

KARL H. REINKE

Department of Management and Entrepreneurship
University of Iowa Tippie College of Business
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EDUCATION

Ph.D. Candidate in Management and Entrepreneurship
Tippie College of Business, University of Iowa Degree anticipated May 2026

- Dissertation proposal defended on January 15th, 2025
- Committee: Eean Crawford (Chair), Semin Park, Greg Stewart, Rong Su
- *Testing a Configural Framework of Dynamic Team Task Interdependence*
Using a novel theoretical framework of team task interdependence, this dissertation examines when changing agent interdependence (who depends on whom) improves team functioning and performance using insights from teammates' social perceptions.

M.A. in Educational Measurement and Statistics Degree anticipated December 2025
College of Education, University of Iowa

- Thesis: Classifying Configural Phenomena in Teams
- Advisor: Lesa Hoffman

B.A. in Business Management (Economics Minor), University of Illinois at Chicago (UIC) 2020
B.S. in Philosophy (History Minor), University of Illinois at Chicago (UIC) 2020

RESEARCH INTERESTS

Team Structure and Team Design; Team Dynamics and Team Development; Entrepreneurial Legal and Ethical Decision Making; Growth Modeling

PEER-REVIEWED PUBLICATIONS

Joseph, M.L., Williams, M., **Reinke, K.H.**, Bair, H. L., Chae, S., Hanrahan, K. M., St. Marie, B., Jenkins, P., Albert, N.M., Rogers, D. M., Swann, B.A., Holden, T., Woods, E., DeGuzman, P.B., DeGennaro, G., Marshall, D., Hein, M., Perkhounkova, Y.. (2024). Development and Testing of the Relational and Structural Components of Innovativeness Across Academia and Practice for Health Care Progress Scale (IA-APHPS). *Journal of Nursing Administration*. 54 (5), 260–269.

RESEARCH UNDER REVIEW

Welbourne Eleazar, M. J., **Reinke, K.H.**, Choi, E.W.. [Title removed for blind peer-review, Topic: Entrepreneurial Ethical Decision-Making] Under Review at *Journal of Business Venturing*.

Park, S., **Reinke, K.H.**, Schechter, A.. [Title removed for blind peer-review, Topic: Managing Systems Dynamics of Team Conflict]. Under Review at *Organization Science*.

Welbourne Eleazar, M. J., **Reinke, K.H.**, Welbourne, T.. [Title removed for blind peer-review; Topic: Firm Legal Strategy Learning]. Under Review at *Journal of Management*.

WORKING PAPERS (titles have been shortened)

Welbourne Eleazar, M. J., **Reinke, K.H.**, Stakeholder Effects on Ethical and Entrepreneurial Intentions. Data Analysis Stage. Target Journal: *Academy of Management Journal*.

Reinke, K.H., Park, S., Crawford, E.. A Configural Theory of Dynamic Team Task Interdependence. Writing Stage. Target Journal: *Academy of Management Review*.

Mucci-Ferris, M., **Reinke, K.H.**, Park, S., Nahrgang, J.. Helping Configurations in Teams. Data Analysis Stage. Target Journal: *Personnel Psychology*

*Park, S., **Reinke, K. H.**, Vaulont, M. J., Decision-Making in Third-Party Conflict Perception. Idea Stage. Target Journal: *Organization Science*

* All authors contributed equally

CONFERENCE PAPERS AND SYMPOSIA

Park, S., **Reinke, K. H.**, Schechter, A.. 2025. How to Manage a Good Fight: The Interplay of Conflict Relations and Member Perceptions in Enhancing Team Performance. *20th Annual INGRoup Conference*.

Reinke, K.H., Park, S., Crawford, E.. 2025. Testing a Configural Framework of Dynamic Team Task Interdependence. In Kang, Y.. Dynamic team composition: Bridging Theory and Practice (Presenter Symposium). *Academy of Management Proceedings*.

Welbourne Eleazar, M. J., **Reinke, K.H.**, Welbourne, T.. 2025. Unexpected Benefits of Litigation in Entrepreneurship. *USASBE 2025: Fortune Favors Bold* (Competitive Research Track).

Welbourne Eleazar, M. J., **Reinke, K.H.**, Choi, E.W.. 2024. Measuring Gray Area Decision-Making in Entrepreneurship. *USASBE 2024: Forging the Future Together* (Emerging Research Papers Track).

Welbourne Eleazar, M. J., **Reinke, K.H.**, Welbourne, T.. 2023. Learning and Imprinting Legal Astuteness. *Southern Management Association Conference*.

Welbourne Eleazar, M. J., **Reinke, K.H.**, Choi, E.W.. 2023. Entrepreneurial Ethical Discernment: Identifying the Line in Ethical Gray Areas. In Sonia Taneja (Ed.), Proceedings of the Eighty-third Annual Meeting of the Academy of Management. Online ISSN: 2151-6561.*

*Selected for Best Paper Proceedings in Entrepreneurship Division

Park, S., Schechter, A., **Reinke, K.H.**. 2023. The Coevolution of Conflict Ties and Team Perceptions. In Grosser, T. & Piplani, R. (Co-Chairs). Intra-Organizational Network Change and Evolution: Drivers, Effects, and Boundary Conditions (Presenter Symposium). *Academy of Management Proceedings*.

Park, S., **Reinke, K. H.** (Co-Chairs). 2023. Beneath the Surface: Theorizing and Testing the Microfoundations of Team-level Constructs (Presenter Symposium). *Academy of Management Proceedings*.

Welbourne Eleazar, M. J., **Reinke, K.H.**, Choi, E.W.. 2023. The Ethical Line in Entrepreneurship. *10th Sustainability, Ethics, & Entrepreneurship Conference*.

TEACHING EXPERIENCE

Primary Instructor

University of Iowa	Median Rating
- Individuals, Teams, and Organizations (MGMT 3200): Spring 2024	5.80 / 6.00

Non-rated Positions

University of Iowa

- Survey Research Consultant for Ent. Business Consulting (ENTR 4200): Spring 2025
- Guest Lecturer for Entrepreneurial Strategy (ENTR 3350): Spring 2025

Boy Scouts of America Merit Badge Series (Volunteer Counselor)

- Entrepreneurship: Winter 2024

University of Illinois at Chicago (Non-rated Teaching Assistant)

- Human Resource Management (MGMT 453): Fall 2020

PROFESSIONAL SERVICE

Reviewer for Academy of Management Annual Conference

- 2023-2025: Entrepreneurship (ENT) Division
- 2022-2025: Organizational Behavior (OB) Division

Reviewer for Society of Business Ethics Annual Conference (2025)

Reviewer for INGroup Annual Conference (2025)

Management Family Lead, UIC Business Scholars Mentoring Program (2016 – 2020)

Students in Business Scholars program are assigned to a “Family” of no more than 10 students of the same major. The Family lead is responsible for facilitating meetings and relationships between students and two faculty mentors (Sandra J. Wayne and John W. Lynch) and one professional mentor (Mel Diaz, *Arthur J. Gallagher Insurance*).

AWARDS AND CERTIFICATIONS

- University of Iowa Graduate College, Summer Fellowship
- University of Iowa Graduate College, Associate Certificate with the Center for the Integration of Research, Teaching, and Learning (CIRTL)
- University of Iowa Graduate College, Post-Comprehensive Research Fellowship
- UIC Philosophy, Dorothy Grover Award
 - o Given to undergraduate(s) who exemplify a commitment to excellence and inclusiveness.
- UIC Business, Business Scholars Program (2016 – 2020)
 - o The Business Scholars Program is a selective, four-year honors program designed to improve the leadership abilities of highly motivated undergraduates.

WORK EXPERIENCE

- University of Illinois at Chicago 2019 – 2020
 - Research Assistant (College of Business Undergraduate Student Success Initiative)
 - Designed survey and presented insights to Student Success Committee on satisfaction and success of Junior and Senior undergraduates in the College of Business.
- RG Asphalt and Concrete, Family-Owned Construction Contractor 2014 – 2021
 - Operations Manager: Designed and maintained paper and electronic systems to facilitate execution of over 400 annual construction projects
 - Previously Held Positions: Laborer, Crew Leader, Executive Assistant