

AMY WRZESNIEWSKI

Yale School of Management
Yale University
135 Prospect Street
New Haven, CT 06520

EDUCATION

The University of Michigan
Ann Arbor, MI

Doctor of Philosophy in Organizational Psychology (1999)

The University of Michigan
Ann Arbor, MI

Master of Arts, Organizational Psychology (1996)

The University of Pennsylvania
Philadelphia, PA

Bachelor of Arts, Honors Degree in Psychology, magna cum laude (1994)

ACADEMIC POSITIONS

Yale University
2006-present*

Yale School of Management
Associate Professor

*Off the tenure clock in 2007 and 2010

New York University
1999-2006*

Leonard N. Stern School of Business
Assistant Professor

*Off the tenure clock in 2002

University of Michigan
1999

University of Michigan Business School
Adjunct Lecturer

University of Michigan
1994-1996

Department of Psychology
Graduate Student Instructor

KEY REFEREED PUBLICATIONS

(* INDICATES CURRENT OR FORMER DOCTORAL STUDENT)

Bartel, C. A., Wrzesniewski, A., & Wiesenfeld, B. (Forthcoming). Knowing where you stand: Physical isolation, perceived respect, and organizational identification among virtual employees. Organization Science.

*Rosso, B. D., *Dekas, K. H., & Wrzesniewski, A. (2010). On the meaning of work: A theoretical integration and review. Research in Organizational Behavior, 30, 91-127.

Grant, A. M., & Wrzesniewski, A. (2010). I won't let you down... or will I? Core self-evaluations, other-orientation, anticipated guilt and gratitude, and job performance. Journal of Applied Psychology, 95, 108-121.

*Berg, J. M., Wrzesniewski, A., & Dutton, J. E. (2010). Perceiving and responding to challenges in job crafting at different ranks: When proactivity requires adaptivity. Journal of Organizational Behavior, 31, 158-186.

Nominated for Best Paper published in the Journal of Organizational Behavior in 2010.

Wrzesniewski, A., Dutton, J. E., & Debebe, G. (2003). Interpersonal sensemaking and the meaning of work. Research in Organizational Behavior, 25, 93-135.

Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a job: Revisioning employees as active crafters of their work. Academy of Management Review, 26(2), 179-201.

Reprinted in C. L. Cooper & W. H. Starbuck (Eds.), Work and Workers: A Three Volume Set. Thousand Oaks: Sage Publications, 2005.

OTHER REFEREED PUBLICATIONS

Okimoto, T. G., & Wrzesniewski, A. (Forthcoming). Effort in the face of difference: Feeling like a non-prototypical group member motivates effort. European Journal of Social Psychology.

Drori, I., Wrzesniewski, A., & Ellis, S. (2011). Cultural clashes in a "merger of equals": The case of high-tech start-ups. Human Resource Management, 50, 625-649.

Wrzesniewski, A., *Berg, J. M., & Dutton, J. E. (June 2010). Turn the job you have into the job you want. Harvard Business Review, 114-117.

Gandal, N., Roccas, S., Sagiv, L. & Wrzesniewski, A. (2005). Personal value priorities of economists. Human Relations, 58, 1227-1252.

Wrzesniewski, A. (2002). "It's not just a job": Shifting meanings of work in the wake of 9/11. Journal of Management Inquiry, 11(2), 230-234.

Wrzesniewski, A., McCauley, C. R., & Rozin, P. (1999). Odor and affect: Individual differences in the impact of odor on liking for places, things and people. Chemical Senses, 24, 713-721.

Rozin, P., Fischler, C., Imada, S., Sarubin, A., & Wrzesniewski, A. (1999). Attitudes to food and the role of food in life in the U.S.A., Japan, Flemish Belgium and France: Possible implications for the diet-health debate. Appetite, 33, 163-180.

Rozin, P., Wrzesniewski, A., & Byrnes, D. (1998). The elusiveness of evaluative conditioning. Learning and Motivation, 29, 397-415.

Wrzesniewski, A., McCauley, C. R., Rozin, P., & Schwartz, B. (1997). Jobs, careers, and callings: People's relations to their work. Journal of Research in Personality, 31, 21-33.

Baeyens, F., Wrzesniewski, A., de Houwer, J., & Eelen, P. (1996). Toilet rooms, body massages, and smells: Two field studies on human evaluative odor conditioning. Current Psychology, 15, 77-96.

Todrank, J., Byrnes, D., Wrzesniewski, A., & Rozin, P. (1995). Odors can change preferences for people in photographs: A cross-modal evaluative conditioning study with olfactory USs and visual CSs. Learning and Motivation, 26, 116-140.

EDITED BOOKS

Bartel, C. A., Blader, S., & Wrzesniewski, A. (Eds.). (2007). Identity and the Modern Organization. Mahwah, NJ: Lawrence Erlbaum.

Reviewed in American Psychological Association Review of Books, 2008.

Reviewed in Administrative Science Quarterly, 2008.

Blader, S. L., Wrzesniewski, A., & Bartel, C. A. (2007). Identity and the modern organization: An invitation. In Identity and the Modern Organization. Bartel, C. A., Blader, S., & Wrzesniewski, A. (Eds.). Mahwah, NJ: Lawrence Erlbaum.

Bartel, C. A., Wrzesniewski, A., & Wiesenfeld, B. (2007). The struggle to establish organizational membership: Newcomer socialization in remote work contexts. In Identity and the Modern Organization. Bartel, C. A., Blader, S., & Wrzesniewski, A. (Eds.). Mahwah, NJ: Lawrence Erlbaum.

INVITED BOOK CHAPTERS

Wrzesniewski, A., *LoBuglio, N., Dutton, J. E., & *Berg, J. M. (2013). Job crafting and cultivating positive meaning and identity in work. In A. Bakker (Ed.), Advances in Positive Organizational Psychology. London: Emerald.

Caza, B., & Wrzesniewski, A. (2012). How work shapes well-being. In K. S. Cameron & A. Caza (Eds.), Oxford Handbook of Happiness. Oxford University Press.

Wrzesniewski, A. (2012). Callings. In K. S. Cameron & G. Spreitzer (Eds.), In Handbook of Positive Organizational Scholarship. Oxford University Press.

Wrzesniewski, A., *Dekas, K., & *Rosso, B. (2009). Callings. In S. Lopez & A. Beauchamp (Eds.), Encyclopedia of Positive Psychology. Oxford, UK: Blackwell.

Wrzesniewski, A. & *Tosti, J. (2005). Career as a calling. In J. H. Greenhaus & G. A. Callanan (Eds.), Encyclopedia of Career Development. Thousand Oaks: Sage Publications.

Cameron, K. S., Dutton, J. E., Quinn, R. E., & Wrzesniewski A. (2003). Developing a discipline of positive organizational scholarship. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), Positive Organizational Scholarship. San Francisco: Berrett-Koehler.

Wrzesniewski, A. (2003). Finding positive meaning in work. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), Positive Organizational Scholarship. San Francisco: Berrett-Koehler.

Wrzesniewski, A., Dutton, J. E., & Debebe, G. (2003). Help in unexpected places: Access and assistance from within an organization. In M. Feldman, J. Bell, & M. Berger (Eds.), Gaining Access: A Practical Guide for Qualitative Researchers. San Francisco: Altamira Press.

Worline, M., Wrzesniewski, A., & Rafaeli, A. (2002). Courage and work: Breaking routines to improve performance. In R. G. Lord, R. J. Klimoski, & R. Kanfer (eds.), Emotions in the Workplace: Understanding the Structure and Role of Emotions in Organizational Behavior. San Francisco: Jossey-Bass.

Wrzesniewski, A., Rozin, P., & Bennett, G. (2002). Working, playing, and eating: Making the most of most moments. In C. L. M. Keyes & J. Haidt (Eds.), Flourishing: The Positive Person and the Good Life. Washington, DC: American Psychological Association.

PAPER PROCEEDINGS

*Anteby, M., & Wrzesniewski, A. (2007). Focusing on lone trees in the forest: Members' experiences of a multiple identity organization. Best Paper Proceedings of the Academy of Management (August 2007).

PAPERS UNDER REVIEW

Drori, I., Wrzesniewski, A., & Ellis, S. One out of many? Boundaries and identities in post-merger integration. Under fourth review following invitation to revise and resubmit, *Organization Science*.

*Tschopp, C., & Wrzesniewski, A. Getting what you want and wanting what you get? The impact of prospective plans and past employment on job search outcomes. Under review, *Journal of Applied Psychology*.

WORKING PAPERS

Wrzesniewski, A. Careers and callings: How work meanings shape job transitions.

Wrzesniewski, A., *Berg, J. M., & Grant, A. M., Kurkoski, J., & Welle, B. Crafting happiness: Sustainable gains from modifying work and self.

Wrzesniewski, A., *Tosti, J., & Landman, J. If I could turn back time: Occupational regret and its consequences for work and life.

Wrzesniewski, A., Bartel, C. A., & Wiesenfeld, B. Remoteness as a resource: The impact of virtual work on job crafting.

Wrzesniewski, A., Dutton, J. E., & Debebe, G. Caring in constrained contexts.

*Anteby, M., & Wrzesniewski, A. The view from below: Members' experiences of a multiple identity organization.

REFEREED PRESENTATIONS

Wrzesniewski, A., & Tschopp, C. (2011). Predicting the future from the past: Impact of prospective plans and past employment on MBA careers. Paper presented at the Annual Meeting of the Academy of Management, August 2011, San Antonio, TX.

Tschopp, C., & Wrzesniewski, A. (2011). MBA programs as a stepping stone for career changes. 27th EGOS Colloquium, July 2011, Gothenburg, Sweden.

Okimoto, T., & Wrzesniewski, A. (2011). Effort in the face of difference: Feeling like a non-prototypical group member motivates effort. Industrial and Organisational Psychology Conference, June 2011, Brisbane, Australia.

Berg, J. M., Wrzesniewski, A., & Dutton, J. E. (2009). Overcoming challenges in crafting sustainable jobs. Symposium Chair, All-Academy Symposium presented at the Annual Meeting of the Academy of Management, August 2009, Chicago, IL.

Rosso, B., Dekas, K., & Wrzesniewski, A. (2008). Changing the questions we ask: New directions in the meaning of work. All-Academy Symposium presented at the Annual Meeting of the Academy of Management, August 2008, Anaheim, CA.

Anteby, M., & Wrzesniewski, A. (2007). Focusing on lone trees in the forest: Members' experiences of a multiple identity organization. Paper included in *Best Paper Proceedings of the Academy of Management*, presented at the Annual Meeting of the Academy of Management, August 2007, Philadelphia, PA.

Wrzesniewski, A., Bartel, C. A., & Wiesenfeld, B. M. (2007). The struggle to establish organizational membership: Newcomer socialization in remote work contexts. Symposium Co-Chair; Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, April 2007, New York, NY.

Okimoto, T. G., & Wrzesniewski, A. (2006). Inclusionary motivations and effort-based performance in groups. Symposium Co-Chair; Paper presented at the Annual Meeting of the Academy of Management, August 2006, Atlanta, GA.

Wrzesniewski, A., Tosti, J., & Landman, J. (2006). If I could turn back time: Calling orientation as a buffer against occupational regret. Symposium Co-Chair; Paper presented at the Annual Meeting of the Academy of Management, August 2006, Atlanta, GA.

Okimoto, T. G., & Wrzesniewski, A. (2006). Inclusionary concerns and effort-based performance in groups: Expectations and peripheral membership. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, January 2006, Palm Springs, CA.

Gandal, N., Roccas, S., Sagiv, L., & Wrzesniewski, A. (2005). Occupation-embedded values: The case of the personal value priorities of economists. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Berson, Y., & Wrzesniewski, A. (2005). The impact of transformational leadership and employee work engagement on team innovation. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Drori, I., Wrzesniewski, A., & Ellis, S. (2005). Miracle: How boundary work and cultural practice shape organizational integration. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Anteby, M. J., & Wrzesniewski, A. (2004). Can ideology-driven organizations tolerate multiple identities? Paper presented at the Annual Meeting of the Academy of Management, August 2004, New Orleans, LA.

Anteby, M. J., & Wrzesniewski, A. (2004). You can't study that!: Research on socially disapproved organizational behaviors. Co-chair, symposium presented at the Annual Meeting of the Academy of Management, August 2004, New Orleans, LA.

Anteby, M. J., & Wrzesniewski, A. (2003). Resolving hybrid organizational identities: Orienting the mirror from below. Paper presented at the Annual Meeting of the Academy of Management, August 2003, Seattle, WA.

Wrzesniewski, A. (2003). Status and the meaning of work: Prestige in the eye of the beholder. Research presented at the Annual Meeting of the Academy of Management, August 2003, Seattle, WA.

Anteby, M. J., & Wrzesniewski, A. (2002). Ashtrays, rockets, and love-letters: Artistic experiences in factories. Paper presented in roundtable session at the Annual Meeting of the American Sociological Association, August 2002, Chicago.

Wrzesniewski, A. (2001). Reflections on dirty work, tricks of the mind, and the meaning of work. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 2001, Washington, DC.

Wrzesniewski, A., & Dutton, J. E. (2001). Competent caring in organizations. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 2001, Washington, DC.

Worline, M., & Wrzesniewski, A. (2001). Why tell courage stories? Paper presented at the Annual Meeting of the Western Academy of Management, April 2001, Sun Valley, ID.

Wrzesniewski, A., & Dutton, J. E. (2000). Crafting a job: Revisioning employees as active crafters of their work. Paper presented at the Annual Meeting of the Academy of Management, August 2000, Toronto, Canada.

Wrzesniewski, A. (1999). Jobs, careers, and callings: How work orientation shapes job transitions. Paper presented in symposium at the Annual Meeting of the Academy of Management, August 1999, Chicago, IL.

Myers, V. L., Morgan, L. M., & Wrzesniewski, A. (1999). Calling and coping: The relationship between work orientation and well-being. Paper presented at the Annual Meeting of the American Psychological Association, August 1999, Boston, MA.

Wrzesniewski, A., & Dutton, J. E. (1998). Architecting dirty work as a blessing or a burden. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 1998, San Diego, CA.

Wrzesniewski, A. (1998). The role of work orientation in employment transitions. Paper presented at the Society of Industrial and Organizational Psychology Conference, April 1998, Dallas, TX.

Dutton, J. E., Debebe, G., & Wrzesniewski, A. (1996). The re-valuing of de-valued work: The importance of relationships for hospital cleaning staff. Paper presented at the Annual Meeting of the Academy of Management, August 1996, Cincinnati, OH.

Wrzesniewski, A., & Landman, J. (1996). Occupational choice and regret. Paper presented at the American Psychological Society Conference, July 1996, San Francisco, CA.

Wrzesniewski, A., McCauley, C. R., Rozin, P., & Schwartz, B. (1995). Jobs, careers, and callings: A tripartite categorization of people's relations to their work. Paper presented at the Interdisciplinary Students of Organizations Conference, September 1995, University of North Carolina at Chapel Hill, Chapel Hill, NC.

INVITED PRESENTATIONS

Wrzesniewski, A. (2011-2012). Crafting Happiness: Sustainable Gains from Modifying Work and Self. Research presented at McGill University, November 2011 and The University of Illinois, February 2012.

Wrzesniewski, A. (2010). Pathways to Meaningful Work. Research presented at Boston College, November 2010.

Wrzesniewski, A. (2010). Fostering Excellence through Job Crafting. Invited Presentation. Research presented to the Center for School Study Councils at the Graduate School of Education, University of Pennsylvania.

Panelist. (2009). New Perspectives on Brady and Other Disclosure Obligations: What Really Works? Cardozo Law School, November 2009, New York, NY.

Wrzesniewski, A. (2009). Caring in the Context of Devalued Work. Research presented at the Davis Conference on Qualitative Research, University of California, Davis, March 2009.

Wrzesniewski, A. (2009). Caring in the Context of Devalued Work. Research presented at the Technion, Haifa, Israel, March 2009.

Wrzesniewski, A. (2008). Making Meaning of Meaning of Work Research. Research presented in panel to Organizational Behavior, Jones Graduate School of Management, May 2008, Rice University.

Wrzesniewski, A. (2008). Hidden Pockets of Good Work: The Competence in Caring by Hospital Cleaners. Research presented to the School of Industrial and Labor Relations and Johnson Graduate School of Management, January 2008, Cornell University.

Wrzesniewski, A. (2007). Low Wage Work and Work Organizations: A Critical Research and Policy Frontier. Research presented in panel to the Interdisciplinary Committee on Organizational Studies Seminar, November 2007, University of Michigan.

Wrzesniewski, A. (2007). Hidden Pockets of Good Work: The Competence in Caring by Hospital Cleaners. Research presented to the Organizational Behavior Seminar, October 2007, Harvard Business School.

Wrzesniewski, A. (2007). Individual and Organizational Journeys in the Meaning of Work. Research presented to the Gallup Institute for Global Well-Being, October 2007, Washington, DC.

Wrzesniewski, A. (2007). Jobs, Careers, and Callings: The Impact of Different Ways of Making Meaning in Work. Research presented at the Yale Faculty Seminar, February 2007, Yale School of Management.

Wrzesniewski, A. (2006). Life and Work After 40: Passion and Purpose. Research presented at the Yale Club of Boston, October 2006, Boston MA.

Wrzesniewski, A. (2006). Contemporary Research Issues Panel. Research presented at the Interdisciplinary Committee on Organizational Studies Seminar, April 2006, University of Michigan.

Wrzesniewski, A. (2006). Jobs, Careers, and Callings: Journeys in the Meaning of Work. Research presented at Rutgers University and the University of Virginia.

Wrzesniewski, A. (2006). Careers and Callings: Work Orientation in Job Transitions. Research presented at Yale University.

Wrzesniewski, A. (2005). Remoteness as a Resource: The Impact of Context on Job Crafting. Research presented at the University of British Columbia, University of Pittsburgh, University of Texas at Austin, and Boston University.

Wrzesniewski, A. (2005). When Jobs, Careers and Callings Collide: Work Orientation in Interdependent Teams. Research presented at the Second Annual CRITEOS research forum, Porto Alegre, Brazil.

Wrzesniewski, A. (2005). The Meaning of Work. Research presented at the Values-Based Leadership in High-Performance Organizations Conference, Emory University.

Wrzesniewski, A. (2004, 2005). Invited discussant. Tenth Annual Wharton Organizational Behavior Conference, University of Pennsylvania.

Wrzesniewski, A. (2004). Work Orientation and the Meaning of Work. Research presented at HEC Montreal, Criteos Research Center.

Wrzesniewski, A. (2003). Careers and Callings: Work Orientation in Job Transitions. Research presented at the Ninth Annual Wharton Organizational Behavior Conference, University of Pennsylvania.

Wrzesniewski, A. (2003, 2004, 2006). Starting the Thesis. Talk presented to the New Doctoral Student Consortium, Academy of Management Meetings, Seattle, WA, New Orleans, LA, & Atlanta, GA.

Wrzesniewski, A. (2003). When Jobs, Careers, and Callings Collide: The Role of Work Orientation in Teams. Research presented in seminar series at University of Southern California and University of Illinois.

Wrzesniewski, A. (2003). Jobs, Careers, and Callings: Creating Meaning in Work. Invited Presentation. Research presented to the Center for School Study Councils at the Graduate School of Education, University of Pennsylvania.

Wrzesniewski, A. (2002). Conflicted Organizational Identities: An Ongoing Field Study of "Helping Hands". Research presented in brown bag speaker series, New York University.

Wrzesniewski, A., Frost, P., & Worline, M. (2002). Positive Organizing. Research presented at the Positive Psychology Conference, January 2002, Akumal, Mexico.

Wrzesniewski, A. (2001). The Scholarship of Positive Organizing. Research presented at the Positive Organizational Scholarship Conference and the Interdisciplinary Committee on Organizational Studies Seminar, December 2001, University of Michigan.

Wrzesniewski, A. (2001). A Positive Psychology of Organizations. Research presentation at the Positive Psychology Summit, October 2001, Washington, DC.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Work Orientation and Job Transitions. Research presented at departmental colloquium, Department of Psychology, New York University and Teachers College, Columbia University.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Creating Meaning in Work. Research presentation at the Positive Psychology Summit, October 2000, Washington, DC.

Wrzesniewski, A. (2000). Crafting a Job: Revisioning Employees as Active Crafters of Their Work. Paper presented at the 2nd Annual Positive Psychology Conference, January 2000, Akumal, Mexico.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Work Orientation and Job Transitions. Research presented at the University of Maryland, University of California at Irvine, University of Minnesota, University of Southern California, Harvard Business School, New York University.

CONFERENCES ORGANIZED

“The May Meaning Meeting” (May, 2004; May 2005; May 2006, March 2007, May 2008, April 2009, May 2010, May 2011, May 2012). Sponsored by the Positive Psychology Network, The University of Michigan, New York University, The University of Illinois, Rice University, The University of North Carolina, Brigham Young University, and Yale University.

This meeting provides a space for psychologists and organizational scholars to share their research in the domain of meaning, defined broadly to cover the meaning of work, organizational meaning frames, task meaning, and the impact of meaningfulness in organizational contexts. The meeting facilitates the exchange and development of research in this developing area, and has begun to build a community of scholars who conduct empirical research in the broad area of meaning.

“Roundtable on Identities in Organizations” (June, 2004). Sponsored by the Stern School of Business and the Academy of Management, Organizational Behavior Division.

The workshop provided a forum for exchanging of cutting-edge ideas among leading management and social science scholars investigating processes and outcomes related to the creation, maintenance and enactment of identities in organizations. The workshop stimulated broad, multidisciplinary thinking and discussion, with the goal of surfacing promising research ideas that will help move the organizational identity literature forward in both theory and practice. The organizers co-edited a book (2007) based on the work presented in the conference.

TEACHING EXPERIENCE

Fall 2006	Managing Groups and Teams (MBA Core)
Fall 2007	Yale School of Management
Fall 2008	<u>Teaching ratings (7-point scale):</u>
Fall 2009	Instructor: 6.2 (Fall 2006)
Fall 2011	Instructor: 6.2 (Fall 2007)
	Instructor: 4.4 (Fall 2008) <u>(5-point scale)</u>
	Instructor: 4.4 (Fall 2009) <u>(5-point scale)</u>
	Instructor: 4.1 (Fall 2011) <u>(5-point scale)</u>
Fall 2006	Careers (MBA Core)
Fall 2007	Yale School of Management
Fall 2008	<u>Teaching ratings:</u>
Fall 2009	Instructor: 4.2 (Fall 2006) <u>(5-point scale)</u>
Fall 2010	Instructor: 6.2 (Fall 2007) <u>(7-point scale)</u>
Fall 2011	Instructor: 4.5 (Fall 2008) <u>(5-point scale)</u>
	Instructor: 4.4 (Fall 2009) <u>(5-point scale)</u>
	Instructor: 4.3 (Fall 2010) <u>(5-point scale)</u>
	Instructor: 4.0 (Fall 2011) <u>(5-point scale)</u>

Summer 2003 Spring 2004 Spring 2005 Spring 2007-present	Executive Education (MBA) Managing Organizations New York University, Stern School of Business Yale School of Management
Spring 2003	Organizational Behavior (PhD Seminar) New York University, Stern School of Business <u>Teaching ratings (7-point scale):</u> Instructor: 6.7
Fall 2001 Spring 2003 Fall 2004 Fall 2005 Spring 2006	Managing Organizations (MBA Core) New York University, Stern School of Business <u>Teaching ratings (7-point scale):</u> Instructor: 6.8 (Fall 2001) Instructor: 6.7 (Spring 2003) Instructor: 6.7 (Fall 2004) Instructor: 6.6 (Fall 2005)
Spring 2000 Spring 2001 Fall 2001 Fall 2002	Management and Organizational Analysis (Undergrad) New York University, Stern School of Business <u>Teaching ratings (7-point scale):</u> Instructor: 6.0, 6.1 (Spring 2000) Instructor: 6.5, 6.7, 6.7 (Spring 2001) Instructor: 6.6, 6.8 (Fall 2001) Instructor: 6.9 (Fall 2002)
Winter 1999	Teamwork and Interpersonal Relations in Organizations University of Michigan Business School, Undergraduate <u>Teaching ratings (5-point scale):</u> Instructor: 4.9 (30 students)
Graduate Student Instructor [Full responsibility for the content and process of 2 weekly discussion meetings with 30-40 students each for 14 week term]	
Fall 1994	Introduction to Organizational Psychology Professor Thomas A. Finholt <u>Teaching ratings (5-point scale):</u> Instructor: 4.74 (42 students)
Winter 1995, 1996	Introduction to Organizational Psychology Professor Lloyd E. Sandelands <u>Teaching ratings (5-point scale):</u> Winter 1995, Instructor: 4.76 (47 students) Winter 1996, Instructor: 4.70 (43 students)
Fall 1995	Advanced Laboratory in Organizational Psychology Professor Ruby Beale <u>Teaching ratings (5-point scale):</u> Instructor: 4.90 (29 students)

Fall 1996

Bargaining and Influence Behavior

MBA Course

Teaching Assistant with Professor James P. Walsh

ADVISING

Doctoral Thesis Committees

Alia Crum, Psychology, Yale University, “ReThinking Stress: The Role of Mindsets in Determining the Stress Response,” 2011, Clinical Intern, West Haven VA Hospital.

M. Teresa Cardador, Business Administration, University of Illinois, “Meaningful Work through Social Contribution: How, Why and When is it Realized by Employees?” 2009, Assistant Professor, University of Illinois.

Jennifer Tosti, Management, Stern School of Business, New York University, “Structuring the Void: Identity Reconstruction Following Major Career Transition,” 2009, Chair. Assistant Professor, San Francisco State University.

Michel Anteby, Management, Stern School of Business, New York University, “Work, Meaning, and Identity: A Study of Semi-Clandestine Factory Interactions,” 2005, Chair. Associate Professor, Harvard Business School.

Linda Dunn-Jensen, Stern School of Business, New York University, “Unmasking Face Time: Work, Family and Presence at the Office,” 2006, Clinical Assistant Professor, Indiana University.

Niary Gorjian, Alliant University, “The Virtue of Transcendence in Relation to Work Orientation, Job Satisfaction and Turnover Cognitions,” 2006.

Sara Grant, Wagner Graduate School of Public Service, New York University, “Transitioning Between the Private and the Public Sector: An Exploratory Study,” 2006.

Patricia Hewlin, Management, Stern School of Business, New York University, “And the Award For Best Actor Goes to . . .: Facades of Conformity in Organizational Settings,” 2001. Assistant Professor, McGill University.

Tyler Okimoto, Department of Psychology, New York University, “Outcomes as Affirmation of Membership Value: Material Compensation for Procedural Injustice,” 2005. Lecturer, University of Queensland.

Gregory Robbins, Management, Columbia Graduate School of Business, Columbia University, “Titles and tasks: New jobs for new media in Silicon Alley?” 2001. Assistant Professor, University of South Florida.

Independent Study Advisor

Danielle Stines, Stern School of Business, NYU, “Leadership and Job Crafting,” 2002.

Amanda Diamondstein, Gallatin School, NYU, “Organizational Culture,” 2001.

Faculty Mentor of Graduate and Undergraduate Students

Faculty Mentor of First-Year MBA Students, Leadership Development Program, Yale University, 2006-2010

Stern Scholars Class of 2006 Faculty Advisor, New York University, 2002-2006

University Mentorship Society, University of Michigan, 1995-1998

RESEARCH INTERESTS

The experience and meaning of work

Creation of meaning in challenging organizational and occupational contexts

The valuing and devaluing of work

TEACHING INTERESTS

Organizational Psychology

Organizational Behavior

Team Dynamics in Organizations

Research Methods

HONORS, GRANTS & AWARDS

- | | |
|------|---|
| 2010 | Google Faculty Research Grant
Award given to support research |
| 2009 | Davis Conference on Qualitative Research Best Paper Award (with Jane Dutton and Gelaye Debebe) |
| 2008 | Representative-at-Large, Organizational Behavior Division, Academy of Management
Elected three year position |
| 2006 | Berkley Center for Entrepreneurship, Kauffman Grant
“Why Start-up Companies Go Green: The Role of Values and Issue Framing” (\$10,000, with Prof. Ari Ginsberg) |

- 2005 **Finalist, Professor of the Year**
NYU Stern School of Business
- 2003 **New York University Excellence in Teaching Award**
NYU Stern Executive Education Program
- 2003 **New York University Undergraduate College “Club 6”**
Award given for teaching excellence
- 2002 **IBM Faculty Award**
Award given for research excellence
- 2000 **Positive Psychology Network**
Leader of funded research group studying the “Positive Psychology of Organizations”
- 1998 **Horace H. Rackham One-Term Dissertation Fellowship**
Rackham School of Graduate Studies, The University of Michigan
- 1996-1998 **Departmental Associate**
Elected honor among psychology department graduate students
Department of Psychology, The University of Michigan
- 1997 **OB/OMT Doctoral Consortium Participant**
Annual Meeting of the Academy of Management
- 1995 **Honorable Mention, National Science Foundation**
National Science Foundation Graduate Research Fellowship competition
- 1995, 1998 **Spring-Summer Research Fellowship**
Department of Psychology, The University of Michigan
- 1993 **Psi Chi National Psychology Honor Society**
Co-President, The University of Pennsylvania, 1994
- 1990-1994 **National Merit Achievement Scholarship, W. W. Smith Charitable Trust Scholarship**
The University of Pennsylvania

OTHER RESEARCH EXPERIENCE

University of Michigan Business School, Ann Arbor, MI

September 1996-August 1999

Collaborative research with Professor Jane E. Dutton to study how people in “dirty work” jobs derive meaning in work. Conducted focus groups, interviews, and observations with hospital cleaners. Coded and analyzed data, summarized findings in two empirical papers.

Institute for Social Research, Survey Research Center, University of Michigan, Ann Arbor, MI June 1996-August 1998

Research assistant with Professor Richard H. Price and Dr. Amiram D. Vinokur in Michigan Prevention Research Center project on the impact of job loss on couples. Investigated the impact of the experience of work as a job, career, or calling on job seeking behaviors and eventual re-employment patterns in NIMH-funded, large, two-site, longitudinal field study. Coordinated interview and survey waves in the field; assessed field procedures; oversaw data collection; assisted with scale construction and data analyses; and authored research articles.

Department of Psychology, University of Pennsylvania, Philadelphia, PA

September 1991-August 1994

Research assistant with Professor Paul Rozin on projects sponsored by The MacArthur Foundation and Unilever. Collaborative research on all facets of research projects. Research topics included field surveys of work orientation; evaluative conditioning of olfactory and visual stimuli in both laboratory and field contexts; and measurement of attention to and importance of sense of smell. Designed and implemented laboratory experiments and surveys; analyzed and interpreted data; presented research at weekly laboratory meetings; authored and assisted in the authoring of journal articles.

Department of Psychology, Hiroshima Shudo University, Hiroshima, Japan

June 1994-July 1994

Research assistant with Professor Sumio Imada. Research projects included body image perception and attitudes toward eating. Collected and analyzed survey data and made classroom presentations of collaborative research projects.

Department of Psychology, Katholieke University of Leuven, Leuven, Belgium

May 1993-August 1993

Research assistant with Professors Paul Eelen and Frank Baeyens on projects sponsored by Unilever. Research topics included evaluative conditioning and learning in humans in both laboratory and field contexts, and cross-cultural food and smell sensory attitudes. Aided in the design of laboratory experiments; implemented laboratory experiments and surveys; learned psychophysiological measurement techniques and research methods; assisted in data analysis and interpretation; wrote research reports; assisted in authoring of journal articles.

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Association for Psychological Science
- Society for Industrial and Organizational Psychology
- American Psychological Association
- Society for Personality and Social Psychology

SERVICE

Editorial Board: Academy of Management Journal, 2010-
Academy of Management Review, 2012-
Journal of Organizational Behavior, 2009-
Organization Science, 2011-

Ad hoc reviewer: National Science Foundation, Journal of Personality and Social Psychology, Psychological Science, Motivation and Emotion, Organizational Behavior and Human Decision Processes, American Behavioral Scientist, Administrative Science Quarterly, Academy of Management Review, Academy of Management Journal, Organization Science, Journal of Management, Journal of Organizational Behavior, Human Relations, Sociological Focus, Journal of Research in Personality

Honor Committee, Yale School of Management, 2007-present

Faculty Recruiting Committee, Organizational Behavior, Yale University, 2006-present

Research Committee, Department of Management, New York University, 2005-2006

Doctoral Program Committee, Department of Management, New York University, 2000-2003, 2004-2005

Faculty Recruiting Committee, Department of Management, New York University, 2001-2002

Course Developer and Organizer, Year-Long Ph.D. Seminar for New Students, New York University, 2001-2003

Member, Research Subcommittee, Department of Management, New York University, 2000

Graduate Executive Committee, Department of Psychology, University of Michigan, 1997-1999

Executive Committee, Organizational Psychology, University of Michigan, 1995-1997

Psychology Graduate Council, Department of Psychology, University of Michigan, 1994-1996

Co-coordinator, Organizational Psychology Colloquium, University of Michigan, 1994-1995

PERSONAL

U.S. Citizen

Married to Anthony Law

Two children, Eleanor (2007), Oliver (2010)