

JOHN PAUL STEPHENS, PH.D.

Phone: (216) 368-1710

Email: john.p.stephens@case.edu

Website: <https://weatherhead.case.edu/faculty/john-stephens>

Department of Organizational Behavior, Weatherhead School of Management
Case Western Reserve University, 11119 Bellflower Rd., Peter B. Lewis Bldg. #428,
Cleveland OH 44106-7235

EDUCATION

Doctor of Philosophy, Psychology (Organizational)

University of Michigan, Ann Arbor, MI – 2010

Dissertation Title: Towards a Psychology of Coordination: Exploring Feeling and Focus
in the Individual and Group in Music-Making.

Honors: One-Term Dissertation Fellowship, 2009

Graduate Student Instructor Honor Roll, 2006, 2007

Master of Science, Psychology (Organizational)

University of Michigan, Ann Arbor, MI – 2006

Bachelor of Science, Psychology

Morgan State University, Baltimore, MD – 2004

Honors: Summa cum laude, 2004

Mae P. Claytor Award for Research Excellence, 2004

Howard Hughes Summer Research Fellowship, 2003

Outstanding Morgan Man (Academic), 2003

EMPLOYMENT

Case Western Reserve University, Cleveland, Ohio, USA.

Weatherhead School of Management, Department of Organizational Behavior

Associate Professor (with tenure) (July 2019 – present)

Associate Professor (without tenure) (July 2016 – July 2019)

Assistant Professor (July 2010 – July 2016)

University of Michigan, Ann Arbor, Michigan, USA.

Intermittent Lecturer (2010) and *Teaching Assistant* (2008; 2010). Department of Management
& Organizations, Stephen M. Ross School of Business.

Graduate Student Instructor (2005-2009), Department of Psychology.

Project Leader (2005), Department of Organizational Studies.

Johns Hopkins University, Baltimore, Maryland, USA.

Research Assistant (2003-2004), Department of Cognitive Science, Landau Language and Cognition Lab.

Morgan State University, Baltimore, Maryland, USA.

Resident Assistant (2001-2004) and *Desk Attendant* (2000-2001), Office of Residence Life.

Republic Bank, Ltd., Trinidad & Tobago

Teller, (1999).

PROFESSIONAL HONORS, AWARDS AND RECOGNITIONS

Editorial Board Outstanding Reviewer Award, Group & Organization Management, 2019.

Undergraduate Teaching Award Nominee, Weatherhead School of Management, Case Western Reserve University, Cleveland, OH, 2018.

MOC Outstanding Service Award, Managerial and Organizational Cognition Division Academy of Management, Atlanta, GA, 2017.

Outstanding Reviewer Award, Managerial and Organizational Cognition Division, Academy of Management Annual Meeting, Atlanta, GA, 2017.

Undergraduate Teaching Award Nominee, Weatherhead School of Management, Case Western Reserve University, Cleveland, OH, 2017.

Outstanding Reviewer Award, Managerial and Organizational Cognition Division, Academy of Management Annual Meeting, 2016.

Bruce Jackson, M.D. Award for Excellence in Undergraduate Mentoring Nominee, Case Western Reserve University, Cleveland, OH, 2016.

John S. Diekhoff Award for Distinguished Graduate Student Teaching Nominee, Case Western Reserve University, Cleveland, OH, 2016.

Outstanding Reviewer Award, Managerial and Organizational Cognition Division, Academy of Management Annual Meeting, 2015.

Ethics Table Fellow, Case Western Reserve University, Cleveland, OH, 2015.

Editorial Board Outstanding Reviewer Award, Academy of Management Review, Academy of Management, 2015

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management Annual Meeting, 2015.

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management Annual Meeting, 2014.

John S. Diekhoff Award for Distinguished Graduate Student Mentoring Nominee, Case Western Reserve University, Cleveland, OH, 2014.

Best Paper Award, UC Davis Conference on Qualitative Research, University of California, Davis, CA, 2013

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management Annual Meeting, 2011.

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management Annual Meeting, 2011.

Above and Beyond the Call of Duty Award, Organization and Management Theory Division, Academy of Management Annual Meeting, 2011.

RESEARCH AND PUBLICATIONS

Research Interests

The roles of individual-level perception and knowledge in interdependent work, particularly:

- Forms of embodied cognition in coordinated, collective performance
- Emotional and behavioral qualities of interpersonal work relationships

Grants

CCI Research Foundation, “Testing the applicability of a toolkit for relieving healthcare personnel stress and improving their resilience during the COVID-19 pandemic” (Start date 11/9/20, End date 11/9/21), \$24, 200. PI: John Paul Stephens, Co-PI: Joachim Voss.

American Nurses Foundation, “Pilot Evaluation of eSMART-HF: A Dyadic Intervention for Heart Failure Management” (Start date, 09/01/2018, End date 08/31/2019), \$15, 000. PI: Elliane Irani, Co-PIs: Ronald L. Hickman, Jr., and John Paul Stephens.

Cleveland Clinic Foundation, “The roles of relationships, communication, and coordination in construction project management” (Start date 11/20/2015, End date 12/31/2020), \$259 285, PI: John Paul Stephens.

Weatherhead School of Management, Case Western Reserve University, Intramural Funding Grant, “How do medical students’ emerging professional identities shape their appreciation and application of relational competencies in the clinical setting?” (Start date 10/10/2015, End date 1/31/2016), \$2400, PI: John Paul Stephens.

Weatherhead School of Management, Case Western Reserve University, Intramural Funding Grant, “The impact of mixed emotions on intragroup adaptive coordination” (Start date 6/1/2015, End date 6/30/2016), \$2500, PI: John Paul Stephens.

NSF ACES+ (Academic Careers in Engineering and Science Plus) Advance Opportunity Grant, Case Western Reserve University, “The impact of mixed emotions on intragroup adaptive coordination” (Start date 3/14/12, End date 3/31/2013), \$6800, PI: John Paul Stephens.

Rackham School of Graduate Studies, University of Michigan, Graduate Student Research Grant. 2009, \$1600.

Department of Psychology, University of Michigan, Dissertation/Thesis Grant. 2008, \$990.

Articles in Refereed Journals

Hinz, J.*, **Stephens, J.P.***, & Van Oosten, E. (2022). Towards a pedagogy of connection: A critical view of being relational in listening. *Management Learning*.

*Indicates shared first-authorship

Lyddy, C.J., Good, D.J., Bolino, M.C., Thompson, P.S., & **Stephens, J.P.** (2021). Where mindfulness falls short. *Harvard Business Review Digital Article*. Reprint H068MC

Irani, E., Niyomyart, A., Dolansky, M., **Stephens, J.P.**, Ganocy, S.J., Josephson, R., & Hickman, Jr., R. (2021). A pilot randomized clinical trial of a teamwork intervention for heart failure care dyads. *Heart & Lung*, 50(6), 877-884. <https://doi.org/10.1016/j.hrtlng.2021.07.008>

Lyddy, C.J., Good, D.J., Bolino, M.C., Thompson, P.S., & **Stephens, J.P.** (2021). The costs of mindfulness at work: The moderating role of mindfulness in surface acting, self-control depletion, and performance outcomes. Advance online publication at the *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000863>

Stephens, J.P. (2021). How the show goes on: Using the aesthetic experience of collective performance to adapt while coordinating. *Administrative Science Quarterly*, 66(1), 1-41. <https://doi.org/10.1177/0001839220911056>

Thomas, N.*, Sugiyama, K.*, Rochford, K.*, **Stephens, J.P.*** & Kanov, J. (2018). Experiential organizing: Pursuing relational and bureaucratic goals through symbolically and experientially oriented work. *Academy of Management Review*, 43(4), 749-771. <https://doi.org/10.5465/amr.2016.0348>

*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. <https://doi.org/10.1007/s10551-016-3067-0>

*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. <https://doi.org/10.1016/j.ijproman.2016.03.003>

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. <https://doi.org/10.1177/1056492614564677>

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. <https://doi.org/10.1177/0021886312471193>

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. <https://doi.org/10.1080/17439760902992340>

Refereed Conference Proceedings

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.

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.

Chapters in Edited Volumes

Stephens, J.P. (2020). From parts to whole: A place for individual tacit knowledge in organizational adaptability and resilience. In E. Powley, B. Caza & A. Caza (Eds.) *Handbook of Organizational Resilience*. Northampton, MA: Edward Elgar.

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. Bingley, U.K.: 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.

Manuscripts under Review

Lyddy, C., Good, D., Kriz, T. & **Stephens, J.P.** Mindfulness and self-esteem. First round Revise & Resubmit at *Mindfulness*.

Hajjar, L., Meier, N., **Stephens, J.P.**, Hoffer Gittel, J, & Cutcher-Gershenfeld, J. Learning to manage change. First round Revise & Resubmit at *Journal of Management Education*.

Srouf, Y., Carmeli, A., & **Stephens, J.P.** When Chairperson and CEO express emotions: Implications for firm-level processes and outcomes. First round Revise & Resubmit at *Journal of Management Studies*.

Manuscripts in Preparation

Stephens, J.P., Hinz, J., Varley, A., & Ho, B. The role of project design in coordinating complex interdependent work. Manuscript in preparation for submission to *Academy of Management Journal*.

Georgiades, S., Constantinides, P., & **Stephens, J.P.** Stepping in and out: Formal structures and informal coordination practices in film crews. Manuscript in preparation for submission to *Academy of Management Journal*.

Ongoing Projects

Archibold, E., **Stephens, J.P.**, Thomas, N., & Heaphy, E. Embodying organizational knowledge: The role of the body in sensemaking. Conceptual development ongoing; targeted for submission to *Academy of Management Review*.

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 analysis ongoing; targeted for submission to *Administrative Science Quarterly*

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*

Refereed Conference Presentations and Symposia

Stephens, J.P. (2020). *Integrating representational and embodied means of coordinating*. In E.E. Archibold & N.K. Thomas (Organizers) Embodied Insights: Broadening the Scope of Management Research with a Bodily Lens. All-Academy Symposium presentation at the 80th Annual Meeting of the Academy of Management.

Stephens, J.P., & Mc-Bride-Walker, M. (2019). Leading MTSs: Unpacking the challenges of balancing external and internal system demands. In **J.P. Stephens** (Chair/Organizer) Towards more inclusive theory and organizing: Advancements in multi-team systems research. Showcase Symposium presentation at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Stephens, J.P., & Mc-Bride-Walker, M. (2018). *Getting on the same temporal page: Constructing timely communication in role-based relationships for project commitment and success*. Presentation at the Relational Coordination Research Collaborative Roundtable, Cambridge, MA.

Thomas, N., Sugiyama, K., Rochford, K., **Stephens, J.P.**, & Kanov, J. (2017). *Experiential organizing: Pursuing relational and bureaucratic goals through symbolic and experiential work*. Paper presentation at the Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

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 Taos Institute Conference on 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. & 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.

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. (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 (EGOS), 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 (EGOS), 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.

Other (Non-Refereed) Conference Research Presentations, Abstracts, and Posters

Stephens, J.P. & Voss, J. (2021). *Building up healthcare worker resilience*. Workshop at 20201 Nursing Research Conference: Nursing Resilience in Research, Veterans Administration, Cleveland, OH.

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.

Invited Keynote Addresses, Panels, Talks, and Workshops

Stephens, J.P. (2022). Guest lecture at Applying Positive Interventions in Institutions (MAPP714). Master of Applied Positive Psychology, University of Pennsylvania (virtual)

Stephens, J.P. (2021). Guest speaker at Micro Topics in Organizational Behavior Ph.D. Seminar, Organizational Behavior Unit, Harvard Business School, Harvard University (virtual)

Stephens, J.P. (2021). Guest speaker at Qualitative Research Seminar (PSY809), Department of Psychology, University of Saskatchewan (virtual)

Stephens, J.P. (2021). *Organizing as Orchestrating and Experiencing*. Management Seminar Speaker Series, Department of Management, George Mason University (virtual).

Stephens, J.P. (2021). Seed generator/Facilitator at Adderley Positive Research Incubator presentation by Jo Sundet: "*We work where they live: On the ritualizing of high-quality connections in a nursing home*" Center for Positive Organizations, Ross School of Business, University of Michigan (virtual).

Stephens, J.P. (2021). *Orchestrating an organizational culture of connection*. Guest lecture at Designing Organizational Culture Seminar (DESINST221), d.School, Stanford University (virtual)

Stephens, J.P. (2021). *Building connections by listening for the parts and the whole*. Keynote talk at the 1st Israeli Listening Conference. Hebrew University of Jerusalem (virtual).

Stephens, J.P. (2021). *The co-creation of human connection*. Talk at the Positive Business Conference, Ross School of Business, University of Michigan (virtual).

Stephens, J.P. (2020). *Diversity and inclusion: Top down or bottom up?* Community Forum at Unitarian Universalist Congregation of Cleveland, Shaker Heights, OH.

Stephens, J.P. (2019). (Lead facilitator) *Boundary conditions for high-quality work relationships in inter-organizational contexts*. Workshop at Norwegian Business School, Oslo, Norway.

Stephens, J.P. (2019). *Researching work relationships: Challenges and opportunities*. Presentation at Norwegian Business School, Oslo, Norway.

Stephens, J.P. (2019). *Practical dilemmas and directions for communication and relationships in construction project management*. Presentation at Center for the Construction Industry Trade Partners Breakfast, Norwegian Business School, Oslo, Norway.

Stephens, J.P. (2019). *Personalizing role-based coordination: Scaffolding relationality on a construction site*. Brown Bag Presentation at Norwegian Business School, Oslo, Norway.

Stephens, J.P. (2019). (Keynote speaker) *Envisioning one's future as a leader*. 19th Annual Oracle ITA Division III National Men's Team Indoor Championship Banquet, Cleveland, OH.

Cooperrider, D., Fry, R., & **Stephens, J.P.** (2018). (Lead facilitator) *Change starts now: A strengths-based approach to transforming teams and projects for good*. Town Hall for COGENCE Alliance: Owners + Architects + Engineers + Contractors, Cleveland, OH.

Stephens, J.P. (2018). *Getting on the same temporal page: Constructing timely communication in role-based relationships for project commitment and success*. Presentation at the Positive Relationships at Work Meeting, George Mason University, Washington, D.C.

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

Stephens, J.P. (2016). *Organizing for beauty: From parts to whole and back again*. Presentation at the Center for Positive Organizations +Lab, University of Michigan, Ann Arbor, MI.

Stephens, J.P. (2015). (Panelist) *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*. Presentation at the Positive Relationships at Work Meeting, Drexel University, Philadelphia, PA.

Stephens, J.P. (2013). (Keynote speaker) *Emotional intelligence is not just for smart people*. 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*. Presentation at the 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*. Presentation at the Positive Relationships at Work Meeting, Boston University, Ashland, MA.

Stephens, J.P. (2011). *The broadening and narrowing effects of emotions in intragroup coordination*. Presentation at the May Meaning Meeting, Sundance, UT.

Stephens, J.P. (2010). *The experience of individuals in a collective coordinating for beauty*. Presentation at the May Meaning Meeting, Duxbury, MA.

Stephens, J.P. (2009). *Performing coordination: Enacting interdependent work in song*. Presentation at the May Meaning Meeting, Topsail Island, NC.

Stephens, J.P. (2008). *Exploring meaning through organizing in musicking*. Presentation at the 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.

Conference Session Chair, Panelist, Facilitator, Discussant or Organizer

Stephens, J.P. (2021). (Facilitator) Diamonds in the Rough. Professional Development Workshop at the 81st Annual Meeting of the Academy of Management (virtual).

Stephens, J.P. (2021). (Facilitator) Reviewing in the Rough: A PDW for doctoral students and junior faculty members. Professional Development Workshop at the 81st Annual Meeting of the Academy of Management (virtual).

Stephens, J.P. (2021). (Panel Moderator & Facilitator) Navigating qualitative dissertations: Advice from the experts. Professional Development Workshop at the 81st Annual Meeting of the Academy of Management (virtual).

Stephens, J.P. & Aristidou, A. (2020). (Presenters) *New Trends in Relational Coordination Research*. Session at the Relational Coordination Research Collaborative Roundtable.

Stephens, J.P. & Massie, D. (2019). (Organizers) *Designing the future of relationship science*. Panel Presentation at the Relational Coordination Research Collaborative Roundtable, Denver, CO.

Stephens, J.P. (2019). (Chair/Organizer) Towards more inclusive theory and organizing: Advancements in multi-team systems research. Showcase Symposium presentation at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Gittell, J.H., & **Stephens, J.P.** (2019). (Organizers) Relational Organizing for Multi-Level Systems Change. Professional Development Workshop at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Lepisto, D. & **Stephens, J.P.** (2019) (Co-Hosts) The power of gathering. Annual Gathering of Positive Organizational Scholarship Scholars at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Stephens, J.P. (2019). (Facilitator) Reviewing in the Rough: A PDW for doctoral students and junior faculty members. Professional Development Workshop at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Stephens, J.P. (2019). (Facilitator) "Exploring the layers of inclusivity through PRW: The microfoundations of inclusion in organizations. Professional Development Workshop at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Gittell, J.H., **Stephens, J.P.**, & Bartunek, J. (2018). (Organizers) Understanding the relational dynamics of multi-level systems change. Professional Development Workshop at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Stephens, J.P. (2018). (Facilitator) Reviewing in the Rough: A PDW for doctoral students and junior faculty members. Professional Development Workshop at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Stephens, J.P. (2018). (Facilitator) Navigating qualitative dissertations: Advice from the experts. Professional Development Workshop at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

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. Uhl-Bien (Organizers) 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 Gittel, 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) *The American orchestra: Orchestras in communities and as communities* (with Fabio Rojas, Mark Clague, Michael Mauskapf, & Michael Jensen). Interdisciplinary Committee on Organizational Studies (ICOS), University of Michigan, Ann Arbor, MI.

Stephens, J.P. (2010). (Panelist) *Thinking outside the box: Organizational structures and strategies* (with Michael Jensen, Michael Mauskapf, 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.

University Presentations

Case Western Reserve University

Stephens, J.P. (2019). (Panelist) Listening Session on the *Future of Work at the Human-Technology Frontier*, University Industry Demonstration Partnership.

Stephens, J.P. (2019). *Muddying up the works: Transferring lessons learned about functional diversity at work to managing diversity in life*. Power of Diversity Lecture Series, Office of Inclusion, Diversity and Equal Opportunity.

Stephens, J.P. (2017). *Towards a phenomenology of coordinating: The role of aesthetic experience in re-establishing collective performance*. Presentation at the Organizational Behavior Departmental Brown Bag.

Stephens, J.P. (2016). *Organizing: From parts to whole and back again*. Presentation at the Organizational Behavior Departmental Brown Bag.

Stephens, J.P. (2012). *Repairing intragroup coordination via attention, aesthetics, and leaders*. Presentation at the Marketing and Policy Studies-Information Systems Interdepartmental Seminar.

Stephens, J.P. (2011). *Performing beauty: Attention, aesthetics and action in the coordination of a community choir*. Presentation at the Organizational Behavior 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 (with tenure)

Course: Design & Innovation (PhD)	Fall 2021
DESN 527 – Seminar on Theory Building	
Course: Organizational Behavior (Master's in Engineering and Management)	Fall 2021
IIME 425 – Understanding People and Change	
Course: Organizational Behavior (Undergraduate)	Fall 2021
ORBH 380 – Managing Negotiations	
Course: Organizational Behavior (Undergraduate)	Spring 2020
ORBH 251 – Leading Organizations	
Course: Organizational Behavior (Master's in Engineering and Management)	Fall 2019

IIME 425 – Understanding People and Change	
Course: Organizational Behavior (Undergraduate)	Fall 2019
ORBH 380 – Managing Negotiations	
Course: Organizational Behavior (Executive Doctorate in Management)	Fall 2019
EDMP 641 – Qualitative Inquiry II	
Course: Organizational Behavior (PhD)	Fall 2019
ORBH 701 – Dissertation Supervision	
 <u>Associate Professor (without tenure)</u>	
Course: Organizational Behavior (PhD)	Spring 2019
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior Module Seminar (PhD)	Spring 2019
ORBH 533 – The Practice Turn in Organizational Research	
Course: Organizational Behavior (PhD)	Fall 2018
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (Undergraduate)	Fall 2018
ORBH 380 – Managing Negotiations	
Course: Organizational Behavior (Master’s in Engineering and Management)	Fall 2018
IIME 425 – Understanding People and Change	
Course: Organizational Behavior (PhD)	Spring 2018
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (Master’s in Engineering and Management)	Spring 2018
ORBH 470 – Independent Study	
Course: Organizational Behavior (Undergraduate)	Fall 2017
ORBH 380 – Managing Negotiations	
Course: Organizational Behavior (Master’s in Engineering and Management)	Fall 2017
IIME 425 – Understanding People and Change	
Course: Organizational Behavior (PhD)	Fall 2017
ORBH 601 – Integrated Scholarship Paper	
Course: Organizational Behavior (PhD)	Summer 2017
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior Module Seminar (PhD)	Spring 2017
ORBH 533 – The Practice Turn in Organizational Research	
Course: Organizational Behavior (PhD)	Spring 2017
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (PhD)	Spring 2017
ORBH 601 – Qualifying Examination Supervision	
Course: Organizational Behavior (Undergraduate)	Fall 2016
IIME 425 – Understanding People and Change	
Course: Organizational Behavior (PhD)	Fall 2016
ORBH 701 – Dissertation Supervision	
Course: Organizational Behavior (PhD)	Fall 2016
ORBH 601 – Qualifying Examination Supervision	
 <u>Assistant Professor</u>	
Course: Organizational Behavior (PhD)	Spring 2016

ORBH 701 – Dissertation Supervision Course: Organizational Behavior (Undergraduate)	Fall 2015
ORBH 360 – Independent Study Course: Organizational Behavior (Undergraduate)	Fall 2015
ORBH 250 – Leading People I Course: Organizational Behavior (Undergraduate)	Fall 2015
ORBH 380 – Managing Negotiations Course: Organizational Behavior (Master’s in Engineering and Management)	Fall 2015
IIME 425 – Understanding People and Change Course: Organizational Behavior (PhD)	Fall 2015
ORBH 701 – Dissertation Supervision Course: Organizational Behavior (PhD)	Fall 2015
ORBH 601 – Qualifying Examination Supervision 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 (Master’s in Engineering and Management)	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 (Master’s in Engineering and Management)	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 (Master’s in Engineering and Management) 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 (Master’s in Engineering and Management) 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) Winter B 2010
 MO512
 Teaching Assistant
 Course: Bargaining Behavior and Influence Skills (MBA) Winter A 2010
 MO512
 Course: Bargaining Behavior and Influence Skills (MBA) Fall A 2008
 MO512

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

Graduate Student Instructor

Course: Introduction to Psychology (Undergraduate) Winter 2009
 PSYC111
 Course: Introduction to Organizational Psychology Winter 2008
 (Undergraduate)
 PSYC260
 Course: Introduction to Psychology (Undergraduate) Winter 2007
 PSYC111
 Course: Introduction to Psychology (Undergraduate) Fall 2006
 PSYC111
 Course: Introduction to Organizational Psychology Fall 2005
 (Undergraduate)
 PSYC260

Lab Supervisor

Course: Independent Study (Undergraduate) Fall 2009
 PSYC327
 Course: Independent Study (Undergraduate) Winter 2009
 PSYC327
 Course: Independent Study (Undergraduate) Fall 2008
 PSYC327

University of Michigan, Department of Organizational Studies, Ann Arbor, MI**Project Leader**

Course: Developing Effective Leaders (Undergraduate)
OS490

Fall 2005

SERVICE**Professional Service****Advisory Board Member***XpandCulture*

2020 – present

Center for Positive Organizations

2019 – present

Relational Coordination Research Collaborative

2018 – present

(Research Advisory Committee Chair)

2018 – 2020

(Vice-Chair)

2020 – present

Guest Associate Editor*Academy of Management Review*

2021

*Special Topic Forum on “The New Normal”***Editorial Board Member***Academy of Management Review*

2020 – present

Academy of Management Discoveries

2018 – 2020

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

External Thesis Examiner

R. Andre, Fielding University

2019 – present

L. S. Kantor, University of Cape Town

2018 – 2019

A.-M, Lilleløyken, BI Norwegian Business School

2020 – present

Grant Proposal Reviewer*Netherlands Organisation for Scientific Research,*

2019

*Innovational Research Incentives Scheme (VENI grants)***Ad hoc Reviewer***Academy of Management Journal*

2011 – present

Academy of Management Review

2010 – 2014

2017 – 2020

Administrative Science Quarterly

2017 – present

Design Issues

2018 – present

*Frontiers in Psychology:**Personality and Social Psychology Section*

2014 – present

Performance Science Section

2017 – present

Group & Organization Management

2013 – 2017

<i>Human Relations</i>	2013 – present
<i>Human Resource Management</i>	2021 – present
<i>Human Resource Management Review</i>	2019 – present
<i>Journal of Business Ethics</i>	2015 – present
<i>Journal of Engineering and Technology Management</i>	2020 – present
<i>Journal of Management Studies</i>	2021 – present
<i>Management Learning</i>	2021 – present
<i>Organizational Aesthetics</i>	2013 – present
<i>Organizational Research Methods</i>	2014 – present
<i>Organization Science</i>	2020 – present
<i>Organization Studies</i>	2012 – present
<i>Psychomusicology</i>	2011
<i>Positive Organizational Scholarship Research Conference</i>	2017
<i>Annual Meetings of the Academy of Management</i>	
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

Moderator, F. Joseph Callahan Distinguished Lecture/Think Forum on *21st Century Power: Principles, Practices, and Positive Social Change* by Dacher Keltner, 2021
 Team Lead, COVID-19 Innovation Team, 2020
 Pathway Co-Leader, ThinkBig Strategic Plan, Pathway 4 (Shaping the Agora), 2020
 Guest Panelist, To Tenure and Beyond, Office of Faculty Development, 2019
 Guest Panelist, New Faculty Orientation, Office of Faculty Development, 2019
 Member, Conflict of Interest Committee, 2019 – present
 Member, Faculty Senate Committee on Undergraduate Education, 2019 – 2020
 Member, Student Success Initiative Faculty Advisory Group, 2018 – 2020
 Member, Strategic Planning Committee, CWRU LGBT Center, 2018 – 2019
 Guest Presenter, Secure the Bag, Upperclass Experience, 2017
 Guest Speaker, Faculty Fridays, CWRU Greek Life, 2016, 2015
 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, *Tempus Transitus*, 2014
 Member, Dissertation Committee, Department of Psychology (B. Yimenu), 2014-2016
 Member, Dissertation Committee, Department of Psychology (J. Juergensen), 2013-2014
 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

Member, Dean’s Reappointment Review Committee, 2021
 Member, Alumni Research Committee, 2021

Member, Strategic Planning Committee, 2019
 Guest Panelist, Work it OUT!, 2016
 Faculty Marshal, Commencement Ceremony, 2015, 2016, 2017, 2019
 Interview Panelist, Executive Director Search, Master's in Engineering and Management Program, 2015
 Undergraduate and Integrated Study Programs Committee, 2011 – 2020
 Member, Dissertation Committee, Department of Design & Innovation (E. Milrud), 2019-
 Member, Dissertation Committee, Doctor of Management Program (T. Carter), 2018
 Member, Dissertation Committee, Doctor of Management Program (B. Brake), 2016-2017
 Member, Dissertation Committee, Doctor of Management Program (B. Olson), 2015-2016
 Member, Dissertation Committee, Doctor of Management Program (M. Amatullo), 2014-2015
 Member, Dissertation Committee, Department of Design & Innovation (K. Lee), 2014-
 Member, Dissertation Committee, Doctor of Management Program (A. Wolfberg), 2012-2014
 Member, Dissertation Committee, Department of Information Systems (V. Thummadi), 2011-2014
 Member, Dissertation Committee, Department of Information Systems (J. Park), 2011-2013
 Member, Dissertation Committee, Department of Information Systems (Y. Jung), 2011

Department of Organizational Behavior (Case Western Reserve University) Service

Chair, Doctoral Student Admissions Committee, 2020
 Member, Doctoral Student Admissions Committee, 2019, 2016, 2013, 2012.

Doctoral Student Advising

Chair, Dissertation Committee (E. Johnson)	2021-
Chair, Qualifying Paper Committee (K. May)	2020-
Chair, Qualifying Paper Committee (E. Johnson)	2020-2021
Reader, Integrative Scholarship Paper (E. Johnson)	2020
Member, Dissertation Committee (E. Archibold)	2020-
Member, Dissertation Committee (S. Jané)	2020-
Chair, Dissertation Committee (P. Thompson)	2019
Chair, Dissertation Committee (J. Hinz)	2019-
Member, Qualifying Paper Committee (S. Erskine)	2019-
Chair, Dissertation Committee (S.M. McBride)	2017-
Member, Dissertation Committee (A. Varley)	2017-2020
Reader, Integrative Scholarship Paper (J. Hinz)	2017-2018
Member, Qualifying Paper Committee (S.M. McBride-Walker)	2017-2018
Member, Dissertation Committee (H-Y. Kim)	2016-2019
Member, Dissertation Committee (K. Sugiyama)	2016-2019
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

Community Service

Cleveland, OH

Volunteer, LGBT Community Center of Greater Cleveland, 2020

Baritone, Case Concert Choir, 2014 – 2016

St. Malachi R.C. Parish

Member, *Mother Teresa Ministry Task Force*, 2021

Member, *Parish Council*, 2018 – 2021

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 – 2018

Ann Arbor, MI

Member, *Fr. Gabriel Richard Lecture Series Committee*, St. Mary’s Student Parish, 2006 – 2008

Baritone, *University Musical Society Choral Union*, 2005 – 2009

Professional Affiliations

Faculty Partner, Relational Coordination Collaborative

Member, Academy of Management

Faculty Member, The PhD Project: Management Doctoral Student and Faculty Alumni Association

Professional Development Activities

Leveraging the Power of Emotions as You Negotiate (2021). Harvard Law School Program on Negotiation Executive Education Expert One-Day Program (virtual)

CARMA Short Courses on Introduction to multi-level analysis and Advanced multi-level analysis (2019). Consortium for the Advancement of Research Methods and Analysis, Wayne State University, Detroit, MI.

Writing your Mixed Methods Research for Publication Workshop (2019). Michigan Mixed Methods Program, University of Michigan, Ann Arbor, MI.

Mentor Fellows Program (2018). Case Western Reserve University, Cleveland, OH.

Research Methods Division-CARMA (Consortium for the Advancement of Research Methods and Analysis) Doctoral Student and Junior Faculty Consortium (2018), Academy of Management Meeting, Chicago, IL.

Faculty Success Program (2016). National Center for Faculty Development & Diversity, Grandville, MI.

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.