
- Steinheider, B.** (2003). *Exploring the Creative Potentials of Transdisciplinarity: The visualization of different experts' view on a digital media archive*. Research proposal submitted to Creativity in Motion – Thatcher Hoffman Smith Prize [\$ 40,000] (unfunded).

- Steinheider, B.** & Bullinger, H.J., Hacker, W. (2001). *Development of methods to integrate the knowledge of internal and external customers of companies to enhance innovation.*; Funded by the German Ministry of Education and Research (BMBF), in collaboration with the University of Technology Dresden and 10 German companies, e.g. Infineon Technologies AG, Dresden [\$ 350,000] (6/2001 – 11/2003).
- Steinheider, B.** & Bullinger, H.J. (2001). *Ergonomical conception of cooperative work for the development of innovative products.* Project A3, Collaborative Research Center “Rapid Product Development”, SFB 374; funded by the German Research Foundation (DFG), industrial partner: DaimlerChrysler AG; third term [\$ 200,000] (1/2001 – 12/2003).
- Steinheider, B.** & Bullinger, H.J. (1997). *Ergonomical conception of cooperative work for the development of innovative products.* Project A3, Collaborative Research Center “Rapid Product Development” (SFB 374), funded by the German Research Foundation (DFG), industrial partner: DaimlerChrysler AG; second term [\$ 200,000] (1/1998 – 12/2000).
- Steinheider, B.** & Bullinger, H.J. (1997). *Engineering and Management of hybrid (service) products.* Funded by the State Ministry of Economic Affairs of Baden-Württemberg in cooperation with 10 German companies, e.g. Robert Bosch GmbH, [\$ 2,000,000] (9/1997 – 3/2000).
- Steinheider, B.,** Gideon, G. & Bullinger, H.J. (2000). *Evaluating the effects of a training for unemployed engineers.* Funded by the State Employment Office of Baden-Württemberg; project leader (4/2000 – 4/2001).
- Steinheider, B.,** Ganz, W., Warschat, J., & Nogge, W. (1997). *A framework for cooperation.* Internal research project funded by the Fraunhofer Society, Munich; project leader (4/1997 – 8/1997).
- Buck, H., **Steinheider, B.** & Bullinger, H.J. (1997). *Examining the role of active employees on self-regulation in changing production structures.* Project D1, Collaborative Research Center, “Transformable Business Structures for Multiple-Variant Series Production” (SFB 467); funded by the German Research Foundation (DFG); industrial partner: Siemens AG [\$ 200,000] (3/1997 – 1/1998).
- Winneke, G. & **Steinheider, B.** (1993). *Assessing the effects of mushroom fertilizer emissions on residents in the surrounding area.* Funded by the City of Nettetal (3/1993 – 8/1993).
- Steinheider, B.** & Winneke, G. (1992). *Design of a directive to limit odor immissions.* Funded by the Ministry of Environment, Regional Planning, and Agriculture in Northrhine-Westfalia, Germany (9/1992 – 11/1992).
- Steinheider, B.,** Paulsen, R. & Winneke, G. (1990). *Assessing odor immissions of industrial sites and traffic exhaust gases in Northrhine-Westfalia.* Funded by the Ministry of Environment, Regional Planning and Agriculture in Northrhine-Westfalia, Germany (2/1990 – 7/1992).
- Winneke, G. & **Steinheider, B.** (1989). *Assessment of dose-response-associations of odor annoyance.* Funded by the Ministry of Environment, Regional Planning, and Agriculture in Northrhine-Westfalia, Germany (8/1989 – 1/1990).
- Kastka, K., **Steinheider, B.,** Bisping, R. Ritterstaedt (1988). *Effects of impulse noise of a planned container terminal on a recreational area.* Funded by the City of Düsseldorf (8/1988 – 9/1989).
- Project Team Rheinpark** (1988). *Planning and realization of a cultural PR-event for the inauguration of the Rheinpark Düsseldorf.* Funded by Stadtwerke Düsseldorf AG (Düsseldorf’s municipal utility) [\$ 20,000] (5/1988 – 8/1988).

## Technical Reports and Practitioner-oriented Publications (Editor Reviewed)

- Steinheider, B.** & Kisamore, J. (2008). *Strategic Plan for ODYN Recruitment.* Proposal submitted to Vice Provost Ray, OU-Tulsa Graduate College.
- Wuestewald, T. & **Steinheider, B.** (2006). The Changing Face of Police Leadership. *The Police Chief*, 73(4), 26-33.

- Wuestewald, T. & **Steinheider, B.** (2006). How to Implement Shared Leadership. *The Police Chief*, 73(4), 34-37.
- Steinheider, B.**, Costanza, D.P., Kisamore, J.L. & Reiter-Palmon, R. (2006). Leaving the Psychology Tower: Nontraditional Programs in I-O Psychology. *The Industrial and Organizational Psychologist*, 43(4), 83 -89.
- Wuestewald, T. & **Steinheider, B.** (2006). Shared Leadership: Can Empowerment Work in Police Organizations? *The Police Chief*, 73(1), 48-55.
- Steinheider, B.** (2005). *Post Audit Report for the Master of Arts in Organizational Dynamics*. Submitted to the Oklahoma State Regents of Higher Education.
- Schlag, B., Kämpfe, B., Ötsch, B., Rosenberg, J.F., **Steinheider, B.** & Renge, K. (2004). *Luxuserwartungen, haptische Wahrnehmung und Wertanmutungen von Fahrzeuginterieurs im internationalen Vergleich. (International comparison of luxury comprehension, haptic perception and value appreciation of automotive interiors)*. Report for the DaimlerChrysler AG, Berlin, Germany.
- Steinheider, B.** & Schnalzer, K. (2004). Wissensintegration in interdisziplinären Teams. *Wirtschaftspsychologie aktuell*, 4, 54-57.
- Steinheider, B.** (2001). *Hybride Produkte – Optimierung und Generierung von Dienstleistungsprodukten (Hybrid products – engineering and optimization of service products)*. CD-ROM for the the State Ministry of Economic Affairs of Baden-Württemberg.
- Steinheider, B.** (2001). *Durchführung der wissenschaftlichen Begleitung einer Pilotdurchführung der Maßnahme zur Fortbildung arbeitsloser (und von Arbeitslosigkeit bedrohter) Fachkräfte im Bereich der Konstruktion. (Evaluation of the effects of a training for unemployed engineers)*. Report for the State Employment Office of Baden-Württemberg, Stuttgart, Germany.
- Steinheider, B.** (2000). *Ergonomical conception of cooperative work for the development of innovative products*. Report for the German Research Foundation (DFG).
- Steinheider, B.**, Winneke, G. & Both, R. (1998). Die Erfassung der Geruchsbelästigung durch Tierstallimmissionen auf die Anwohner: Ein wirkungsbezogener Vergleich der Expositionserfassung durch Ausbreitungsrechnung und Rasterbegehung. *Gefahrstoffe - Reinhaltung der Luft*, 58(10), 411-416.
- Hormuth, S., Fay, D., Hilburger, T. Hust, I., **Steinheider, B.** & Vogelgesang, F. (1995). *Die Bedeutung von sozialen Normen in den Lebensbereichen "Arbeit" und "Familie" für den Zusammenhang zwischen umweltbewußten Einstellungen und umweltbewußtem Verhalten*. Abschlußbericht für das Teilprojekt "Umweltbewußtsein und Umwelthandeln" im Rahmen des Hessischen Landesforschungsschwerpunkts "Arbeits- und Lebenswelt".
- Steinheider, B.**, Winneke, G. & Schlipkötter, H.W. (1993). Somatische und psychische Wirkungen intensiver Geruchsmissionen. Eine Fallstudie aus der Substratherstellung für die Champignonzucht. *Staub - Reinhaltung der Luft*, 53, 425-431.
- Steinheider, B.**, Winneke, G. (1992). *Psychophysiologische und epidemiologische Grundlagen der Wahrnehmung und Bewertung von Geruchsmissionen*. Gutachten des Medizinischen Instituts für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf für das Ministerium für Umwelt, Raumordnung und Landwirtschaft des Landes Nordrhein-Westfalen.
- Winneke, G., **Steinheider, B.** (1992). *Gesundheitsgefährdungen der Bevölkerung durch Geruchsmissionen der Nettetaler Champignonzentrale*. Umweltmedizinisches Gutachten des Medizinischen Instituts für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf.
- Winneke, G., **Steinheider, B.** (1990). *Durchführung und Bewertung von Geruchsbelästigungs-Untersuchungen unter Expositions-Wirkungsaspekten*. Gutachten des Medizinischen Instituts für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf für das Ministerium für Umwelt, Raumordnung und Landwirtschaft in Nordrhein-Westfalen.

Kastka, J., **Steinheider, B.**, Ritterstaedt, U. & Bisping, R. (1990). *Feld- und laborexperimentelle Untersuchung zur Wirkung von impulshaltigen Betriebsgeräuschen für den geplanten Containerbahnhof Düsseldorf-Eller*. Gutachten des Medizinischen Instituts für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf.

## Manuscripts Under Review/In Preparation

- Bayerl, P., **Steinheider, B.**, Kientz, Emma. Co-Learning in Healthcare: Evaluation of the Interprofessional Training Program at the Bedlam Longitudinal Clinic. (*Journal of Interprofessional Care*, under review).
- Bayerl, P. & **Steinheider, B.** Knowledge sharing strategies in interdisciplinary teams: A qualitative approach (data collected; qualitative data analysis ongoing).
- Bayerl, P.S. & **Steinheider, B.** Knowledge integration as a predictor for collaboration success in interdisciplinary teams. (data collection ongoing).
- Steinheider, B.**, Wuestewald, T. & Bayerl, P.S. The Implementation of Collaborative Leadership: Observations from the Field. (data collected, qualitative analysis ongoing)
- Steinheider, B.**, Wuestewald, T. & Bayerl, P.S. When 12 heads are better than One: Assessing the Effects of a Shared Leadership Concept in a Police Agency. (data collected and analyzed; prior versions of the manuscript have been presented at conferences).
- Steinheider, B.** & Wuestewald, T. What Chiefs really think: Perceived Benefits and Hindrances to Collaborative Leadership Approaches. (in preparation; data collected at 4 national and international police conferences and analyzed).

## Presentations

### Professional Presentations (Peer Reviewed)

- Steinheider, B.** & Wuestewald, T. (2007). *Integrating Vertical and Horizontal Leadership in a Police Agency*. Presentation, 6. Tagung der DGPs-Fachgruppe Arbeits- und Organisationspsychologie, September 9-11, 2009, Vienna, Austria.
- Steinheider, B.** & Bayerl, P. S. (2009). *Co-Learning in Health Care: Evaluation of an Inter-professional Training Program in a Medical Clinic*. Presentation, 14<sup>th</sup> European Congress on Work and Organizational Psychology, May 13-16, 2009, Santiago de Compostela, Spain.
- Bayerl, P.S. & **Steinheider, B.** (2009). *An Exploration of Knowledge Integration Problems in Interdisciplinary Research Teams*. Poster, 24<sup>th</sup> Annual Society of Industrial and Organizational Psychology Conference, New Orleans, LA.
- Steinheider, B.** & Wuestewald, T. (2008). *Giving Employees a Voice: Perceived Benefits and Hindrances to Participative Management Approaches*. Presentation, Annual Meeting of the American Society of Criminology, November 12-15, 2008, St. Louis, MO.
- Steinheider, B.** & Wuestewald, T. (2007). *Shared Leadership in einer Polizeibehörde: Implementierung und Ergebnisse des Leadership Teams*. Presentation, 5. Tagung der DGPs-Fachgruppe Arbeits- und Organisationspsychologie, September 19-21, 2007, Trier, Germany.
- Wuestewald, T. & **Steinheider, B.** (2007). *Beyond Participation: An Assessment of Shared Leadership in a Police Agency*. Presentation, 44<sup>th</sup> Annual Academy of Criminal Justice Sciences Meeting, Seattle, WA.
- Steinheider, B.** & Wuestewald, T. (2006). *When Twelve Heads are Better than One: Implementing a Shared Leadership Concept in a Police Agency*. Presentation, Annual Meeting of the Academy of Management, Atlanta, GA.
- Steinheider, B.**, Kremer, D. & Johnson, C. (2006). *Knowledge Integration in Organizations: Bridging the Gaps between Functional Experts*. Presentation, Expertise in Context, Berlin, Germany.

- Steinheider, B.**, Bayerl, P.S. & Wuestewald, T. (2006). *The Effects of Participative Management on Employee Commitment, Productivity and Community Satisfaction in a Police Agency*. Presentation, 56<sup>th</sup> Annual Conference of the International Communication Association, Dresden, Germany.
- Steinheider, B.**, Costanza, D.P., Kisamore, J.L. & Reiter-Palmon, R. (2006). *Leaving the Psychology Tower: Non-Traditional Programs in I/O Psychology*. Presentation, Teaching, Learning and Education Forum, 21<sup>st</sup> Annual Society of Industrial and Organizational Psychology Conference, Dallas, TX.
- Bayerl, P. & **Steinheider, B.** (2004). *Facilitating Interdisciplinary Research*. Presentation, 8<sup>th</sup> International Workshop on Teamworking, Trier, Germany.
- Steinheider, B.** & Bayerl, P.S. (2004). *Functional Heterogeneity in Academic Research Teams: Effects and Strategies for Knowledge Workers*. Presentation, Annual Conference of the Academy of Management, New Orleans, LA.
- Steinheider, B.** & Bayerl, P.S. (2004). *Facilitating interdisciplinary research*. Presentation, 16<sup>th</sup> Annual Convention of the American Society of Psychology, Chicago, IL.
- Bayerl, P.S. & **Steinheider, B.** (2004). *Working in interdisciplinary research teams: Why heterogeneity matters*. Poster presentation, 19<sup>th</sup> Annual Society of Industrial and Organizational Psychology Conference, Chicago, IL.
- Steinheider, B.** & Bayerl, P.S. (2004). *Effects of Heterogeneity in Interdisciplinary Research Teams: A Quantitative and Qualitative Approach*. Poster presentation, Convocation of the Committee on Facilitating Interdisciplinary Research, National Academy of Sciences, National Academy of Engineering, and Institute of Medicine, Washington, DC.
- Bayerl, P. & **Steinheider, B.** (2003). *Communication breakdowns in interdisciplinary academic research teams: Reasons, strategies, and performance*. Poster presentation, 13<sup>th</sup> Meeting of the Society for Text & Discourse, Madrid, Spain.
- Steinheider, B.** & Bayerl, P. (2003). *Knowledge sharing in inter-/transdisciplinary teams*. Presentation, 11<sup>th</sup> European Congress on Work and Organizational Psychology, Lisboa, Portugal.
- Steinheider, B.** & Bayerl, P. (2003). Wissensintegration in interdisziplinären Teams – Probleme und Lösungsansätze (Knowledge sharing in interdisciplinary teams – problems and solutions). Presentation, 9<sup>th</sup> Dresdner Symposium für Psychologie der Arbeit, Flexibilisierung der Arbeit: Organisation – Lernen – Gesundheit. (Symposium for Psychology of Work, Flexibility of Work: Organization, learning, health), Dresden, Germany.
- Legrady, G. & **Steinheider, B.** (2002). *Pockets full of Memories: The Collaborative Construction of a Digital Archive*. Presentation, 11<sup>th</sup> International Symposium on Electronic Art (ISEA), Nagoya, Japan.
- Steinheider, B.** & Bayerl, P.S. (2002). *Strategien zur Wissensintegration in interdisziplinären Teams (Strategies of knowledge sharing in interdisciplinary teams)*. Presentation, 43<sup>rd</sup> Conference of the German Society for Psychology, Berlin, Germany.
- Ishig, A., Wetzstein, A., Hacker, W. & **Steinheider, B.** (2002). *Mit verbessertem Informations- und Wissensaustausch die Innovationsfähigkeit von Unternehmen stärken? (Facilitating innovations by improving knowledge sharing processes?)*. Poster presentation, 43<sup>rd</sup> Conference of the German Society of Psychology (DGPs), Berlin, Germany.
- Wetzstein, A., **Steinheider, B.**, Schnalzer, K. & Hacker, W. (2002). *Integration von Wissen in und zwischen Unternehmen und Netzwerken*. Poster presentation, 12<sup>th</sup> Zürcher Symposium für Arbeitspsychologie, Zürich, Switzerland.
- Steinheider, B.** (2001). *Knowledge sharing in interdisciplinary R&D-Teams*. Poster presentation, 7<sup>th</sup> European Congress of Psychology, London, UK.
- Steinheider, B.** & Reiband, N. (2001). *Cooperation in interdisciplinary R&D-teams*. Presentation, 10<sup>th</sup> European Conference on Work and Organizational Psychology, Prague, Czech Republic.

- Aslanidis, S. & **Steinheider, B.** (2001). *Adaptive Oberflächen im Prototypen-Entwicklungsprozess*. Poster presentation, Mensch & Computer 2001, Bad Honnef, Germany.
- Steinheider, B.** (2000). *Subjektive Erklärungsmuster für Probleme in interdisziplinären Kooperationen*. Presentation, 42<sup>nd</sup> Conference of the German Society for Psychology (DGPs), Jena, Germany.
- Steinheider, B.** (2000). *Factors explaining perceived problems in interdisciplinary cooperations*. Presentation, 27<sup>th</sup> International Congress of Psychology, Stockholm, Sweden.
- Vogelgesang, F., Hormuth, S.E. & **Steinheider, B.** (1997). *Bedeutung und Funktion von Gegenständen in umweltrelevantem Alltagshandeln*. Poster presentation, 2. Tagung der DGPs-Fachgruppe Umweltpsychologie, Düsseldorf, Germany.
- Winneke, G., Frechen, F.-B., Both, R. & **Steinheider, B.** (1997). *Psychologie der Geruchsbelästigung: Lineare und nicht-lineare Expositions-Wirkungsbeziehungen, Erinnerungseffekte und Psychosomatik*. Poster presentation, 2. Tagung der DGPs-Fachgruppe Umweltpsychologie, Düsseldorf, Germany.
- Steinheider, B.**, Bisping, R., Kastka, J. & Ritterstaedt, U. (1995). *Wirkungen von impulshaltigen Betriebsgeräuschen eines geplanten Containerbahnhofs*. Presentation, 2. Internationaler Kongreß Perspektiven der ökologischen Kommunikation: Ökologie - Gesundheit - Risiko, Deutsches Hygiene Museum, Dresden, Germany.
- Hormuth, S., Fay, D., Hillburger, T., Hust, I., **Steinheider, B.** & Vogelgesang, F. (1995). *Die Bedeutung sozialer Normen für den Zusammenhang zwischen umweltbewußten Einstellungen und umweltbewußtem Verhalten*. Poster presentation, 1. Tagung der DGPs-Fachgruppe Umweltpsychologie, Salzburg, Austria.
- Steinheider, B.**, Elpel, S., Helbig, K., Klein, R., Kral, J., Krumrey, B. & Hormuth, S. (1995). *Unterschiede von Urlaubsmotivation und geplantem Urlaubsverhalten in Ost- und Westdeutschland*. Poster presentation, 1. Tagung der DGPs-Fachgruppe Umweltpsychologie, Salzburg, Austria.
- Steinheider, B.**, Winneke, G. & Both, R. (1994). *Odour frequency predicts annoyance, symptoms and complaints in environmental odour exposure*. Presentation, 11<sup>th</sup> Conference of the European Chemoreception Research Organization, Blois, France.
- Steinheider, B.**, Kastka, J. & Paulsen, R. (1994). *Der Einfluß des visuellen Kontextes auf die Bedeutung von Umweltgeräuschen*. Presentation, 36. Tagung experimentell arbeitender Psychologen, München, Germany.
- Steinheider, B.** & Winneke, G. (1992). *The effects of industrial odours and traffic noise on annoyance and somatic complaints and their modification by coping strategies*. Presentation, 7<sup>th</sup> Conference of the European Health Psychology Society, Brüssel, Belgium.
- Steinheider, B.** & Winneke, G. (1991). *Industriegerüche als Umweltstressoren und ihre Wirkungsbeeinflussung durch Coping-Strategien*. Poster presentation, 5<sup>th</sup> International Coping-Workshop, Erlangen, Germany.

## Invited Talks

- Steinheider, B.** & Wuestewald, T. (2009). *Organisationale Demokratie in Polizeidepartementen: Das Broken Arrow Leadership Team Projekt*. Institut für Psychologie, Leopold-Franzens-Universität Innsbruck, Austria.
- Steinheider, B.** (2009). *Wissensintegration in interdisziplinären Projektteams*. Hochschule Fresenius, Idstein, Germany.
- Steinheider, B.** (2009). *Wissensintegration in interdisziplinären Projektteams*. Wissenschafts- und Praxiskolloquium, Arbeits- und Organisationspsychologie, Johann Wolfgang Goethe Universität Frankfurt, Germany.
- Steinheider, B.** (2009). *Strategic planning for the University of Applied Sciences*. Fachhochschule Nordwest-Schweiz (FHNW), Brugg, Switzerland.
- Steinheider, B.** & Wuestewald, T. (2008). *Implementing Shared Leadership in a Police Agency*. Police

- headquarter Düsseldorf, Germany.
- Steinheider, B.** (2008). *Why are Ethics important in Public Safety Leadership Development?* Panel discussion, Annual Summit of the Public Safety Leadership Development Consortium, Tallahassee, FL.
- Steinheider, B.** & Wuestewald, T. (2008). *Changing the ethical work climate in police organizations.* Police Academy Rhineland-Palatinate, Hahn, Germany.
- Wuestewald, T. & **Steinheider, B.** (2007). *Broken Arrow Police Department: Shared Leadership Team.* Presentation, Colorado Association of Chiefs of Police, Copper Mountain, CO.
- Wuestewald, T. & **Steinheider, B.** (2007). *The Art and Practice of Sharing Leadership: Collaborative Leadership Styles in Public Service.* South Carolina Criminal Justice Academy, Executive Leadership Program, Columbia, SC.
- Wuestewald, T. & **Steinheider, B.** (2007). *Collaborative Leadership: Can Empowerment Work in Police Organizations?* Contemporary Issues and Ethics Conference, Institute for Law Enforcement Administration, Plano, TX.
- Wuestewald, T. & **Steinheider, B.** (2007). *Shared Leadership.* National Leadership Summit, South Carolina Criminal Justice Academy, Columbia, SC.
- Wuestewald, T., **Steinheider, B.**, Stevens, N. & Sipes, G. (2005). *Shared Leadership - Can Empowerment work in Police Organizations?* Oklahoma Association of Chiefs of Police, Oklahoma City, OK.
- Steinheider, B.**, Wuestewald, T., Walls, J. & Sipes, G. (2006). *Shared Leadership: Can Empowerment work in Police Organizations?* Presentation, International Association of Chiefs of Police, Boston, MA.
- Wuestewald, T., **Steinheider, B.**, Bayerl, P.S. (2006). *From the Bottom Up: Sharing Leadership in a Police Agency.* Conference on Police Reform from the Bottom Up, University of California, Berkeley/Australian National University, Berkeley, CA.
- Wuestewald, T. & **Steinheider, B.** (2006). *Labor-Management Cooperation: BAPD Case Study.* Annual Summit of Benchmark Cities, Norman, OK.
- Steinheider, B.** (2005). *Conversation roundtables on 'online reading'.* Transliterations Conference. University of California, Santa Barbara, CA.
- Wuestewald, T., **Steinheider, B.**, Stephens, N. & Sipes, G. (2005). *Quality Changed The Rules, Empowerment Strengthened The Workforce...A Success Story.* Workshop, Transforming Local Governments (TLG) Conference, Sarasota, FL
- Steinheider, B.** (2004). *Interdisciplinary Awareness.* Media Arts & Technology program, University of California, Santa Barbara, CA.
- Steinheider, B.** (2004). *Facilitating Interdisciplinary Collaboration.* RAND Corporation, Santa Monica, CA.
- Steinheider, B.** (2004). *Knowledge sharing in interdisciplinary teams.* California School of Organizational Studies, Alliant International University, Los Angeles, CA.
- Steinheider, B.** (2002). *Probleme und Strategien zur Integration interdisziplinären Wissens.* Fraunhofer-Forum „Knowledge Work Management – Wissensarbeit unterstützen und gestalten! at the Trade Fair „Personal 2002” in Frankfurt/Main, Germany.
- Steinheider, B.** (2002). *Collaboration in Interdisciplinary R&D teams – The role of knowledge sharing.* Department of Psychology, University of Oklahoma, Norman, OK.
- Steinheider, B.** (2002). *Interdisciplinary Collaboration in Digital Media.* Invited Talk, Free Space Symposium, ISIS – Informations Science + Information Studies, Duke University, Durham, NC.
- Steinheider, B.** (2002). *Collaboration in Interdisciplinary R&D teams.* Department of Psychology, University of Minnesota, Duluth, MN.
- Steinheider, B.** (2002). *Knowledge sharing in research groups.* Department of Social Psychology, University of California, Santa Barbara, CA.
- Steinheider, B.** & Legrady, G. (2002). *Pockets full of Memories: The Collaborative Construction of a*

- Digital Archive*. Interdisciplinary Humanities Center, University of California, Santa Barbara, CA.
- Steinheider, B.** (2002). *Knowledge sharing in interdisciplinary R&D teams*. Department of Communication, University of California, Santa Barbara, CA.
- Steinheider, B.** & Legrady, G. (2001). *Realizing a Digital Media Installation: Problems and Synergetic Effects of an Interdisciplinary Collaboration*. Digital Cultures Project Summer Institute, *Archive Cultures: Database Design for Online Collaboration*, English Department, University of California, Santa Barbara, CA.
- Steinheider, B.** (1999). *Wirkungen von Geruchsimmissionen*. Congress of the Deutsche Gesellschaft für Innere Medizin, Wiesbaden, Germany.
- Steinheider, B.** (1998). *Haben Bildungsträger eine Zukunft oder liegt sie bereits hinter ihnen?* Kolloquium zur Neupositionierung von Bildungsdienstleistern, Villingen-Schwenningen, Germany.
- Steinheider, B.**, Winneke, G. & Both, R. (1996). *Wirkungen von Tierstallemissionen: Eine Erhebung in der Umgebung eines Schweinemastbetriebes*. Kolloquium, Die gesundheitliche Bedeutung von Intensivtierhaltungen für die Anwohner, Niedersächsisches Landesgesundheitsamt, Niedersächsisches Sozialministerium und Instituts für Tierhygiene der Tierärztlichen Hochschule Hannover, Hannover, Germany.
- Hormuth, S. & **Steinheider, B.** (1996). *Die Bedeutung sozialer Normen für umweltgerechtes Handeln*. Kolloquium, Umweltgerechtes Handeln: Motivation und Barrieren, Potsdam-Institut für Klimafolgenforschung und Zentrum für Gerechtigkeitsforschung an der Universität Potsdam, Potsdam, Germany.
- Steinheider, B.** (1994). *Erfassung und Wirkung von Umweltgerüchen*. Psychologisches Kolloquium des Lehrstuhls III an der Julius-Maximilians-Universität Würzburg, Germany.

## Other Presentations

- Steinheider, B.** & Wuestewald, T. (2009). Besser gemeinsam als einsam: Ergebnisse eines kooperativen Führungskonzeptes in einer amerikanischen Polizeibehörde. *Polizei & Psychologie 2009*, Frankfurt, Germany.
- Steinheider, B.** & Wuestewald, T. (2009). Practitioner-Researcher Collaboration in Policing. *Polizei & Psychologie 2009*, Frankfurt, Germany.
- Steinheider, B.** (2009). *The Bedlam Clinic Interprofessional Education Program – First Results from the Pilot Study*. Lecture at the Faculty meeting of the Department of Internal Medicine, OU-Tulsa.
- Steinheider, B.** (2008). *Giving Employees a Voice: The Concept of Shared Leadership and its Implementation*. Lecture, Professional Development and Leadership Academy, OU-Tulsa.
- Steinheider, B.**, Branz, J., Diaz, C., Hall, J., Lundquist, L., Mathes, M., Stafford, S. & Williams, R. (2008). *Organizational Dynamics revisited: what have we learned so far?* Panel discussion, 3<sup>rd</sup> Knowledge & Project Management Symposium, Tulsa, OK.
- Steinheider, B.** (2008). *Knowledge Integration in Project Teams: Improving the Effectiveness and Efficiency of Heterogeneous Team Collaborations*. Presentation, 3<sup>rd</sup> Knowledge & Project Management Symposium, Tulsa, OK.
- Steinheider, B.** (2007). *The Art of Leadership and the Practice of Management? Three Fallacies of Leadership*. Association of Legal Administrators, Summit Club, Tulsa, OK.
- Steinheider, B.** & Wuestewald, T. (2005). *Shared Leadership: Assessing Participative Leadership in a Police Agency*. Interdisciplinary Research Colloquium, OU-Tulsa, OK.
- Wuestewald, T., **Steinheider, B.**, Stephens, N. & Sipes, G. (2005). *Shared Leadership: How Empowerment strengthened the Workforce*. Briefing for law enforcement agencies, Training Center of the Broken Arrow Police Department, Broken Arrow, OK.
- Steinheider, B.** & Wuestewald, T. (2005). *Shared Leadership: How Empowerment strengthened the Workforce*. Colloquium, Department of Psychology, OU Norman, OK.
- Steinheider, B.** (2004). *Making Cross-functional Teams Work*. Fadler Seminar, Tulsa, OK.

- Steinheider, B.** (2004). *Knowledge Integration in Teams*. Society for Technical Communication, Adams Mark Hotel, Tulsa, OK.
- Steinheider, B. & Bayerl, P.S.** (2003). *Knowledge Sharing in interdisciplinary teams*. Interdisciplinary Research Colloquium, OU-Tulsa, OK.
- Steinheider, B. & Bayerl, P.S.** (2002). *Critical factors for success in interdisciplinary research collaborations*. Colloquium, Department of Psychology, OU Norman, OK.
- Steinheider, B. & Winneke, G.** (1996). *Neue Erkenntnisse zu Expositions-Wirkungsbeziehungen bei Geruchsbelästigungen*. Colloquium, Medical Institute for Environmental Hygiene at the Heinrich-Heine-Universität Düsseldorf, Germany.
- Steinheider, B. & Winneke, G.** (1990). *Expositions-Wirkungsbeziehungen bei Geruchsbelästigungen*. Colloquium, Medical Institute for Environmental Hygiene at the Heinrich-Heine-Universität Düsseldorf, Germany.

## Teaching Experience

### Faculty Positions

**University of Oklahoma, Tulsa**, Department of Psychology, M.A. in Organizational Dynamics  
Spring 1994 – present

- Courses instructed in: *The Psychology of Leadership, Teams and Motivation, The Psychology and Practice of Project Management, Organizational Communication, Global Business Practices and Ethics, Organizational Behavior, Change and Development, Topics in Human Resource Management: Distributed Leadership and Participation in Organizations, Capstone Projects, Directed Research Master Thesis, Directed Readings in Psychology, Directed Research Dissertation*

**University of Stuttgart**, Institute of Human Factors and Technology Management,  
Spring 1998 – Summer 2002

- Course instructed: *Human Resource Management*

**University of Technology Dresden**, Institute of Work, Organizational and Social Psychology,  
Spring 1994 – Spring 1997

- Courses instructed in **Social Psychology**: *Social Motivation, The Contingency of Attitude and Behavior in the Environmental Area, Leadership Theories, Social Cognition, Mass Communication and Media Effects, Attitudes and Change of Attitudes, Social Influence, Social Psychology for Minor Students*
- Research Courses instructed in **Environmental Psychology**: *Differences in Motivation for Leisure Travels between East and West German Charter Tourists; Stress Reactions due to Forced Relocation in a Coal Mining Area in East Germany*

### Adjunct Teaching

- **Norman Moore Technology Center**, Adjunct Instructor, Project Management, Team Development, Organizational Communication, since Spring 2007
- **Institute for Law Enforcement Administration**, School of Police Supervision, since Spring 2007
- **South Carolina Criminal Justice Academy**, Executive Leadership Course, since Spring 2007
- **University of Tulsa, OK**, Department of Continuing Education, Police Executive Development and Leadership Program, Fall 2003 - present

- **Technical Academy Esslingen (TAE), Germany**, Fall 1999 – Summer 2002  
*Design for Experiments*
- **University of Applied Sciences Stuttgart**, Adjunct Faculty, Fall 1998 – Summer 1999  
*Introduction to Economics and Business Administration for Engineering students*

## Academic Committees

### Ph.D. Committees

*Ph.D. in Organizational Leadership, Tulsa Cohort*

- Sharon Hart (since 2007)
- Member: Brian Epperson (2006), Carol Messer (2006), Jim Senese (2006)

*Ph.D. in I/O Psychology, OU Norman*

- Gregory Ruark (2006)

### M.A./M.S. Committees

*M.A. in Organizational Dynamics, OU Tulsa*

- Chair: Linda Maloukis (2009), Joanna Dixon (2009), David Burkus (2008), Jaye Hall (2007), Steve Stafford (2007), Brent Saddler (2007), Lori Frederick (2007), Todd Heinrichs (2007), Heather Davidson (2007), Antonio Garza (2007), Laura Lundquist (2007), Petra Saskia Bayerl (2006), Carlos Diaz (2006), Clint Hoppes (2006), Kevin Fuselier (2006), Karl Bierach (2006), Jack Eustis (2006), Jim Wolf (2006), Melissa Mason (2006), Charla Johnson (2006), Erin Conley (2005), Bill Wiles (2005), Griffin Parker (2005), Emily Walton (2005)
- Member: Trudy Bohanon (2005), Matt Goodman (2005), Jacki Crawford (2005), Eric Fox (2005)

*M.S. in I/O Psychology, OU Norman*

- Member: Matthew Allen (2004)

## Supervised Theses

*M.S. in Psychology (Diplom-Psychologie)*

- Petra Saskia Bayerl, Justus-Liebig-Universität Giessen, Germany (2004); Natalja Reiband, Eberhard-Karls-Universität Tübingen, Germany (2000); Edith Burger, Westfälische Wilhelms-Universität Münster (2000), Frank Vogelgesang, Technical University of Dresden, Germany (1996)

*M.S. in Industrial Engineering (Diplom-Wirtschaftsingenieurwesen)*

- Beate Wallner, University of Applied Sciences Stuttgart, Germany (1998)

## Supervised Internships

*M.S. in I/O Psychology:*

- Anne Tomaschek, University of Technology Dresden (2003-2004), Tina Betschinger, University of Tübingen (2002), Andrea Waschglar, University of Trier (2001), Simone Könen, University of Aachen (2001), Michaela Emmerich, University of Landau (2000), Monika Prinz, University of Trier (1999), Edith Burger, University of Münster (1998), Natalja Reiband, University of Tübingen (1998), Lilli Prinz, University of Tübingen (1997)

## Professional and University Service

- **SIOP Workshop Committee**, Member (2009-2011)
- Member of the **Strategic Planning Committee** for the College of Medicine, OU Tulsa (2007)
- Provost's **Library Task Force** (2007 - 2009)
- **Graduate Liaison**, M.A. Organizational Dynamics, University of Oklahoma, Tulsa, OK (April 2003 – present)

## Chair

- **Police Organization and Management**, Session Chair, Meeting of the American Society of Criminology (2008)
- **Organizational Dynamics Assistant Professor Search Committee**, Co-Chair (2007/8)
- **President's Committee on Interdisciplinary Excellence**, OU –Tulsa, Co-Chair (2006)
- **Rapid Prototyping**, Session Chair, 42<sup>nd</sup> *Conference of the German Society for Psychology (DGPs)*, Friedrich-Schiller-Universität Jena, Germany (2000)
- **Machine and Minds**, Session Chair, 27<sup>th</sup> International Congress of Psychology, Stockholm, Sweden (2000)
- **Ergonomical approaches to design work in the Rapid Product Development Process** (AK 8), Research Team leader (1/1998 – 8/2002), Collaborative Research Center 'Rapid Prototyping' (SFB 467), funded by the German Research Council

## University Service and Representation

- Representing OU-Tulsa and the ODYN program at numerous occasions
- Numerous Articles in the Tulsa World, Tulsa Business Journal, Broken Arrow Ledger, and Sooner Magazine on ODYN and Management Consulting

## Reviewer

- Annual Meeting of **Academy of Management** (2006).
- Annual Conference of **Society of Industrial and Organizational Psychology** (2006)
- 16<sup>th</sup> **International Information Resources Management Association Conference** (2005)
- 1<sup>st</sup> **International Conference of Knowledge Management** (2004)
- Ad hoc Reviewer, **Leonardo**, MIT Press, **Quality and Safety in Health Care** (QSHC)

## Professional Development

- **Citizen's Police Academy**, Broken Arrow Police Department (April-July 2008)
- **Outstanding Professors' Academy**, Educators' Leadership Academy Oklahoma (September 2006 – March 2007)
- **Leadership Tulsa**, Graduate of Class 34 (August 2005 – May 2006)
- **Center for Creative Leadership**, Leadership Development Program, Colorado Springs, Colorado (October 2003)

## **Consulting (Selected)**

- American Airlines, Tulsa, OK; Cox Communications, Tulsa, OK; Cherokee Nation Enterprises, Tulsa, Ok, Daimler-Chrysler, AG, Volkswagen AG, Wolfsburg, Robert Bosch GmbH, Plochingen, Badische Stahlwerke AG, Kehl
- Law enforcement agencies: Broken Arrow (OK), Edmond (OK), Cherokee Nation Marshall Services, Van Buren (AR), Richardson (TX), Norman (OK), Durant (OK), Peoria (AZ), Tulsa (OK), Savannah (GA), South Carolina Criminal Justice Academy
- Vocational organizations: Tulsa Technology Center, Winkler-Ausbildungs GmbH, Villingen-Schwenningen, Germany
- Non-profit organizations: Resonance Center, Tulsa
- City of Broken Arrow, OK; City of Düsseldorf, Stadtwerke Düsseldorf, Ministry of Interior and Sports, Rhineland-Palatinate, Germany

## **Membership in Professional Associations**

- Society of Industrial and Organizational Psychology (since 2002)
- Academy of Management (since 2003)
- American Society of Psychology (since 2002)
- American Psychology Association (APA) (since 2001)
- Deutsche Gesellschaft für Psychologie (DGPs; German Society of Psychology) (since 1996), DGPs-Fachgruppe Arbeits- und Organisationspsychologie; DGPs Fachgruppe Umweltpsychologie (since 1996)