**Curriculum Vita**

**Glen E. Kreiner**

### L.S. Skaggs Presidential Chair in Business Ethics

### David Eccles School of Business, University of Utah

### SFEBB 8111 / Salt Lake City, UT 84112

### Mobile: 814-935-2692 glen.kreiner@utah.edu

**January 2024**

# Education

Doctor of Philosophy, Business Administration, Arizona State University, 2001.

*Concentration: Organizational Behavior*

Master of Organizational Behavior, Brigham Young University, 1995.

*Concentration: Groups and Teams*

Bachelor of Arts, Communications, Brigham Young University, 1992.

*Concentration: Communication Studies*

*Minor: Sociology*

###### University Positions and Professorships

L.S. Skaggs Presidential Chair in Business Ethics, David Eccles School of Business, University of Utah, 2021-present.

Department Chair, Management Department, David Eccles School of Business, University of Utah, 2021-present.

David Eccles Professor of Management, David Eccles School of Business, University of Utah, 2020-2021.

John & Becky Surma Professor of Management & Organization, Smeal College of Business, The Pennsylvania State University, 2017-2020.

Faculty Chair, Penn State Online MBA Program, 2016-2020.

Associate Professor of Management & Organization, Smeal College of Business, The Pennsylvania State University, 2010-2017.

Assistant Professor of Management & Organization, Smeal College of Business, The Pennsylvania State University, 2007-2010.

Assistant Professor of Organizational Behavior, University of Cincinnati, 2001-2007.

Graduate Research Associate, Arizona State University, 1996-2001.

## Research Interests

Ethics & values in the workplace Mindful leadership

Intellectual & developmental disabilities at work Workplace mental health

Qualitative research methods Professional identity

Workplace stigma, scandal, and “dirty work” Organizational identity

Work-family boundaries Leadership identity

Societal grand challenges

**Teaching Expertise**

Organizational behavior (Undergraduate, master’s, and doctoral levels)

Teams, groups, team facilitation (Undergraduate and master’s levels, resident and online;

executive education)

Leadership & identity (Master’s level, resident and online; executive education)

Interpersonal skills (Master’s level, executive education)

Mindfulness (Master’s level, executive education)

Qualitative research methods (Master’s and doctoral levels)

Professional development colloquium (Doctoral level)

Global immersion (Master’s level)

# Publications

Articles in Refereed Journals

Rapp, D.J. & Hughey, M. & Kreiner, G.E. Dirty heroes? Health care workers’ internalization of dual social evaluations during the pandemic. Accepted for publication, *Academy of Management Journal.*

Bishop, D.G., Treviño, L.K., Gioia, D.A. & Kreiner, G.E. 2023. Falling from media grace: Telling lessons for leaders in modern times. *Business Horizons, 66*, 679-690.

Johnson, T., Joshi, A, & Kreiner, G.E. 2023. Bridgework: A model of brokering relationships across social boundaries in organizations. *Organization Science, 34,* 1353-1650.

\*Reina, C.S., \*Kreiner, G.E., Rheinhardt A. & Mihelcic, C. 2023. Your presence is requested: Mindfulness infusion in workplace interactions and relationships. *Organization Science*, *34,* 722-753*.* \*Shared first authorship.

Sheep, M.L., Rheinhardt, A., Hollensbe, E.C., & Kreiner, G.E. 2023. “Tearing the fabric” or “Weaving the tapestry?” A discursive resources approach to identity-implicating organizational events. *Management Communication Quarterly, 37,* 32-63.

Kreiner, G.E., Mihelcic, C., & Mikolon, S. 2022. Stigmatized work and stigmatized workers. *Annual Review of Organizational Psychology and Organizational Behavior, 9,* 95-120.

Smith, B., Bergman, B., & Kreiner, G.E. 2021. When the beacon goes dark: Legitimacy repair work by subsequent actors in an emerging market category. *Journal of Business Venturing, 36.*

Kreiner, G.E. & Joshi, A. 2021. The liminal researcher: Being *not quite* the center of attention. *Academy of Management Perspectives, 35,* 418-434.

Bishop, D.G., Eury, J.L., Treviño, L.K., Gioia, D.A. & Kreiner, G.E. 2021. In the heart of the storm: The value of personally relevant perspectives in understanding scandal. *Academy of Management Perspectives, 35,* 435-460.

Rapp, D, Hughey, J.M., & Kreiner, G.E. 2021. Boundary work as a buffer against burnout: Evidence from healthcare workers during the Covid-19 pandemic. *Journal of Applied Psychology, 106,* 1169–1187.

* Accepted onto the Honor Roll of Responsible Research in Business and Management

Bishop, D.G., Treviño, L.K., Gioia, D.A. & Kreiner, G.E. 2020. Leveraging a recessive narrative to transform Joe Paterno’s image: Media sensebreaking, sensemaking, and sensegiving during scandal. *Academy of Management Discoveries*, *6*, 572-608.

Bishop, D.G., Treviño, L.K., Gioia, D.A. & Kreiner, G.E. 2020. Response to commentaries on “Leveraging a recessive narrative to transform Joe Paterno’s image: Media sensebreaking, sensemaking, and sensegiving during scandal.” *Academy of Management Discoveries, 6*, 708-711.

Murphy, C. & Kreiner, G.E. 2020. Occupational boundary play: Crafting a sense of identity legitimacy in an emerging occupation. *Journal of Organizational Behavior, 41,* 871-894*.*

* Winner, annual best paper award, *Journal of Organizational Behavior*

Piening, E.P., Salge, T.O., Antons, D., & Kreiner, G.E. 2020. Standing together or falling apart? Understanding employees’ responses to organizational identity threats. *Academy of Management Review, 45,* 325-351.

* Finalist, annual best paper award, German Academic Association of Business Research (VHB)

Eury, J., Kreiner, G.E., Treviño, L.K., & Gioia, D.A. 2018. The past is not dead: Legacy identification and alumni ambivalence in the wake of the Sandusky scandal at Penn State. *Academy of Management Journal, 61,* 826-856.

Kataria, N., Kreiner, G.E., Hollensbe, E.C., Sheep, M.L., Stambaugh, J. 2018. The catalytic role of emotions in sensemaking: Evidence from the blogosphere. *Australian Journal of Management, 43,* 456-475.

Ashforth, B.E., Kreiner, G.E., Clark, M.A., & Fugate, M. 2017. Congruence work in stigmatized occupations: A managerial lens on employee fit with dirty work. *Journal of Organizational Behavior, 38,* 1260-1279.

Murphy, C., Klotz, A., & Kreiner, G.E. 2017. Blue skies and black boxes: The promise (and practice) of grounded theory in human resource management research. *Human Resource Management Review, 27,* 291-305*.*

Mikolon, S., Kreiner, G.E., & Wieseke, J. 2016. Seeing you seeing me: Stereotypes and the stigma magnification effect. *Journal of Applied Psychology, 101,* 639-656*.*

Kreiner, G.E., Hollensbe, E.C., Sheep, M.L., Smith, B.R., & Kataria, N. 2015. Elasticity and the dialectic tensions of organizational identity: How can we hold together while we’re pulling apart? *Academy of Management Journal, 58,* 981-1011.

Ashforth, B.E. & Kreiner, G.E. 2014. Contextualizing dirty work: The neglected role of cultural, historical, and demographic context. *Journal of Management and Organization, 20,* 423-440.

Ashforth, B.E. & Kreiner, G.E. 2014. Dirty work and dirtier work: Differences in countering physical, social, and moral stigma. *Management and Organization Review*, *10,* 81-108*.*

Treviño, L.K., den Nieuwenboer, N., Kreiner, G.E., & Bishop, D. 2014. Legitimating the legitimate: A grounded theory study of legitimacy work among ethics and compliance officers. *Organizational Behavior and Human Decision Processes, 123,* 186-205*.*

Knapp, J.R., Smith, B.R., Kreiner, G.E., Sundaramurthy, C., & Barton, S.L. 2013. Managing boundaries through identity work: The role of individual and organizational identity tactics. *Family Business Review*, *26,* 333-355.

Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2009. Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics. *Academy of Management Journal, 52,* 704-730.

* Winner of the Owens Scholarly Achievement Award by the Society of Industrial & Organizational Psychology for best publication in I/O Psychology
* Winner of the 2010 Rosabeth Moss Kanter Award for best publication in work-family research
* Finalist for annual *AMJ* Best Paper Award
* Winner of the Organizational Behavior Division Best Paper Award (for earlier version of paper presented at Academy of Management Meeting, 2006)

Sundaramurthy, C. & Kreiner, G.E. 2008. Governing by managing identity boundaries: The case of family businesses. *Entrepreneurship Theory and Practice, 32*, 415-436*.*

Ashforth, B.E.\*, Kreiner, G.E.\*, Clark, M.A., & Fugate, M. 2007. Normalizing dirty work: Managerial tactics for countering occupational taint. *Academy of Management Journal, 50,* 149-174.\*Shared first-authorship.

* Winner, *Academy of Management Journal* Impact Award, 2020.

Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2006. Where is the “Me” among the “We”? Identity work and the search for optimal balance. *Academy of Management Journal*, *49*, *1031-1057*.

* Winner, Outstanding Publication in Organizational Behavior Award, given annually by the OB Division of the Academy of Management

Kreiner, G.E., Ashforth, B.E., Sluss, D.M. 2006. Identity dynamics in occupational dirty work: Integrating social identity and system justification perspectives. *Organization Science, 17*, 619-636.

Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2006. On the edge of identity: Boundary dynamics at the interface of individual and organizational identities. *Human Relations*, *59*, 1315-1341.

Kreiner, G.E. 2006. Consequences of work-home segmentation or integration: A person-environment fit perspective. *Journal of Organizational Behavior, 27,* 485-507.

Kreiner, G.E. & Ashforth, B.E. 2004. Evidence toward an expanded model of organizational identification. *Journal of Organizational Behavior, 25,* 1-27*.*

Ashforth, B.E. & Kreiner, G.E. 2002. Normalizing emotion in organizations: Making the extraordinary seem ordinary. *Human Resource Management Review, 12,* 215-235.

Ashforth, B.E., Kreiner, G.E., & Fugate, M. 2000. All in a day’s work: Boundaries and micro role transitions. *Academy of Management Review*, *25*, 472-491.

* Nominated for the 2000 Owens Scholarly Achievement Award by the Society of Industrial & Organizational Psychology for best publication in I/O Psychology

Ashforth, B.E. & Kreiner, G.E. 1999. “How can you do it?”: Dirty work and the challenge of constructing a positive identity. *Academy of Management Review, 24,* 413-434.

* Finalist for 1999 *AMR* Best Paper Award

Book Chapters

Kreiner, G.E. and Mihelcic, C. 2020. Stigma and identity. In Brown, E. (Ed.), *The Oxford Handbook of Identities in Organizations*, pp. 570-586. Oxford University Press.

Kreiner, G.E., Bishop, D.G. & Joshi, A. 2018. “Seeing the light” or “blinded by the light”? Journeys of positivist scholars into qualitative inquiry. In Mir, R. & Jain, S. (Eds.), *The Routledge Companion to Qualitative Research in Organization Studies*, Routledge.

Rheinhardt, A., Kreiner, G.E., Gioia, D.A., & Corley, K. 2018. Conducting and publishing rigorous qualitative research. In Cassell, C.; Cunliffe, A.; & Grandy, G. (Eds.), *Sage Handbook of Qualitative Business and Management Research Methods*, pp. 515-531. Sage Publications.

Sheep, M.L., Kreiner, G.E.. & Fairhurst, G. 2017. “I am… I said”: Paradoxical tensions of individual identity. In Lewis, M.W.; Smith, W.K.; Jarzablkowski, P.; & Langley, A. (Eds.), Oxford *Handbook of Organizational Paradox: Approaches to Plurality, Tensions and Contradictions*, pp. 452-471*.* Oxford University Press.

Kreiner, G.E. 2017. Dirty work. In *Encyclopedia of Industrial and Organizational Psychology, Second edition*. Thousand Oaks, CA: Sage.

Kreiner, G.E., & Murphy, C. 2016. Organizational identity work. In Pratt, M., Schultz, M., Ashforth, B.E. & Ravasi, D. (Eds.), *Oxford* *Handbook of Organizational Identity*, pp. 276-293. Oxford University Press.

Kreiner, G.E. 2015. “*Tabula Geminus*”: A “both/and” approach to coding and theorizing. In Elsbach, K.D. & Kramer, R.M. (Eds.), *Handbook of Qualitative Organizational Research: Innovative Pathways and Methods*, pp. 350-361. New York: Routledge.

Ashforth, B.E. & Kreiner, G.E. 2013. Profane or profound? Finding meaning in dirty work. In Dik, B.J., Byrne, Z.S., & Steger, M.F. (Eds.), *Purpose and Meaning in the Workplace,* pp. 127-150. Washington, D.C.: APA Books.

Kreiner, G.E. 2011. Identity in organizations: A look at culture's conceptual cousin. In Ashkanasy, N.M.; Wilderom, C.P.M.; Peterson, M.P. (Eds.), *Handbook of Organizational Culture and Climate, 2nd Edition*, pp. 463-480. Thousand Oaks, CA: Sage Publications.

Kreiner, G.E., & Sheep, M.L. 2009. Growing pains and gains: Framing identity dynamics as opportunities for identity growth. In Roberts, L.M. & Dutton, J.E. (Eds.), *Exploring positive identities and organizations: Building a theoretical and research foundation,* pp. 23-46*.* Mahwah, NJ: Lawrence Erlbaum & Associates.

Kreiner, G.E. 2009. Four chapters translating our academic research for general audiences; topics include work-home balance (sole authored); congruence (co-authored with Elaine C. Hollensbe & Mathew L. Sheep), identity (co-authored with Elaine C. Hollensbe & Mathew L. Sheep), and personal growth (co-authored with Mathew L. Sheep). In Craddock, W.S. (Ed.), *All shall be well: An approach to wellness*. New York: Morehouse Publishing.

Kreiner, G.E. 2007. The struggle of the self: Identity dysfunctions in the contemporary workplace. In Langan-Fox, J., Cooper, C.L., & Klimoski, R.J. (Eds.), *Research Companion to the Dysfunctional Workplace:* *Management Challenges and Symptoms*, pp. 75-89. Cheltenham, U.K.: Edward Elgar Publishing Ltd.

Kreiner, G.E. 2006. Dirty work. In *Encyclopedia of Industrial and Organizational Psychology, Volume 1*, pp. 152-154. Thousand Oaks, CA: Sage.

Ashforth, B.E., Kreiner, G.E., Fugate, M., & Johnson, S.A. 2001. Micro role transitions. In Ashforth, B.E., *Role Transitions in Organizational Life: An Identity-Based Perspective*, pp. 259-288. Mahwah, NY: Erlbaum.

# Conference Proceedings

Mikolon, S., Wieseke, J., Lee, N., & Kreiner, G.E. 2013. A multilevel investigation of emotional proletarians’ stigma in frontline encounters. Proceedings of the 42nd annual European Marketing Academy Conference, Istanbul.

Mikolon, S., Wieseke, J. & Kreiner, G.E. 2012. The stigma of dirty work in sales encounters. Proceedings of the 41st annual European Marketing Academy Conference, Lisbon.

Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2006. Boundary work tactics: Negotiating the work-home interface. Proceedings of the 65th Annual Meeting of the Academy of Management, Atlanta. Winner of the Organizational Behavior Division Best Paper Award.

Kreiner, G.E. 2002. Operationalizing and testing the expanded model of identification. Proceedings of the 61st Annual Meeting of the Academy of Management, Denver.

# Papers Under Review

Joshi, A., Johnson, T., & Kreiner, G.E. The social dance: The sociality narratives of workers with autism. Resubmission invited, *Academy of Management Discoveries*.

Kreiner, G.E., den Nieuwenboer, N., Treviño, L.K., Bishop, D., & Murphy, C. Enacting an ethical role identity: Identity threats, role identity work, and growth. Under review at *Journal of Business Ethics*.

Mikolon, S., Lee, N. & Kreiner, G.E. When service-with-a-smile is frowned upon: The mitigating role of racial stigma. Revision requested, *Organizational Behavior and Human Decision Processes*.

# Other Works in Progress

Bishop, D.G., Treviño, L.K., Gioia, D.A., & Kreiner, G.E. Stakeholder revolt: How self-transcendence values and moral emotions fuel collective voice and identity defense. Working paper, preparing for *Academy of Management Discoveries*.

\*Kreiner, G.E., \*Reina, C.S., Mihelcic, C., & Rheinhardt, A. Mindful identity work: Paying attention to who we are at work. \*Shared first authorship. Working paper, preparing for *Academy of Management Journal.*

Mihelcic, C. & Kreiner, G.E. The sympathy paradox: Navigating stigma and ableism in social entrepreneurship. Writing stage, preparing for *Academy of Management Journal*.

Data analysis stage: Study exploring the intersection of professional, organizational, and personal identities/identification. With David Sluss and Heather Vough.

Data collection/analysis stage: Qualitative study on the identity & pragmatic transition process from high school into the working world among workers with intellectual & developmental disabilities. With Christine Mihelcic, Dane Cannon, and Devin Rapp.

Data collection/analysis stage: Qualitative study on social entrepreneurship start-ups and advocacy groups focusing on employing individuals with intellectual & developmental disabilities. With Christine Mihelcic, Linda Treviño, & Matt Hughey.

Data collection stage: Qualitative study on entrepreneurial identity. With Matt Hughey, Dane Cannon, Devin Rapp, & Robert Monnot.

Design & data collection stages: Multiple projects regarding mental health in the United States, as part of the Grand Challenge to eliminate the stigma of mental health. In collaboration with the Huntsman Mental Health Institute. Projects with Dane Cannon, Devin Rapp, and Jennifer Wiseman.

**Media Exposure (Since Joining University of Utah)**

May 21, 2021. KSL TV news story on working at home during pandemic.

<https://www.ksl.com/article/50171183/paying-to-work-gephardt-breaks-down-hidden-costs-of-working-from-home>

April 21, 2021. *New York Times* article on workaholism.

<https://www.nytimes.com/2021/04/21/business/jonathan-frostick-heart-attack-vows.html>

August 30, 2020. *Deseret News* article on challenges of remote work. <https://www.deseret.com/utah/2020/8/30/21366737/covid-19-remote-work-recruitment-tool-pandemic-work-from-home>

**Practitioner Conferences and Presentations**

Kreiner, G.E. December 2023. Speaker at United For Those Who Care: Caregiver and Clinician Mental Health Forum, Salt Lake City, UT. “Eliminating Mental Health Stigma.”

Kreiner, G.E. October 2023. Speaker at “Stop the Stigma” Youth/Family/Children Summit. New York City. “Mental Health Stigma”

Kreiner, G.E. September 2023. Speaker at the Utah Fall Conference on Substance Use, St. George, UT. (Conference with 1,200 mental health care providers.) “Eliminating Mental Health and SUD Stigma: A Grand Challenge.”

Kreiner, G.E. & Reina, C. September 2023. Plenary speaker at Mindful Leadership Summit, Washington, D.C. (Conference with several hundred organizational leaders.) “Your presence is requested: Mindfulness Infusion in Workplace Interactions and Relationships.”

Kreiner, G.E. September 2022. Panelist/speaker, “The Future of Work”. CEO roundtable event co-sponsored by *Deseret News* and Overstock, Salt Lake City.

Kreiner, G.E. October 2022. Panel moderator/speaker, “Untapped sources of talent” for the Executive Forum, Society for Human Resource Management (SHRM), Chicago.

Kreiner, G.E. October 2022. Speaker, “Why stigma?” for the Huntsman Mental Health Institute Design Summit, Snowbird, UT.

## Invited University Presentations

Cambridge University, TBD

Imperial College, London, TBD

University College, London, TBD

Temple University Fox School of Business, February 2019

Arizona State University, February 2018

Georgia Tech Scheller College of Business, January 2018

Oxford University Saïd Business School, September 2017

Georgetown University McDonough School of Business, April 2017

Brigham Young University Marriott School of Business, April 2017

* Research presentation and workshop on grounded theory

INSEAD, Spring 2014 (Visiting Scholar)

* Research presentation and workshop on grounded theory

Ruhr-University Bochum, May 2014

* Research presentation and workshop on grounded theory

RWTH Aachen University, May 2014

* Research presentation and workshop on grounded theory

University of Utah David Eccles School of Business, February 2014

* Research presentation and workshop on grounded theory

Harvard Business School, October 2012

University of British Columbia Sauder School of Business, April 2012

Rice University Jones Graduate School of Business, April 2012

Boston College Carroll School of Management, November 2011

Boston College Center for Work & Family, Executive Roundtable Meeting 2011

University of Arkansas Walton School of Business, April 2010

McGill University Desautels Faculty of Management, November 2009

## Academic Conference Presentations

Hughey, J.M., Rapp, D.J. & Kreiner, G.E. 2023. Wrestling with the Entrepreneurial Myth: Constructing an Entrepreneurial Identity Amidst an Inescapable Archetype. Presented as part of a symposium at the 83rd annual meeting of the Academy of Management, Boston.

Hughey, J.M. & Kreiner, G.E. (Co-organizers) 2023. Burning the Candle at Both Ends: Exploring the Dark(er) Sides of Entrepreneurship. Panel symposium at the 83rd annual meeting of the Academy of Management, Boston.

Rapp, D.J. & Kreiner, G.E. (Co-organizers) 2023. Addressing the Workplace Mental Health Crisis: Stigma of Mental Illness & Intellectual Disabilities. Panel symposium at the 83rd annual meeting of the Academy of Management, Boston.

Rapp, D.J., Monnot, R. & Kreiner, G.E. 2023. Reframing the Traditional Sources of Mental Health Stigma Amongst Farmers. Presented as part of Symposium for the 83rd annual meeting of the Academy of Management.

Kreiner, G.E., Reina, C.S., Mihelcic, C., & Rheinhardt, A. 2023. Mindful identity work: Paying attention to who I am. Presented at the 2nd Annual Mindfulness and Relationships Virtual Conference.

Kreiner, G.E. 2022. Discussant for Showcase Symposium, “Revisiting work-nonwork boundary management: Lessons from the pandemic for the future” for the 82nd annual meeting of the Academy of Management, Seattle.

Rapp, D.J., Hughey, J.M., & Kreiner, G.E. 2022. Distance, health care workers and COVID. Presented at Distances in Organizations virtual conference.

Kreiner, G.E. & Mihelcic, C. 2022. Stigma and identity. Presentation at the Spring Institute Disability Conference.

Kreiner, G.E. & Mihelcic, C. 2021. Stigma as a double-edged sword: Exploring both the positive and negative effects of stigma at work. Presented as part of Symposium for the 81st annual meeting of the Academy of Management.

Rapp, D.J., Hughey, J.M., & Kreiner, G.E. 2021. Dirty Heroes? Increased Esteem and Stigma Among Health Care Workers During the COVID-19 Pandemic. Presented as part of a symposium at the 81st annual meeting of the Academy of Management.

Kreiner, G.E., Mihelcic, C., & Cannon, D. 2021. Tactics for destigmatization: The case of workers with intellectual disabilities. Presented as part of a Symposium for the 81st annual meeting of the Academy of Management.

Mihelcic, C. & Kreiner, G.E. 2020. Ableism at work: Lessons from and for social entrepreneurship. Presented at the 17th annual Social Entrepreneurship Conference, Bloomington, Indiana.

Rapp, D., & Kreiner, G.E., 2020. “If I’m a hero, then why are you avoiding me?” Ambivalence as a side effect of increased esteem and stigma among health care workers during the Covid-19 pandemic”. Presented as part of OB Division Plenary Session, 80th annual meeting of the Academy of Management.

Kreiner, G.E. & Mihelcic, C. 2020. Destigmatizing processes for intellectually and developmentally disabled workers. Accepted (but not presented because of Covid) as part of a Showcase Symposium at the 80th annual meeting of the Academy of Management.

Bishop, D.G. & Kreiner, G.E. 2020. That is so me/us (or not): Exploring the intersection of values and identity. Co-organizer and discussant for Showcase Symposium for the 80th annual meeting of the Academy of Management.

Kreiner, G.E. 2020. Discussant for symposium, “The space between role identities: How individuals navigate boundary crossings” at the 80th annual meeting of the Academy of Management.

Sheep, M.L., Fairhurst, G., Hollensbe, E.C., & Kreiner, G.E. 2020. Reconciliation through separation: The power and paradox of categorization. Presented at 36th Annual EGOS Conference, Hamburg, Germany.

Kreiner G.E., den Nieuwenboer, N.A., Treviño L.K., Bishop D., & Murphy C. 2020. Enacting an ethical role identity: Navigating ethical expectations for self and others. Presented at University of Arkansas Behavioral Ethics Conference, Fayetteville, AR.

Kreiner, G.E., Reina, C.S., Mihelcic, C.A., Rheinhardt, A. 2019. Your presence is requested: How mindful leadership fosters relationships and community. Presented as part of Showcase Symposium at the 79th annual meeting of the Academy of Management, Boston.

Kreiner, G.E., Mihelcic, C.A., & Johnson, T. 2019. Identity-shaping systems and emergent worker identities: Learning from individuals with developmental disabilities. Presented as part of Showcase Symposium at the 79th annual meeting of the Academy of Management, Boston.

Kreiner, G.E. 2019. Panelist. You cite Goffman (1963) too? Exploring avenues for cross-level dialogue and research on stigma. Part of Showcase Panel Symposium at the 79th annual meeting of the Academy of Management, Boston.

Rheinhardt, A. & Kreiner, G.E. 2018. Multiple intrapersonal identities of followers: An expanded leadership identity approach. Presented as part of a Showcase Symposium at the 78th annual meeting of the Academy of Management, Chicago.

Murphy, C., & Kreiner, G.E. 2018. Losing the plot or finding the joy? Trading status for meaning in downward career transitions. Presented as part of a Showcase Symposium at the 78th annual meeting of the Academy of Management, Chicago.

Kreiner, G.E. 2018. Intellectual disability and identity in the workplace. Presentation at the Micro Meets Macro Conference, Arizona State University, Tempe, AZ.

Kreiner, G.E. & Ashforth, B.E. 2017. Stigmatized jobs: Twenty years of dirty work research. Presented at the 8th annual Oxford Corporate Reputation Symposium. Oxford, England.

Kreiner, G.E. 2017. The liminal researcher: Being not quite the center of attention. Panel symposium participant, “Conducting research in familiar settings”, sponsored by the Divisions of Organizational Behavior, Research Methods, and Gender & Diversity in Organizations, for the 77th annual meeting of the Academy of Management, Atlanta.

Kreiner, G.E. 2017. Cross-level dynamics in stigmatized and dirty work: What can we learn about social evaluations? Panel symposium participant, “Evaluating social evaluations,” sponsored by the Divisions of Managerial & Organizational Cognition, Organizational Behavior, and Organization & Management Theory, for the 77th annual meeting of the Academy of Management, Atlanta.

Johnson, T.D., Joshi, A, & Kreiner, G.E. 2017. Scaling cliffs, crossing chasms: A process of ‘localized destigmatization’ in organizations. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta.

Duck, J., Hyatt, B., Kashyap, S. G., & Kreiner, G.E. 2017. Redesigning the Online MBA: The essential partnership between program administration, faculty, and learning design. Presentation at the 11th annual Teaching and Learning with Technology Symposium, Penn State University.

Kreiner, G.E., Rheinhardt, A. & Misangyi, V.F. 2016. Identity and leadership: Exploring the intersections between who we are and how we lead. Showcase symposium sponsored by the Divisions of Managerial & Organizational Cognition, Organizational Behavior, and Organization & Management Theory, for the 76th annual meeting of the Academy of Management, Anaheim.

Rheinhardt, A. & Misangyi, V.F., & Kreiner, G.E. 2016. Defined by our leaders? The influence of charismatic leadership on followers’ tripartite identity. Presented as part of a Showcase Symposium at the 76th annual meeting of the Academy of Management, Anaheim.

Murphy, C. & Kreiner, G.E. 2016. Inviting oneself to the party: Identity work, credibility, and legitimacy in new industries.Presented at the 76th annual meeting of the Academy of Management, Anaheim.

Bishop, D.G., Trevino, L.K., Gioia, D.A. & Kreiner, G.E. 2015. Transforming the media narrative of Joe Paterno in five days: An iconic figure’s precipitous fall from grace. Paper presented at the Macro Organizational Behavior Society Conference, Boston, MA.

Sheep, M.L., Hollensbe, E.C. & Kreiner, G.E. 2015. Tearing the fabric or weaving the tapestry? A discursive psychology approach to organizational identity work. Presented at the British Academy of Management.

Wareham, J. & Kreiner, G.E. 2015 Co-chairs: Out of the shadows: Shedding new light on stigmatized work and workers. Symposium sponsored by the Divisions of Managerial & Organizational Cognition, Organizational Behavior, and Gender & Diversity in Organizations, for the 75th annual meeting of the Academy of Management, Vancouver.

Ashforth, B.E., Kreiner, G.E., Clark, M.A., & Fugate, M. 2015. Managing tainted work: Shaping employees’ fit perceptions in stigmatized occupations. 75th annual meeting of the Academy of Management, Vancouver.

Trevino, L.K. & Kreiner, G.E. 2015 Co-chairs: Identity and ethics coming together: Who we are, how others see us, and how we behave. Showcase symposium sponsored by the Divisions of Managerial & Organizational Cognition, Organizational Behavior, and Social Issues in Management, for the 75th annual meeting of the Academy of Management, Vancouver.

Kreiner, G.E., Trevino, L.K., den Nieuwenboer, N.A., Bishop, D., & Murphy, C. 2015. Embodying ethics: Navigating tensions of moral image. Presented as part of a Showcase Symposium at 75th annual meeting of the Academy of Management, Vancouver.

Eury, J.L., Trevino, L.K., Gioia, D.A., & Kreiner, G.E. 2015. Legacy identification and emotional ambivalence: Alumni responses to the Penn State scandal. 75th annual meeting of the Academy of Management, Vancouver.

Corley, K., Kreiner, G.E., & Gioia, D.A. 2015. Qualitative approaches to multilevel theorizing. Penn State University Conference on Multilevel Theorizing, University Park, PA.

Murphy, C. & Kreiner, G.E. 2015. Guide on the side or sage on the stage? Credibility in the new helping professions. Presented at the 15th annual UC Davis Qualitative Research Conference.

Kreiner, G.E. & Murphy, C. 2014. Making waves: A metaphor for (un)conscious identity work. Presented at the 74th annual meeting of the Academy of Management, Philadelphia.

Johnson, T.D., Kreiner, G.E., & Joshi, A. 2014. Co-chairs: Identity work on the fringes: Creating and maintaining identity legitimacy. Showcase symposium sponsored by the Divisions of Managerial & Organizational Cognition, Organizational Behavior, and Organization & Management Theory, for the 74th annual meeting of the Academy of Management, Philadelphia.

Joshi, A., Johnson, T.D, & Kreiner, G.E. 2014. Beast or god? Unpacking an autistic identity in organizations. Presented as part of a Showcase Symposium at the 74th annual meeting of the Academy of Management, Philadelphia.

Kreiner, G.E. & Sheep, M.L. 2013. Co-chairs: The identity work of professional identity: Challenges constructing "Who am I?" and "Who are we?" Showcase symposium sponsored by the Divisions of Managerial & Organizational Cognition, Organizational Behavior, and Careers, presented at the 73rd annual meeting of the Academy of Management, Orlando.

Trevino, L.K., Kreiner, G.E., & Gioia, D.A. 2013. Co-chairs: Penn State and the Sandusky Scandal: Autoethnographic Accounts, Tales, and Analyses. Showcase symposium sponsored by the Divisions of Organization Management & Theory, Social Issues in Management, and Managerial & Organizational Cognition, presented at the 73rd annual meeting of the Academy of Management, Orlando.

Kreiner, G.E. 2013. We are Penn State, aren’t we? Presented as part of a Showcase Symposium at the 73rd annual meeting of the Academy of Management, Orlando.

Kreiner, G.E., den Nieuwenboer, N., & Bishop, D. 2013. Ambiguity of professional identity – Boon or burden? The case of ethics & compliance officers. Presented as part of a Showcase Symposium at the 73rd annual meeting of the Academy of Management, Orlando.

Mikolon, S., Wieseke, J., Lee, N., & Kreiner, G.E. 2013. A multilevel investigation of emotional proletarians’ stigma in frontline encounters. Presented at the 42nd annual European Marketing Academy Conference, Istanbul.

Mikolon, S., Wieseke, J., Lee, N., & Kreiner, G.E. 2013. Can a smile overcome a stigma? Presented at the American Marketing Association Winter Educators’ Conference, Las Vegas.

Mikolon, S., Wieseke, J. & Kreiner, G.E. 2012. The stigma of dirty work in sales encounters. Presented to the 41st annual European Marketing Academy Conference, Lisbon.

Mikolon, S., Wieseke, J. & Kreiner, G.E. 2012. Seeing you seeing me: The stigma of dirty work in dyadic interactions. Presented at the 72nd annual meeting of the Academy of Management, Boston.

Mikolon, S., Wieseke, J., & Kreiner, G.E. 2012. When stereotypes hurt sales performance: The role of stereotypes and meta-stereotypes in a sales context. American Marketing Association Winter Educators’ Conference, St. Petersburg, Florida.

Sheep, M.L, Kreiner, G.E., & Hollensbe, E.H. 2011. Co-chairs: Secular meets sacred: Lessons on leadership and identity from religious-based research. Showcase symposium sponsored by the Divisions of Organizational Behavior, Management Spirituality & Religion, and Managerial & Organizational Cognition, presented at the 71st annual meeting of the Academy of Management, San Antonio.

Sheep, M.L., Hollensbe, E.H., & Kreiner, G.E. 2011. The sweet spot: Role-identity congruence and passionate leadership. Presented at the 71st annual meeting of the Academy of Management, San Antonio.

Sluss, D.A., Vough, H., & Kreiner, G.E. 2011. Nomadic professional identity construction: Relational mirroring and anchoring. Presented at the 71st annual meeting of the Academy of Management, San Antonio.

Kreiner, G.E. 2010. Multilevel dynamics of organizational identity and culture: Linking conceptual cousins. Presented at the 70th annual meeting of the Academy of Management, Montreal.

Kreiner, G.E., Knapp, J.R., Sundaramurthy, C., Smith, B.R., & Barton, S.L. 2010. Tensions in family businesses: Competing identities or institutional logics? Presented at the 70th annual meeting of the Academy of Management, Montreal.

Hollensbe, E.C., Kreiner, G.E., Sheep, M.L., & Kataria, N. 2010. Tales of TEC: Narrating the identity of the Episcopal Church. Presented at the 70th annual meeting of the Academy of Management, Montreal.

Kreiner, G.E. 2009. “If you prick us, do we not bleed?” The role of organizational identity in response to allegations of impropriety. Presented at the 69th annual meeting of the Academy of Management, Chicago.

Kreiner, G.E., Sundaramurthy, C., Knapp, J.R., Smith, B.R., & Barton, S.L. 2009. Managing hybrid identities via organizational identity work. Presented at the 69th annual meeting of the Academy of Management, Chicago.

Kataria, N., Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2009. Spiraling toward identity: The catalytic role of emotions in sensemaking. Presented at the 69th annual meeting of the Academy of Management, Chicago.

Kreiner, G. & Anand, V. 2009. The role of identity in organizational responses to allegations of impropriety. Presented at the Advancing Fraud Research Conference, at Queen’s School of Business, Queen’s University, Kingston, CA.

Kreiner, G.E. & Sheep, M.L. 2008. Growing pains and gains: Framing identity dynamics as opportunities for identity growth. Presented at the 68th annual meeting of the Academy of Management, Anaheim.

Kataria, N., Hollensbe, E.H., & Kreiner, G.E 2008. From one to many: The cross-level role of affect in response to organizational identity threats. Presented at the 68th annual meeting of the Academy of Management, Anaheim.

Smith, B.R., Barbosa, S.D., and Kreiner, G.E. 2008. Organizational emergence: A mutual decision-making process of entrepreneurial network formation. Presented at the 68th annual meeting of the Academy of Management, Anaheim.

Hollensbe, E.C., Kreiner, G.E., & Sheep, M.L. 2008. Divided we stand: A study of the Episcopal Church through multiple qualitative lenses. Paper presented at the Qualitative Research in Management and Organization Conference, Albuquerque.

Kreiner, G.E. & Hollensbe, E.C. 2007. Toward a model of work-home boundary work. Presented at the 67th annual meeting of the Academy of Management, Philadelphia.

Hollensbe, E.C., Kreiner, G.E, & Sheep, M.L. 2007. From exclusive to inclusive: Responses to an organizational identity shift. Presented at the 67th annual meeting of the Academy of Management, Philadelphia.

Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2007. Dimensions of fit for work and home boundary preferences. Presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York City.

Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2006. Boundary work tactics: Negotiating the work-home interface. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta.

* Winner of the 2006 Organizational Behavior Division Best Paper Award.

Kreiner, G.E. 2005. Chair, organizer, and presenter, “Scandals, crises, and stigmas: Exploring organizational and individual responses to identity threats.” Showcase Symposium sponsored by the Divisions of Organizational Behavior, Organization & Management Theory, and Managerial & Organizational Cognition, presented at the 65th annual meeting of the Academy of Management, Honolulu.

Hollensbe, E.C., Kreiner, G.E., Sheep, M.L. & Smith, B.R. 2005. Tearing the communion fabric? A case study of threatened identity and identification in the Episcopal Church. Presented at the 65th annual meeting of the Academy of Management, Honolulu.

Sundaramurthy, C. & Kreiner, G.E. 2005. Governing by managing identity boundaries: The case of family businesses. Paper presented at the 65th annual meeting of the Academy of Management, Honolulu.

Hollensbe, E.C., Kreiner, G.E. & Sheep, M.L. 2005. Emotion transitions: Navigating emotion boundaries at work. Presented at the conference "The Role of Emotions in Organizational Life: An Interdisciplinary Approach", Toronto.

Kreiner, G.E. 2004. Organizational identification. Part of symposium “Examining employee-organization relational ties using the perceived organizational membership model” at the 64th annual meeting of the Academy of Management, New Orleans.

Ashforth, B.E., Kreiner, G.E., Sluss, D.M. & Smith, B.R. 2004. Organizational nomads. Presented at the 64th annual meeting of the Academy of Management, New Orleans.

Kreiner, G.E., Ashforth, B.E. & Sluss, D.M. 2004. We’re all doing the dirty work: The identity dynamics of stigmatized jobs. Paper presented at the 9th International Conference of Work Values and Behavior, New Orleans.

Kreiner, G.E. 2003. Chair, organizer, and presenter, “Borders, barriers, and beyond: New directions for boundary theory in organizations.” Showcase Symposium sponsored by the Divisions of Organizational Behavior, Organization & Management Theory, and Managerial & Organizational Cognition, presented at the 63rd annual meeting of the Academy of Management, Seattle.

Kreiner, G.E., Hollensbe, E.C., and Sheep, M.L. 2003. Managing identity boundaries: The case of Episcopal priests. Presented at the 63rd annual meeting of the Academy of Management, Seattle.

Hollensbe, E.C., Kreiner, G.E., and Sheep, M.L. 2003. Emotion shape-shifting: A study of emotion transitions at work. Presented at the 63rd annual meeting of the Academy of Management, Seattle.

Kreiner, G.E. 2002. Operationalizing and testing the expanded model of identification. Paper presented at the 62nd annual meeting of the Academy of Management, Denver.

Kreiner, G.E. 2002. Boundary preferences and work-family conflict: A person-environment fit perspective. Paper presented at the 62nd annual meeting of the Academy of Management, Denver.

Kreiner, G.E. 2002. On the edge of identity: Boundary theory and work-self conflict. Paper presented at the 62nd annual meeting of the Academy of Management, Denver.

Ashforth, B.E., Kreiner, G.E., Clark, M.A., and Fugate, M. 2001. Managing dirty work: An interview-based study. Presented at the 61st annual meeting of the Academy of Management, Washington, D.C.

Kreiner, G.E. & Blancero, D.M. 2001. The psychological contract, fairness, and organizational citizenship behavior: A policy-capturing approach. Paper presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Kreiner, G.E. 2000. A diagnostic approach to film usage in management education. Paper presented at the 60th annual meeting of the Academy of Management, Toronto.

#### Blancero, D.M. & Kreiner, G.E. 2000. The “anticipatory psychological contract”: A policy-capturing approach to employer/employee obligations and job choice. Paper presented at the 60th annual meeting of the Academy of Management, Toronto.

Ashforth, B.E., Kreiner, G.E., & Fugate, M. 1999. All in a day’s work: Micro role transitions and the workplace. Paper presented at the 59th annual meeting of the Academy of Management, Chicago.

Blancero, D.M., Kreiner, G.E., Marron, G., & Saenz, D. 1999. “Second-class citizen”ship behavior: Psychological contracts and prosocial behavior in a faculty population. Paper presented at the 59th annual meeting of the Academy of Management, Chicago.

Ashforth, B.E. & Kreiner, G.E. 1998. “How can you do it?”: Dirty work and the dilemma of identity. Presented at the 58th annual meeting of the Academy of Management, San Diego.

**Research Grants**

2018. Research grant received from Farrell Center for Corporate Innovation and Entrepreneurship. $6,000 for research on social enterprises employing workers with intellectual disabilities.

2015. Named John and Becky Surma Dean’s Research Fellow, in recognition of research publications and impact. Provided summer research support funding annually.

2015, 2014, 2013, 2012, 2011, 2010. Smeal College Summer Research Support Funding, in

recognition of active research pipeline & summer research projects.

2017, 2015, 2013, 2011. Smeal College of Business Small Research Grants, $2,000 each.

2009. Smeal College of Business Competitive Research Grant for $6,500.

2005, 2006. University of Cincinnati College of Business Summer Research Grant – each for $10,000.

2005. University of Cincinnati University Research Council grant awarded for $6,500 (received with co-investigator Elaine Hollensbe) for Episcopal Church research.

2004-2008. CREDO Institute, Inc. $56,500 research gifts (received with co-investigators Elaine Hollensbe and Mathew Sheep) for the “Episcopal Identity Project”, a multi-method, multi-level case study on organizational identity change.

2003. University of Cincinnati University Research Council grant awarded for $5,000.

2003. Family Owned Business Institute (Grand Valley State University) research fellowship and stipend of $5,000 awarded to study identity in family businesses.

2002. CREDO Institute, Inc. $6,000 research gift (with co-investigator Elaine Hollensbe) for “Borders and Bridges” research study on Episcopal priests, dealing with identity, work-family, and emotion.

**Awards and Honors**

2021. Annual best paper award, *Journal of Organizational Behavior*, for our 2020 publication,

“Occupational boundary play: Crafting a sense of identity legitimacy in an emerging occupation.”

2021. Finalist, annual best paper award, German Academic Association of Business Research

(VHB), for our 2020 publication, “Standing together or falling apart? Understanding

employees’ responses to organizational identity threats.”

2020. *Academy of Management Journal* Impact Award, for our 2007 publication, “Normalizing dirty work: Managerial tactics for countering occupational taint.”

2019. Outstanding Reviewer Award, *Organization Science*.

2016. Outstanding Reviewer Award, *Academy of Management Review*.

2015. British Academy of Management Best Paper Award, Identity Special Interest Group, for our paper/presentation “Tearing the fabric or weaving the tapestry? A discursive psychology approach to organizational identity work.” British Academy of Management Meeting.

2011. Rosabeth Moss Kanter Award for Excellence in Work-Family Research, for our *AMJ* paper, "Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics” as the best publication in the area of work & family research for 2009.

2011. Owens Scholarly Achievement Award by the Society for Industrial & Organizational Psychology, recognizing our *AMJ* paper, “Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics” as the best publication in the field of Industrial & Organizational Psychology during the year 2009.

2011. MBA Teaching Award.

2010. Finalist for annual *AMJ* Best Paper Award for our 2009 publication, “Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics.”

2010. Outstanding Reviewer Award. Organizational Behavior Division of the Academy of Management.

2007. Outstanding Publication in Organizational Behavior Award (for 2006 publication year), given annually by the Organizational Behavior Division at the Academy of Management to the publication deemed to have made the greatest contribution to the field of organizational behavior. Award received for *Academy of Management Journal* publication “Where is the ‘Me’ among the ‘We’? Identity work and the search for optimal balance.”

2006. Best Paper Award, given annually by the Organizational Behavior Division for the outstanding submission to the Academy of Management Annual Meeting. For 2006 paper “Boundary work tactics: Negotiating the work-home interface.”

1999. Finalist for annual *AMR* Best Paper Award for “‘How can you do it?’: Dirty work and the challenge of constructing a positive identity.”

## Teaching

David Eccles School of Business, University of Utah

* Managing & Leading in Organizations (Required course for MBAs)
* Qualitative Research Methods (Ph.D. seminar)

CARMA

* Doing Grounded Theory – Short Course. Taught online for North America audience and for Australia audience

Smeal College of Business, The Pennsylvania State University, 2007-2020. (Student evaluation scores of teacher effectiveness provided, on 7 point scale.)

* Leadership & Identity (Online course for various master’s programs; no evaluations yet, as it is currently being taught for first time.)
* Team Performance (Online MBA required course; avg. evaluation = 6.4)
* Team Facilitation and Leadership (Full-time/resident MBA second year elective; avg. evaluation = 6.7).
* Qualitative Research Methods (Required course for Ph.D. students; avg. evaluation = 6.9).
* Team Process and Performance (Full-time/resident MBA core curriculum; avg. evaluation = 6.4).
* Organizational Behavior and Design (Management major undergraduate required course; avg. evaluation = 6.6).
* Doctoral Colloquium in Management & Organization (Professional development seminar for Ph.D. students; avg. evaluation = 7.0).
* Leadership & Identity (Executive MBA elective course; avg. evaluation = 6.4).
* Global Immersion (Executive MBA required course & international trip; avg. evaluation = 6.5)

College of Business, University of Cincinnati, 2001-2007. Average student evaluation score across all quarters taught: 4.8 (on 5 point scale) and 7.7 (on 8 point scale).

* Employee Performance / Organizational Behavior Part I (Undergraduate).
* Managerial Effectiveness / Organizational Behavior Part II (Undergraduate).
* Teams and Interpersonal Processes (Full-time & Part-time MBA core curriculum).
* Leadership & Organizations (Part-time MBA core curriculum).
* Research Methods & Design (Doctoral seminar).
* Research and Writing in Academia (Doctoral seminar, co-instructor).
* Organizational Behavior (Doctoral seminar, co-instructor).

Instructor. Arizona State University, 1998-2000. Average student evaluation score across all semesters taught of 1.1 (1 = excellent, 5 = poor).

* Organizational Theory and Behavior (Evening MBA core curriculum).
* Human Behavior in Organizations (Undergraduate).

Lab Instructor/Teaching Assistant. Brigham Young University, 1994-1995.

* Principles of Organizational Behavior.

###### Service

Professional Community Engagement:

* National Advisor, Huntsman Mental Health Institute Grand Challenge to End Mental Health Stigma in the U.S. (2021-present)
  + - Member, National Leadership Steering Team
    - Member, Core Leadership Group
    - Member, Leadership Team for Utah Initiative of Grand Challenge
    - Co-chair, Metrics Working Group
    - Co-chair, Workplaces Interest Group
* Advisor, Special Olympics USA (2018-2020)
* Inaugural Advisory Board, PSU WorkLink program (2018-2020)

Doctoral Dissertation Committees:

* Doctoral dissertation chair for:
  + Dane Cannon, (2022-present)
  + Matthew Hughey (2021-present)
  + Devin Rapp (2021-present)
  + Christine Mihelcic (Penn State, 2019-2020)
  + Alexandra Rheinhardt (Penn State, 2016-2020; co-chair)
  + Chad Murphy (Penn State, 2011-2014)
  + Niyati Kataria (Penn State, 2008-2012)
  + Brett R. Smith (University of Cincinnati, 2005-2007)
  + Mathew L. Sheep (University of Cincinnati, 2004-2006)
* Doctoral dissertation committee member (management students) for:
  + Derron Bishop (2015-2017)
  + Thinley Tharchen (2015-2017)
  + Tiffany Johnson (2014-2016)
  + Kisha Lashley (2013-2015)
  + Aimee Hamilton (2009-2012)
  + Kristin Price (2007-2008)
* Doctoral dissertation committee member (non-management students) for:
  + Brian Ketchum (2017-2020)
  + Carrie Marcinkevage (2016-2020)
  + Joseph Webb (2016-2020)
  + Joseph Harford (2017-2019)
  + Azalea Hulbert (2016-2018)
  + David Mullen (2016-2018)
  + Kevin Duquette (2017-2018)
  + Michele Welliver (2015-2017)
  + Beth Rhymestine (2015-2017)
  + Patricia Macko (2015-2017)
  + Jennifer Nicolas (2014-2017)
  + Marie Saul (2013-2016)
* External doctoral dissertation committee member for:
  + Jared Poole, University of Utah (2018-2020)
  + Elise Jones, Boston College (2018-2020)
  + Jeff Bednar, University of Michigan

University of Utah Service:

* College RP&T committee, 2020-2021.
* College Council, 2021-present
* Management Department Chair, 2021-present
* Co-coordinator, CampQual, a qualitative research lab

Penn State University Service:

* Penn State Online MBA, Faculty Chair, 2016-2020.
* College MBA/Professional Graduate Education Committee, 2015-2020.
* College Committee on MOL/1-year MBA program rebranding/renaming, 2019.
* College Committee on Supplemental Compensation, 2019-2020.
* Management & Organization Department Doctoral Student Recruitment Committee Member, 2007-11, 2014-15; 2018-19; 2019-20.
* Department FAC (Faculty Advisory Committee), 2009, 2012, 2015, 2019.
* Executive MBA Curricular Committee, 2016-2018.
* Management & Organization Department Doctoral Student Recruitment Committee Chair, 2012-2013.
* Management & Organization Department Interim Doctoral Coordinator, 2012.
* College Promotion & Tenure Committee Member (PATCOM), 2010-2011.
* Management & Organization Department Faculty Recruitment Committee (OB and strategy positions), 2007-8; 2010-11; 2011-12; 2016-17.
* Smeal College of Business Graduate Funding Committee, 2007-2010.
* Executive panel member, MBA program, 2009-2012, 2015-2016, 2018.
* MBA Curriculum Committee Member, 2009-2013; Chair of committee, 2013.

University of Cincinnati Service:

* Management Department Doctoral Program Coordinator, 2006-7.
* Management Department Search Committee, for entrepreneurship position, 2004-5.
* Management Department Reappointment, Promotion, and Tenure Committee, 2003-4.
* College of Business Undergraduate Programs Committee, 2002-3.
* College of Business Library Committee, 2001-2, 2004-5.
* College of Business Brand Identity Team, 2004-5.
* College of Business Honors Program/Business Scholars Redesign Team, 2005-6.
* College of Business Building Usage/Remodel Team, 2006-7.

Arizona State University Service:

* University Graduate Council, 1999-2000.

###### Professional Service and Memberships

Editorial Board Member

* *Academy of Management Review*, four terms, 2011-present.
* *Organization Science*, 2013-present.
* *Academy of Management Discoveries*, 2020-present.
* *Administrative Science Quarterly*, 2009-2013; 2015-2019.
* *Academy of Management Journal*, three terms, 2004-2013.

Ad-hoc reviewer for journals such as (not exhaustive list) *Journal of Management*, *Journal of Applied Psychology*, Journal *of Occupational and Organizational Psychology*, *Organization Science*, *Organizational Behavior & Human Decision Processes, Journal of Management Inquiry, Organization Studies, British Journal of Management, Journal of Business Research*, *Academy of Management Review*, *Human Relations*, *Sociological Perspectives*, *Sex Roles*, *European Journal of Work and Organizational Psychology, Academy of Management Journal*, *Operational Research: An International Journal*, *Journal of High Technology Management Research, Journal of Management Studies*, *Group and Organization Management*, and *Journal of Organizational Behavior.* Ad-hoc assessor for Social Sciences and Humanities Research Council of Canada.

International editorial advisory board member, *Sage Handbook of Qualitative Management Research Methods* (Cassell, C.; Cunliffe, A.; & Grandy, G., eds.).

Conference Program Reviewer, annual meeting of the Academy of Management: Organizational Behavior Division, 1998-present; Managerial and Organizational Cognition Division, 2003-present.

Member, Academy of Management Committees:

* Best Student Paper Award committee, 2011
* Organizational Behavior Division Annual Best Publication Award committee, 2008
* *Academy of Management Review* Annual Best Paper Award committee, 2007, 2012

Speaker/facilitator, Academy of Management Annual Meeting Professional Development Workshops:

* Invited speaker/facilitator, “Navigating Qualitative Dissertations” Professional Development Workshop, annually, 2017-2023
* Invited speaker, “OB Division Mid-Career Faculty Workshop”, 2023.
* Invited speaker, “Junior Faculty Professional Development Workshop”, 2022.
* Presenter, “The Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session”, 2021.
* Co-organizer & Presenter, “Doing Grounded Theory” Professional Development Workshop, annually, 2016-2020
* Invited speaker, “Developing Stigma Research: Exploring How Our 'Lenses' Affect Our Research”, Professional Development Workshop, 2019
* Speaker, “Reviewing in the Rough” Professional Development Workshop, annually 2011-2018
* Invited scholar facilitator, “Cognition in the Rough” Professional Development Workshop, annually 2010-2016
* Speaker, “Process Research” Professional Development Workshop, 2015
* Speaker/facilitator, Workshop on Identity Research, 2010
* OB Division Doctoral Student Consortium, session facilitator, 2009
* Social Issues in Management Division, session facilitator, 2009
* Critical Management Studies/Gender-Diversity Divisions workshop on Social Class, session facilitator, 2009
* New Doctoral Student Consortium:
  + Discussion Facilitator, 2019
  + Presenter: Honolulu, 2005; New Orleans, 2004; Seattle, 2003; Denver, 2002; Toronto, 2000. Presentations on work-life balance and navigating doctoral programs.
  + Co-chair of the consortium, Chicago, 1999

Member:

* Academy of Management, 1996-present
* Academy of Management Doctoral Student Liaison Committee, 2000-2005
* Academy of Management Advisory Council, 1999-2000