

JOHN PAUL STEPHENS, PH.D.

Office Address

Case Western Reserve University
Weatherhead School of Management
Department of Organizational Behavior
11119 Bellflower Rd.,
Peter B. Lewis Bldg. #428,
Cleveland OH 44106-7235
Mobile: (734) 709-6371 - Office: (216) 368-1710

Home Address

6205 W. Clinton Ave.
Cleveland, OH 44102

john.p.stephens@case.edu

EMPLOYMENT

Case Western Reserve University, Cleveland, OH Weatherhead School of Management Department of Organizational Behavior <i>Associate Professor (without tenure)</i>	2016-present
<i>Assistant Professor</i>	2010-2016
University of Michigan, Ann Arbor, MI Stephen M. Ross School of Business Department of Management & Organizations <i>Intermittent Lecturer</i>	2010
University of Michigan, Ann Arbor, MI Stephen M. Ross School of Business Department of Management & Organizations <i>Teaching Assistant</i>	2008, 2010
University of Michigan, Ann Arbor, MI Department of Psychology <i>Graduate Student Instructor</i>	2005-2009
University of Michigan, Ann Arbor, MI Department of Organizational Studies <i>Project Leader</i>	2005
Johns Hopkins University, Baltimore, MD Department of Cognitive Science Landau Language and Cognition Lab <i>Research Assistant</i>	2003-2004
Morgan State University, Baltimore, MD	2001-2004

Office of Residence Life <i>Resident Assistant</i>	
Morgan State University, Baltimore, MD Office of Residence Life <i>Desk Attendant</i>	2000-2001
Republic Bank, Ltd., Trinidad & Tobago <i>Teller</i>	1999
EDUCATION	
Doctor of Philosophy Department of Psychology (Organizational) University of Michigan, Ann Arbor, MI <i>Towards a Psychology of Coordination: Exploring Feeling and Focus in the Individual and Group in Music-Making.</i> Dissertation committee: Jane E. Dutton, Lloyd E. Sandelands (Co-Chairs), Sally Maitlis, Jerry O. Blackstone.	2010
Master of Science Department of Psychology (Organizational) University of Michigan, Ann Arbor, MI	2006
Bachelor of Science Department of Psychology Morgan State University, Baltimore, MD (<i>summa cum laude</i>)	2004

Professional Honors & Awards

MOC Outstanding Service Award Managerial and Organizational Cognition Division Academy of Management	2017
Outstanding Reviewer Award Managerial and Organizational Cognition Division Academy of Management Annual Meeting	2015, 2016, 2017
Nominee, Bruce Jackson, M.D. Award for Excellence in Undergraduate Mentoring Case Western Reserve University	2016
Nominee, John S. Diekhoff Award for	2016

Distinguished Graduate Student Teaching Case Western Reserve University	
Ethics Table Fellow Case Western Reserve University	2015
AMR Best Reviewer Award Academy of Management Review	2015
Outstanding Reviewer Award Organizational Behavior Division Academy of Management Annual Meeting	2011, 2014, 2015
Nominee, John S. Diekhoff Award for Distinguished Graduate Student Mentoring Case Western Reserve University	2014
Best Paper Award UC Davis Conference on Qualitative Research	2013
Above and Beyond the Call of Duty Award Organization and Management Theory Division Academy of Management Annual Meeting	2011
One-Term Dissertation Fellowship Rackham School of Graduate Studies University of Michigan	2009
Graduate Student Instructor Honor Roll (Top 25% of instructor ratings across Department) Department of Psychology University of Michigan	Winter 2007
Graduate Student Instructor Honor Roll (Top 25% of instructor ratings across Department) Department of Psychology University of Michigan	Fall 2006
Mae P. Claytor Award for Research Excellence Department of Psychology Morgan State University	2004
Howard Hughes Summer Research Fellow Johns Hopkins University	2003

Research & Publications

REFEREED JOURNAL ARTICLES

Thomas, N.*, Sugiyama, K.*, Rochford, K.*, **Stephens, J.P.*** & Kanov, J. (Forthcoming).
Experiential organizing: Pursuing relational and bureaucratic goals through symbolically
and experientially oriented work. *Academy of Management Review*.

*Indicates shared first-authorship

Stephens, J.P. & Kanov, J. (2017). Stories as artworks: Giving form to felt dignity in connections
at work. *Journal of Business Ethics*, 144(2), 235-249.

*Awarded the Dennis R. Murphy Faculty Research Award by Western Washington University
College of Business and Economics (to Jason Kanov)

Stephens, J.P. & Carmeli, C. (2016). The positive effect of expressing negative emotions on
knowledge creation capability and performance in project teams. *International Journal
of Project Management*, 34(5), 862-873.

Stephens, J.P. & Lyddy, C.J. (2016). Operationalizing heedful interrelating: How attending,
responding, and feeling comprise coordinating and predict performance in self-
managing teams. *Frontiers in Psychology - Organizational Psychology*, 7:362. doi:
10.3389/fpsyg.2016.00362

Stephens, J.P. & Boland, B.J. (2015). The aesthetic knowledge problem of problem-solving with
design thinking. *Journal of Management Inquiry*, 24(3), 219-232.

Stephens, J.P., Heaphy, E., Carmeli, A., Spreitzer, G., & Dutton, J. (2013). Relationship quality
and virtuousness: Emotional carrying capacity as a source of individual and team
resilience. *Journal of Applied Behavioral Science*, 49(1), 13-41.

Spreitzer, G., **Stephens, J.P.**, & Sweetman, D. (2009). The Reflected Best Self field
experiment with adolescent leaders: Exploring the psychological resources
associated with feedback source and valence. *Journal of Positive Psychology*, 4(5), 331-
348.

REFEREED CONFERENCE PAPERS & PRESENTATIONS

Varley, A. & **Stephens, J.P.** (2017). *The laws of energy at work: How interdependent work
affects the creation and loss of human energy*. Paper presentation at the 77th Annual
Meeting of the Academy of Management, Atlanta, GA.

Suchman, T., **Stephens, J.P.**, & Varley, A. (2016). *Relational coordination: A framework for
exploring and improving the inner workings of collaborative work processes*. Practice

Showcase Presentation at Relational Practices in Health & Healthcare: Healing through Collaboration, Cleveland, OH.

- Stephens, J.P.** & Varley, A. (2016). *Developing relational coordination in temporary organizations: The role of relationships in construction project management*. Presentation at the Relational Coordination Research Collaborative Roundtable, Portland, OR.
- Stephens, J.P.** (2015). *Orchestrating the physical space for the learning of coordination*. In D. Mannen & A. Perlmutter (Chairpersons) Physicality of relational processes; Space and the interactions within them. Symposium presentation at the 75th Annual Meeting of the Academy of Management, Vancouver, BC.
- Stephens, J.P.** & Carmeli, A. (2014). *Knowledge creation and project team performance: The role of emotional carrying capacity*. Paper presentation at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Stephens, J.P.** & Thomas, N. (2014). *The experience of learning to adaptively coordinate with others: A phenomenological perspective across levels of hierarchy and time*. In **J. P. Stephens** & S. Baard (Chairpersons) Adapting across levels: Empirical advancements in performance adaptation theory. Symposium presentation at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Stephens, J.P.** & LeBaron, C. (2014). *Teaching and learning through doing and feeling organizational routines*. Paper presentation at the 6th International Symposium on Process Organization Studies, Rhodes, Greece.
- Stephens, J.P.** (2012). *Leading in coordination: The meta-feedback role of leaders of performative groups*. In J. Hoffer Gittell & A. Douglass (Chairpersons) Relational leadership: New developments in theory and practice. Symposium presentation at the 72nd Annual Meeting of the Academy of Management, Boston, MA.
- Stephens, J.P.**, Lindberg, A., & Heaphy, E. (2012). *Bringing the body back in: The role of bodily movement in organizational routines*. Paper presentation at the Qualitative Research in Management and Organization Conference, Albuquerque, NM.
- Stephens, J.P.** (2011). *Performing beauty: Attention, aesthetics and action in the coordination of a community choir*. Paper presentation at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
- Stephens, J.P.** (2011). *Learning to coordinate as a large performative group: The roles of leaders and rehearsals*. In **J. P. Stephens** & J. Hoffer Gittell (Chairpersons) Learning to coordinate: The dynamic interplay between relationships and structure. Symposium

presentation at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

Stephens, J.P., Heaphy, E., Carmeli, A., Spreitzer, G., Dutton, J., & Bagozzi, R. (2011). *Relationship capacity as a source of resilience in individuals and teams in the workplace*. Paper presentation at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

Stephens, J.P., & Boland, B. (2011). *Legitimizing convergence: Aesthetics as a bridge between managing and designing*. Paper presentation at the Colloquium of the European Group for Organizational Studies, Gothenburg, Sweden.

Stephens, J.P., & LeBaron, C. (2011). *Aesthetic routines: Examining communication and leadership in intragroup coordination*. Paper presentation at the Colloquium of the European Group for Organizational Studies, Gothenburg, Sweden.

Dutton, J., Spreitzer, G., Heaphy, E., & **Stephens, J.P.** (2010). *When and how coworkers lend a hand: Compassionate responding to "gray-zone" events in coworkers' lives*. In J. Kanov & J. Lillius (Chairpersons) Compassion research incubator: Emerging perspectives on the scholarship and practice of compassion. Symposium presentation at the 70th Annual Meeting of the Academy of Management, Montreal, QC, Canada.

Stephens, J.P. (2009). *The importance of choirs to organizing*. In **J.P. Stephens** (Chairperson) The work of making music: New notes and fresh sounds. Symposium presentation at the 69th Annual Meeting of the Academy of Management, Chicago, IL.

Stephens, J.P., Heaphy, E.D., Spreitzer, G., Dutton, J. (2008). *Developing a measure of high-quality connections at work: toward construct validation*. In J.A. Cobb & F. G. Stevens (Chairpersons) Toward theory refinement: Advancing Positive Organizational Scholarship through measure development. Symposium presentation at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.

Stephens, J.P. (2008). *Sideways organizing at center stage: The case of choral singing*. In M., Worline & M. Feldman (Chairpersons) Sideways organizing: A new stance for questions about practices and routines. Symposium presentation at the 68th Meeting of the Academy of Management, Anaheim, CA.

Stephens, J.P. (2007). *Relatedness as a context for the experience of the self: The role of attention in coordination*. Cognition in the Rough Workshop at the 67th Meeting of the Academy of Management, Philadelphia, PA.

Stephens, J.P. (2007). *Making music together: The role of attention to relatedness in organizing*. Paper presentation at the 67th Meeting of the Academy of Management, Philadelphia, PA.

Spreitzer, G., **Stephens, J.P.**, Rosso, B., Sweetman, D., & Dekas, K. (2006). *The roles of source and valence of feedback in leadership development: Preliminary findings from a field experiment*. Paper presentation at the Gallup Leadership Institute Summit, Washington D.C.

BOOK CHAPTERS

Stephens, J.P., & Carmeli, A. (2017). Relational leadership and creativity: The effects of respectful engagement and caring on meaningfulness and creative work involvement. In M. Mumford & S. Hemlin (Eds.) *Handbook of Research on Leadership and Creativity*, pp. 273-296. Northampton, MA: Edward Elgar.

Stephens, J.P. (2016). Adapting for the sake of beauty: The role of leaders, levels, and learning in the coordination of a choral group. In B.A. Bechky & K.D. Elsbach (Eds.) *Qualitative Organizational Research, Vol. 3: Best Papers from the Davis Conference on Organizational Research*, pp. 225-263. Charlotte, NC: Information Age Publishing.

Stephens, J.P. (2014). Leading a group through feeling: Teaching by the movement of learning. In D. Ladkin & S.S. Taylor (Eds.) *The Physicality of Leadership: Gesture, Entanglement, Taboo, Possibilities*. Monographs in Leadership and Management, (Vol. 6), pp. 17 – 36. Emerald Group.

Stephens J.P., Heaphy, E. & Dutton, J. (2012). High-quality Connections. In K. Cameron & G. Spreitzer (Eds.) *The Oxford Handbook of Positive Organizational Scholarship*, pp. 385 – 399. New York: Oxford University Press.

Stephens, J.P. (2011). Making research sing: Sharing, building, and feeling knowledge in conversation. In A. Carlsen & J. Dutton (Eds.) *Research Alive: Exploring Generative Moments of Doing Qualitative Research*, pp. 142-145. Copenhagen Business School Press.

Peterson, C., **Stephens, J.P.**, Lee, F., Park, N., & Seligman, M.E.P. (2009). Strengths of character and work. In P.A. Linley, S. Harrington, & N. Garcea (Eds.), pp. 221 – 231. *The Oxford Handbook of Positive Psychology and Work*. New York: Oxford University Press.

OTHER CONFERENCE PRESENTATIONS

Jernigan, A., **Stephens, J.P.**, & Knight, J. (2014). *Surgeons as active leaders in the operating room: Potential cost-saving behaviors*. Featured Poster presentation at the 45th Annual Meeting on Women’s Cancer of the Society of Gynecologic Oncology, Tampa, FL.

Stephens, J.P. (2008). *Coordination in music-making: Primary elements of organizing*. Paper presentation at the Black Graduate Conference in Psychology, Ann Arbor, MI.

Stephens, J.P. (2006). *Learning by singing: Lessons about organizational routines from choirs.* Presentation at the Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Stephens, J.P. (2006). *Character strengths and work satisfaction: Trying to live the good life at work.* Paper presentation at the Students of Color of Rackham Conference, University of Michigan, Ann Arbor, MI.

CONFERENCE SESSION CHAIR, PANELIST, DISCUSSANT OR ORGANIZER

Stephens, J.P. (2017). (Panelist) What were you thinking? Developing cognitive sensibilities for inductive Coding. Professional Development Workshop at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Stephens, J.P. (2017). (Facilitator) Hatching new Ideas through conversation: A research incubator on positive relationships at work. Professional Development Workshop at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Reid, E. & **Stephens, J.P.**, Nguyen, H., & Sugiyama, K. (2017). (Organizers) Cognition in the Rough. Professional Development Workshop at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Stephens, J.P. (2016). (Panelist) In J. Hoffer Gittell & M. Uh-Bien. Relational coordination and complexity leadership: Enabling the dynamics of adaptive systems. Symposium at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Stephens, J.P., Reid, E., & Devine, B. (2016). (Organizers) Cognition in the Rough. Professional Development Workshop at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Stephens, J.P. (2016) (Presenter) Being generative: Teaching about relationships and teaching relationship courses. Professional Development Workshop at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Stephens, J.P. (2016). (Panelist) From coding to construction: Building and elaborating theoretical models in qualitative research. Professional Development Workshop at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Barton, M., **Stephens, J.P.**, & Myers, C. (2015). (Organizers) Cognition in the Rough. Professional Development Workshop at the 75th Annual Meeting of the Academy of Management, Vancouver, BC.

Stephens, J.P. (2014). (Chairperson). Positive energy in organizations: Antecedents and outcomes. Paper session at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

Stephens, J.P. (2014). (Chairperson). Group creativity and team personalities. Paper session at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

Stephens, J.P. & Baard S. (2014). (Chairpersons) Adapting across levels: Empirical advancements in performance adaptation theory. Symposium presentation at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

Stephens, J.P. (2014). (Presenter) Innovative teaching of Positive Organizational Scholarship in the management classroom. Professional Development Workshop at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

Stephens, J.P. (2012). (Presenter) Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 72nd Annual Meeting of the Academy of Management, Boston, MA.

Stephens, J.P. & Hoffer Gittell, J. (2011). (Chairpersons) *Learning to coordinate: The dynamic interplay between relationships and structure*. Symposium at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

Stephens, J.P. (2010). (Panelist) *Thinking outside the box: Organizational structures and strategies* (with Michael Jensen, Michael Mausekapp, Drew McManus, and Larry Tamburri). American Orchestras Summit, University of Michigan, Ann Arbor, MI.

Stephens, J.P. (2009). (Chairperson) The work of making music: New notes and fresh sounds. Symposium at the 69th Annual Meeting of the Academy of Management, Chicago, IL.

Stephens, J.P. (2006). (Chairperson). *Organizing with self-awareness*. Symposium at the 66th Annual Meeting of the Academy of Management, Atlanta GA.

Work in Progress

MANUSCRIPTS UNDER REVIEW OR REVISION

Stephens, J.P. Towards a phenomenology of coordinating: Adapting aesthetic experience to maintain heedful interrelating during collective performance (Second-round review at *Administrative Science Quarterly*)

WORKING PAPERS

Stephens, J.P. & Varley, A. Scaffolding adaptability in a temporary multi-team system: How leadership and culture enable timely shared knowledge on a construction site

- Data analysis ongoing
- Targeted for submission to *Journal of Organizational Behavior*

Stephens, J.P. & Thomas, N. How individuals learn to coordinate as a collective: Developing adaptive expertise as a member of a community of practice.

- Data re-analysis ongoing
- Targeted for submission to *Organization Science*

Stephens, J.P. & Taylor, S.S. Beauty and connection: Aesthetic knowledge and perceiving relatedness to organizational systems

- Conceptual development ongoing
- Targeted for submission to *Organization Science*

Stephens, J.P., & Lyddy, C. Happy, sad, or both?: The impact of mixed emotions on individual and intragroup adaptive coordination.

- Data analysis ongoing
- Targeted for submission to *Journal of Applied Psychology*

ONGOING PROJECTS

Stephens, J.P. & McBride-Walker, S.M. Adaptability across complexity levels: A comparative case study approach to leading coordination in two multi-team systems.

- Data collection ongoing
- Targeted for submission to *Administrative Science Quarterly*

Lyddy, C., Good, D., Thompson, P., & **Stephens, J.P.** Mindfulness and depleting interactions.

- Data collection and analysis ongoing
- Targeted for submission to *Journal of Applied Psychology*

Stephens, J.P. Leading in coordination: The meta-feedback role of leaders of performative groups.

- Interview data collection and analysis ongoing
- Targeted for submission to *Administrative Science Quarterly*

Stephens, J.P. & LeBaron, C. Teaching and learning through doing and feeling organizational routines.

- Video-based data analysis ongoing
- Targeted for *Organization Science*

Research Grants

AWARDED

OCTPD Research Study Grant (\$184 285) Cleveland Clinic	2015
Intramural Funding Grant (\$2500) Weatherhead School of Management Case Western Reserve University	2015
ACES+ Advance Opportunity Grant (\$6800) Case Western Reserve University	2012
Graduate Student Research Grant (\$1600) Rackham School of Graduate Studies University of Michigan	2009
Dissertation/Thesis Grant (\$990) Department of Psychology University of Michigan	2008

Invited Talks, Panels, and Presentations

Stephens, J.P. (2016). *The roles of relationships, communication, and coordination in construction project management*. Positive Relationships at Work Meeting, Ithaca, NY.

Stephens, J.P. (2015). Panelist on *Innovation by design at UNICEF*. UNICEF Innovation Brown Bag, UNICEF Headquarters, New York, NY.

Stephens, J.P. (2014). *Leading parts and whole in orchestrating adaptive groups*. Positive Relationships at Work Meeting, Philadelphia, PA.

Stephens, J.P. (2013). *Emotional intelligence is not just for smart people*. Keynote speaker, Summit on Student Retention and Degree Completion, Cleveland Transfer Connection, Cleveland State University & Cuyahoga Community College, Cleveland, OH.

Stephens, J.P. (2013). **Repair in collective group performance: How individuals know and respond to breaches in coordination*. UC Davis Conference on Qualitative Research, Davis, CA.

*Winner, Best Paper Award

- Stephens, J.P.** (2012). *Leading in coordination: The meta-feedback role of leaders of performative groups*. Positive Relationships at Work Meeting, Ashland, MA.
- Stephens, J.P.** (2011). *The broadening and narrowing effects of emotions in intragroup coordination*. May Meaning Meeting, Sundance, UT.
- Stephens, J.P.** (2010). *The experience of individuals in a collective coordinating for beauty*. May Meaning Meeting, Duxbury, MA.
- Stephens, J.P.** (2010). (Panelist) *The American orchestra: Orchestras in communities and as communities* (with Fabio Rojas, Mark Clague, Michael Mauskopf, & Michael Jensen). Interdisciplinary Committee on Organizational Studies (ICOS), University of Michigan, Ann Arbor, MI.
- Stephens, J.P.** (2009). *Performing coordination: Enacting interdependent work in song*. May Meaning Meeting, Topsail Island, NC.
- Stephens, J.P.** (2008). *Exploring meaning through organizing in musicking*, May Meaning Meeting, Belleville, TX.
- Stephens, J.P.** (2007). *Studying high-quality organizing in Psychology*. Invited Colloquium Presentation, Psi Chi Honor Society, Hope College, Holland, MI.

UNIVERSITY PRESENTATIONS

Case Western Reserve University

Stephens, J.P. (2012). *Repairing intragroup coordination via attention, aesthetics, and leaders*. Presentation at the MAPS-IS Interdepartmental Seminar.

Stephens, J.P. (2011). *Performing beauty: Attention, aesthetics and action in the coordination of a community choir*. Presentation at the ORBH Departmental Community Session.

University of Michigan

Stephens, J.P. (2008). *Feeling high-quality coordination*. Presentation at the Positive Organizational Scholarship Research Incubator.

Stephens, J.P. (2007). *A psychology of coordination: Exploring the individual and the group*. Presentation at the Positive Organizational Scholarship Research Incubator.

Stephens, J.P. (2007). *Aircraft carriers, choirs and attention to self-in-relation-to-other: Foundations for a psychology of organizing*. Poster presentation at the ICOS Dissertation Poster Session.

Teaching

Case Western Reserve University, Weatherhead School of Management, Cleveland, OH

Associate Professor

Course: Organizational Behavior (Undergraduate) ORBH 380 – Managing Negotiations	Fall 2017
Course: Organizational Behavior (MEM) IIME 425 – Understanding People and Change	Fall 2017
Course: Organizational Behavior (PhD) ORBH 601 – Integrated Scholarship Paper	Fall 2017
Course: Organizational Behavior (PhD) ORBH 701 – Dissertation Supervision	Summer 2017
Course: Organizational Behavior Module Seminar (PhD) ORBH 533 – The Practice Turn in Organizational Research	Spring 2017
Course: Organizational Behavior (PhD) ORBH 701 – Dissertation Supervision	Spring 2017
Course: Organizational Behavior (PhD) ORBH 601 – Qualifying Examination Supervision	Spring 2017
Course: Organizational Behavior (Undergraduate) ORBH 380 – Managing Negotiations	Fall 2016
Course: Organizational Behavior (MEM) IIME 425 – Understanding People and Change	Fall 2016
Course: Organizational Behavior (PhD) ORBH 701 – Dissertation Supervision	Fall 2016
Course: Organizational Behavior (PhD) ORBH 601 – Qualifying Examination Supervision	Fall 2016

Assistant Professor

Course: Organizational Behavior (PhD) ORBH 701 – Dissertation Supervision	Spring 2016
Course: Organizational Behavior (Undergraduate) ORBH 360 – Independent Study	Fall 2015
Course: Organizational Behavior (Undergraduate) ORBH 250 – Leading People I	Fall 2015
Course: Organizational Behavior (Undergraduate) ORBH 380 – Managing Negotiations	Fall 2015
Course: Organizational Behavior (MEM) IIME 425 – Understanding People and Change	Fall 2015
Course: Organizational Behavior (PhD) ORBH 701 – Dissertation Supervision	Fall 2015
Course: Organizational Behavior (PhD) ORBH 601 – Qualifying Examination Supervision	Fall 2015
Course: Organizational Behavior (Undergraduate)	Summer 2015

ORBH 360 – Independent Study	
Course: Organizational Behavior (PhD)	Summer 2015
ORBH 501 – Special Problems and Topics (Independent Study)	
Course: Organizational Behavior (Undergraduate)	Spring 2015
ORBH 380 – Managing Negotiations	
Course: Organizational Behavior Module Seminar (PhD)	Spring 2015
ORBH 533 – The Practice Turn in Organizational Research	
Course: Organizational Behavior Module Seminar (PhD)	Spring 2015
ORBH 511 – Research and Theory in Micro-OB	
Course: Organizational Behavior (PhD)	Spring 2015
ORBH 601 – Qualifying Examination Supervision	
Course: Organizational Behavior (PhD)	Spring 2015
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (Undergraduate)	Fall 2014
ORBH 250 – Leading People I	
Course: Organizational Behavior (MEM)	Fall 2014
IIME 425 – Understanding People and Change	
Course: Organizational Behavior (PhD)	Fall 2014
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (PhD)	Spring 2014
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (Undergraduate)	Fall 2013
MGMT 250 – Managing Organizations and People I	
Course: Organizational Behavior (MEM)	Fall 2013
IIME 425 – Understanding People and Change	
Course: Organizational Behavior (PhD)	Fall 2013
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior Module Seminar (PhD)	Spring 2013
ORBH 533 – The Practice Turn in Organizational Research	
Course: Organizational Behavior (PhD)	Spring 2013
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (Undergraduate)	Fall 2012
MGMT 250 – Managing Organizations and People I	
Course: Organizational Behavior (MEM)	Fall 2012
IIME 425 – Understanding People and Change	
Course: Organizational Behavior (PhD)	Fall 2012
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (Undergraduate)	Fall 2011
MGMT 250 – Managing Organizations and People I	
Course: Organizational Behavior (MEM)	Fall 2011
IIME 425 – Understanding People and Change	
Course: Organizational Behavior Module Seminar (PhD)	Spring 2011
ORBH 533 – The Practice Turn in Organizational Research	
Course: Organizational Behavior (Undergraduate)	Fall 2010

MGMT 250 – Managing Organizations and People I

University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI

Intermittent Lecturer

Course: Bargaining Behavior and Influence Skills (MBA) MO512	Winter B 2010
Teaching Assistant	
Course: Bargaining Behavior and Influence Skills (MBA) MO512	Winter A 2010
Course: Bargaining Behavior and Influence Skills (MBA) MO512	Fall A 2008

University of Michigan, Department of Psychology, Ann Arbor, MI

Graduate Student Instructor

Course: Introduction to Psychology (Undergraduate) PSYC111	Winter 2009
Course: Introduction to Organizational Psychology (Undergraduate) PSYC260	Winter 2008
Course: Introduction to Psychology (Undergraduate) PSYC111	Winter 2007
Course: Introduction to Psychology (Undergraduate) PSYC111	Fall 2006
Course: Introduction to Organizational Psychology (Undergraduate) PSYC260	Fall 2005
Lab Supervisor	
Course: Independent Study (Undergraduate) PSYC327	Fall 2009
Course: Independent Study (Undergraduate) PSYC327	Winter 2009
Course: Independent Study (Undergraduate) PSYC327	Fall 2008

University of Michigan, Department of Organizational Studies, Ann Arbor, MI

Project Leader

Course: Developing Effective Leaders (Undergraduate) OS490	Fall 2005
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Service

PROFESSIONAL SERVICE

Advisory Board Member

Relational Coordination Research Collaborative 2018-present

Editorial Board Member

Group & Organization Management 2017 – present

Academy of Management Review 2014 – 2017

Representative-at-Large

Executive Committee, 2014 – 2017

Managerial and Organizational Cognition Division,

Academy of Management

Consulting Editor

Caribbean Journal of Psychology 2013 – present

Ad hoc Reviewer

Academy of Management Journal 2011 – present

Academy of Management Review 2010 –2014

2017 – present

Administrative Science Quarterly 2017 – present

Frontiers in Psychology:

Personality and Social Psychology Section 2014 – present

Performance Science Section 2017 – present

Group & Organization Management 2013 – 2017

Human Relations 2013 – present

Journal of Business Ethics 2015 – present

Organizational Aesthetics 2013 – present

Organizational Research Methods 2014 – present

Organization Studies 2012 – present

Psychomusicology 2011

Annual Meetings of the Academy of Management

Managerial and Organizational Cognition (MOC) Division 2006 – present

Organizational Behavior (OB) Division 2006 – present

Organizational Management Theory (OMT) Division 2011 – present

CASE WESTERN RESERVE UNIVERSITY SERVICE

Guest Presenter, Secure the Bag 2017
Upperclass Experience

Guest Speaker 2016
Faculty Fridays, CWRU Greek Life

Guest Speaker 2015

Faculty Fridays, CWRU Greek Life	
Faculty Marshal, Convocation and Undergraduate Diploma Ceremony	2015, 2016, 2017
Guest Speaker Music and Community (USSO 289T)	2015
Guest Panelist, Work it OUT! CWRU LGBT Center	2014, 2015
Graduation Speaker, <i>Tempus Transitus</i>	2014
Guest Speaker Beyond positional bargaining: Unwrapping the value and resolution package Alternative Dispute Resolution Society Symposium School of Law	2013
Faculty Judge, Martin Luther King, Jr. Essay Contest Office of Inclusion, Diversity and Equal Opportunity	2013, 2014
Guest Panelist, New Faculty Orientation Office of the Provost	2012

WEATHERHEAD SCHOOL OF MANAGEMENT SERVICE

Guest Panelist, Work it OUT!	2016
Faculty Marshal, Commencement Ceremony	2015, 2016, 2017
Interview Panelist, Executive Director Search, Master's in Engineering and Management Program	2015
Undergraduate and Integrated Study Programs Committee	2011 – present

DEPARTMENT OF ORGANIZATIONAL BEHAVIOR (CASE WESTERN RESERVE UNIVERSITY) SERVICE

Doctoral Student Admissions Committee	2016
Doctoral Student Admissions Committee	2013
Doctoral Student Admissions Committee	2012

Doctoral Student Advising

Chair, Dissertation Committee (S.M. McBride-Walker)	2017-
Member, Dissertation Committee (A. Varley)	2017-
Reader, Integrative Scholarship Paper (J. Hinz)	2017-2018
Member, Qualifying Paper Committee (S.M. McBride-Walker)	2017-
Member, Dissertation Committee (H-Y. Kim)	2016-
Member, Dissertation Committee (K. Sugiyama)	2016-
Member, Dissertation Committee (K. Thiel)	2016-
Member, Qualifying Paper Committee (K. Thiel)	2016
Reader, Integrative Scholarship Paper (K. Assylkhan)	2016-2017
Chair, Qualifying Paper Committee (A. Varley)	2015-2017
Member, Dissertation Committee (H. Wei)	2015-2017
Reader, Integrative Scholarship Paper (E. Chavez)	2015
Chair, Qualifying Paper Committee (K. Cavanagh)	2014-2015
Chair, Dissertation Committee (N. Thomas)	2014-2017
Member, Dissertation Committee (I. Pavez)	2014-2016
Reader, Integrative Scholarship Paper (K. Cavanagh)	2013-2014
Member, Qualifying Paper Committee (I. Pavez)	2014
Member, Qualifying Paper Committee (P. Thompson)	2013-2014
Reader, Integrative Scholarship Paper (K. Rochford)	2013
Member, Qualifying Paper Committee (C. Van Esch)	2013-2014
Chair, Dissertation Committee (C. Lyddy)	2013-2016
Chair, Dissertation Committee (W. Burlingame)	2012-2016
Member, Dissertation Committee (B. Boland)	2012-2013
Member, Qualifying Paper Committee (T. Schroeder)	2012-2013
Reader, Integrative Scholarship Paper (H. Wei)	2012
Reader, Integrative Scholarship Paper (A. Lindberg)	2011
Member, Qualifying Paper Committee (B. Boland)	2011
Member, Qualifying Paper Committee (C. Lyddy)	2011-2012
Member, Qualifying Paper Committee (M. Trinh)	2011-2013
Member, Qualifying Paper Committee (W. Burlingame)	2010-2011

EXTERNAL SERVICE

Doctoral Student Advising, Case Western Reserve University

Member, Dissertation Committee (B. Brake)	2016-2017
Member, Dissertation Committee (B. Olson)	2015-2016
Member, Dissertation Committee (B. Yimenu)	2014-2016
Member, Dissertation Committee (M. Amatullo)	2014-2015
Member, Dissertation Committee (K. Lee)	2014-
Member, Dissertation Committee (J. Juergensen)	2013-2014
Member, Dissertation Committee (A. Wolfberg)	2012-2014
Member, Dissertation Committee (V. Thummadi)	2011-2014
Member, Dissertation Committee (J. Park)	2011-2013

Member, Dissertation Committee (Y. Jung) 2011

COMMUNITY SERVICE

Cleveland, OH

Baritone, Case Concert Choir 2014-2016

St. Malachi R.C. Parish

Member, Sunday Mornings at St. Malachi Review Task Force 2017-

Member, Organizational Structure Task Force 2014-2016

Member, Core Team for "Affirm, Welcome, and Engage" 2014-2015

Volunteer, Monday Night Meal 2013-

Ann Arbor, MI

Member, Fr. Gabriel Richard Lecture Series Committee 2006-2008

St. Mary's Student Parish

Baritone, University Musical Society Choral Union 2005-2009

Professional Affiliations

Faculty Partner, Relational Coordination Research Collaborative

Member, Academy of Management

Professional Development Activities

Weatherhead Executive Coaching Certificate (2014). Weatherhead School of Management
Executive Education, Cleveland, OH.

Collective Leadership Research Workshop (2014). NYU/Wagner Research Center for Leadership
in Action, New York, NY.

Organizational Behavior Division Junior Faculty Consortium (2011). Academy of Management
Meeting, San Antonio, TX.

Crafting a Theorized Storyline Workshop (2009). University of Michigan, Ann Arbor, MI.

Organizational Behavior Division Doctoral Student Consortium (2008). Academy of
Management Meeting, Anaheim, CA.

Doctoral Institute (2008). Organizational Behavior Teaching Society Conference, Wellesley, MA.

Rackham School of Graduate Studies-Center for Research on Learning and Teaching Seminar on College Teaching: Preparing Future Faculty (2008). University of Michigan, Ann Arbor, MI.

Grounded and Groundbreaking Workshop on Qualitative Research (2007). University of Western Ontario, London, Ontario, Canada.