

# BRADLEY P. OWENS

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## EXPERIENCE

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<b>Brigham Young University</b> Provo, UT	<b>Professor of Business Ethics</b> Romney Institute of Public Service and Ethics Marriott School of Business	2021-Present
<b>Brigham Young University</b> Provo, UT	<b>Associate Professor of Business Ethics</b> Romney Institute of Public Service and Ethics Marriott School of Business	2016-2021
<b>Brigham Young University</b> Provo, UT	<b>Assistant Professor of Business Ethics</b> Romney Institute of Public Service and Ethics Marriott School of Business	2013-2016
<b>SUNY Buffalo</b> Buffalo, NY	<b>Assistant Professor</b> Department of Organization and Human Resources School of Management	2011-2013
<b>University of Michigan</b> Ann Arbor, MI	<b>Post-Doctoral Research Fellow</b> Center for Positive Organizational Scholarship Ross School of Business	2009-2011

## EDUCATION

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<b>University of Washington</b> Seattle, WA	<b>Ph.D., Organizational Behavior</b> <i>Dissertation title:</i> Humility in Organizational Leadership Winner of the Best Dissertation-Based Paper, AOM, OB Division, 2009 <i>Chair:</i> Professor Terence Mitchell	June 2009
	<b>M.A., Organizational Behavior</b>	July 2008
<b>Brigham Young University</b> Provo, UT	<b>M.P.A., Marriott School of Business</b> Concentration in nonprofit administration	April 2004
	<b>B.A., Human Development</b> Magna cum laude	April 2002

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## **RESEARCH INTERESTS**

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- Leadership
- Team Processes
- Virtue Ethics
- Work-Life Balance

## **PUBLICATIONS**

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- Wang, L., Li, J., Owens, B. P., Shi, L., & Wang, M. (2024). The humbling effect of significant relationships: A field experiment examining the effect of significant-other activation on leaders' expressed humility. *Organization Science*, 35: 2160-2177.
- Miao, C, Silard, T., & Owens, B.P. (2024). Watching you descend, I help others rise: The influence of leader humility on prosocial motivation. *Journal of Management and Organization*, 30: 1084-1099.
- Ratchford, J., Cazzell, A., Wood, E., Owens, B., Quinn, R., & Schnitker, S. (2024). The virtue counterbalancing model: An illustration with patience and courage. *The Journal of Positive Psychology*, 19: 406-418.
- Lehmann, M., Avraham, N. K., Pery, S., Hekman, D., Owens, B. P., & Malloy, T. E. (2023). Your humility predicts my psychological safety and performance: The dyadic influence of coworker humility on performance. *Journal of Applied Psychology*, 108: 809-825.
- Owens, B.P. (2023). Commentary: Letting Measurement Refine Conceptualization. *Journal of Positive Psychology*, 18: 244-246.
- Hekman, D., Van Wagoner, H.P., Dinger, J., Holtom, B., Owens, B., Lee, T., & Mitchell, T.R. (2022). An examination of whether and how prevention climate alters the influence of turnover on performance. *Journal of Management*, 48:542-570.
- Xin, L. Yu, Y., Zheng, X, Owens, B.P. & Ni, Dan (2022). Linking individual mindfulness with team mindfulness: A team composition perspective. *Journal of Organizational Behavior*, 43:430-447.
- Chiu, C. Y., Balkundi, P., Owens, B. P., & Tesluk, P. (2022). Shaping positive and negative ties to improve team effectiveness: The role of leader humility and team helping norms. *Human Relations*, 75: 502-531.
- Rego, A., Cunha, M. P., Vitoria, A., Owens, B. P., Lourenco, R., Leal, S., & Valverde, C. (2022) Employees' improvisational behavior: Exploring the role of leader grit and humility. *Human Performance*, 35: 1044-1053.

- Seitz, S. & Owens, B. (2021). Transformable? A multi-dimensional exploration of transformational leadership and follower implicit person theories. *European Journal of Work and Organizational Psychology*, 30: 95-109.
- \*Qin, X., \*Liu, X., \*Brown, J. A., \*Zheng, X., & \*Owens, B. P. (2021). Humility harmonized? Exploring whether and how leader and employee humility (in)congruence influences employee citizenship and deviance behaviors. *Journal of Business Ethics*, 170: 147-165. (\* Connotes shared first authorship)
- Badura, K.L., Grijalva, E., Galvin, B. M., Owens, B. P., Joseph, D. L. (2020). Motivation to lead: A meta-analysis and distal-proximal model of motivation and leadership. *Journal of Applied Psychology*, 105: 331-354.
- Owens, B. P., Yam, K. C., Mao, J.H., Bednar, J., & Hart, D. (2019). The impact of leader moral humility on follower moral self-efficacy and behavior. *Journal of Applied Psychology*, 104: 146-163.
- Mao, J. H., Chiu, C. Y., Owens, B. P., Brown, J., & Liao, C. (2019). Growing followers: Exploring the effects of leader humility on follower self-expansion, self-efficacy, and performance. *Journal of Management Studies*, 56: 343-371
- Rego, A., Yam, K. C., Owens, B. P., Story, J. S. P., Cunha, M. P., Bluhm, D., & Lopes, M. P. (2019). Conveyed Leader PsyCap predicting leader effectiveness through positive energizing. *Journal of Management*, 45: 1689-1712.
- \*Rego, A., \*Owens, B. P., \*Yam, K. C., Silard, T., Bluhm, D., Cunha, M. P., Simpson, A. V., Martins, M., & Goncalves, L. (2019). Leaders' humility and team performance: Exploring the mechanisms of team PsyCap and task allocation effectiveness. *Journal of Management*, 45: 1009-1033. (\* Connotes shared first authorship)
- Waldman, D., Wang, D., Hannah, S., Owens, B.P. & Balthazard, P. (2018). A self-regulatory perspective of abusive supervision: Psychological and neurological predictors. *Personnel Psychology*, 71: 399-421.
- \*Wang, L., \*Owens, B. P., \*Li, J., & \*Shi, L. (2018). Who displays humility, when does it matter, and how does it feel? Exploring the antecedents, contingencies, and affective impact of leader humility. *Journal of Applied Psychology*, 103: 1019-1038. (\* Connotes shared first authorship)
- Rego, A., Owens, B.P., Leal, S., Melo, A., Goncalves, L., Ribeiro, P., & Cunha, M. P. (2017). How leader humility helps teams to be humbler, psychologically stronger, and more effective: A moderated mediation model. *Leadership Quarterly*. 28: 639-658.
- Chiu, C. Y., Owens, B. P., & Tesluk, P. E. (2016). Initiating and utilizing shared leadership in teams: The role of leader humility, team proactive personality, and team performance capability. *Journal of Applied Psychology*. 101: 1705-1720.

Owens, B. P. & Hekman, D. R. (2016). How does leader humility influence team performance? Exploring the mechanisms of contagion and collective promotion focus. *Academy of Management Journal*. 59: 1088-1111.

\*Featured as one of the “Top 10 Most Important Articles of 2016 with Practical Significance to Organizations” in SIOP’s The Industrial-Organizational Psychologist Magazine.

Owens, B.P., Baker, W., McDaniel, D., & Cameron, K. (2015). Leader relational energy: Implications for job engagement and job performance. *Journal of Applied Psychology*, 101: 35-49.

Owens, B. P., Wallace, A., & Waldman, D. (2015). Leader narcissism and employee outcomes: The counterbalancing effect of leader humility. *Journal of Applied Psychology*, 100: 1203-1213.

\*Featured in Forbes, Washington Post, Inc. Magazine, Entrepreneur.com, and Huffington Post.

Owens, B. P., Johnson, M., & Mitchell, T. (2013). Humility in organizations: Implications for performance, teams, and leadership. *Organization Science*, 24: 1517-1538.

\*Featured in The Atlantic, Harvard Business Review, and Men’s Health.

Owens, B. P. & Hekman, D. (2012). Modeling how to grow: An inductive examination of humble leader behaviors, contingencies, and outcomes. *Academy of Management Journal*, 5: 787-818.

Reynolds, S., Owens, B. P., & Rubenstein, A. (2012). Moral stress: Considering the nature and effects of managerial moral uncertainty. *Journal of Business Ethics*, 106(4): 491-502.

Hekman, D., Aquino, K., Owens, B. P., Mitchell, T.R., Schilpzand, P., & Leavitt, K. (2010). An examination of whether and how race and gender biases influence customer satisfaction ratings. *Academy of Management Journal* 53(2): 238-264.

\*Winner of the 2010 Academy of Management Journal Paper of the Year.

\*Winner of the 2011 Saroj Parasuraman Award from the Gender and Diversity in Organizations Division of the Academy of Management.

Wadsworth, L. & Owens, B. P. (2007). The effects of social support on work-family enhancement and work-family conflict in the public sector. *Public Administration Review* 67(1): 75-86.

Harman, W., Lee, T., Mitchell, T. R., Felts, W., & Owens, B. P. (2007). The psychology of voluntary employee turnover. *Current Directions in Psychological Science* 16(1): 51-54.

## **OTHER PUBLICATIONS**

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Owens, B. P. (2018) [The science of humble narcissism](#). Fast Company. 7.30.18

Owens, B. P. (2018) Op-ed: [Empowering others through vulnerability](#). Deseret News, 2.16.18.

- Swain, J. E., Owens, B. P., Millen, M. (2019). Humility and leadership. In Smith, Swain, Brazil, Cornwell, Britt, Bond, Eslinger, and Eljdid (Eds.), *West Point leadership*. New York, NY: Rowan Technology Solutions.
- Wallace, A. S., Ou, A. Y., & Owens, B. P. (2017). Humility in management. *Oxford Bibliographies*, Oxford: Oxford University Press.
- Wallace, A. S., Chiu, C.Y., & Owens, B. P. (2016). Organizational humility and the better functioning business, nonprofit, and religious organization. In Worthington, E., Davis, D., & Hook, J. (Eds). *The Handbook of Humility: Theory, Research, and Applications*, Routledge: New York.
- Owens, B. P., Rowatt, W., & Wilkins, A. (2011). Humility in organizations. In K. Cameron and G. Spreitzer (Eds.) *The Handbook of Positive Organizational Scholarship*: 260-272. Oxford University Press.
- Owens, B. P. (2009). Humility in organizations: Establishing construct, nomological, and criterion validity. *Best Paper Proceedings of the Academy of Management Meeting*, Chicago, Aug 2009, 44263542.
- Facer, R. & Owens, B. P. (2005) Working together: Efforts to encourage links between managers and academics. *Public Management* 87(3): 15-17.

## **RESEARCH UNDER REVIEW OR COMPLETED MANUSCRIPTS**

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- Aimes, J., Kim, J., Waldman, D., Balthazard, P., & Owens, B. P. Narcissism and idealized influence: A consideration of opposing neurological networks. **(Revise and resubmit at Journal of Organizational Behavior)**.
- Pok, M., Zheng, J., Brown, J., Owens, B.P., & Reynders, P. Admirable, irritating, or both? Observed authenticity elicits mixed emotional and behavioral reactions in third parties. **(Revise and resubmit at Organizational Behavior and Human Decision Processes)**.
- Brown, J., Owens, B. P., & Swain, J. The humilitary: Exploring the boundary conditions of leader humility in military and high reliability contexts. **(Under review at Organization Science)**.
- Sumpter, D. Owens, B.P., Cameron, K. & Baker, W. Relational energy: Positive spillover into work and nonwork domains.
- Xin, Q., Zhen, X., Owens, B. P., & Xin, L. Incongruence in supervisor-employee humility and counterproductive work behavior: The mediating role of hostility toward supervisors.
- Ou, A. Y., Su, Q., Chiu, C. Y., Owens, B. P. Leader humility and follower outcomes in China: The roles of charisma, status, and generational differences.
- Owens, B.P., Ou, Y., & Chui, C.Y. Beyond expectations: The enhanced influence of leader humility for competent, experienced, and male leaders.

## **SELECTED RESEARCH IN PROGRESS**

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- Bednar, J., Owens, B., Dutton, J., & Morgan-Roberts, L. The influence of positive work identity on job engagement and performance. *Targeting: Academy of Management Journal* (draft development phase).
- Chen, X. P., Liu, D., Owens, B.P., & Gomulya, D. Passion and humility in entrepreneurial leadership: A qualitative and quantitative examination across Western and Eastern cultures. *Targeting: Academy of Management Journal* (data analysis stage).
- Pfeffer, J., Fong, C., & Owens, B. Humility, goal orientation, and overconfidence: Examining decision-making biases across business and non-business graduate students. *Targeting: Organizational Behavior and Human Decision Processes*. (data gathering stage).

## **CONFERENCE PRESENTATIONS**

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- Rego, A. Vitoria, A., Owens, B., Cunha, M. P., Ventura, A., Leal, S., Valverde, C., Lourenco-Gil., R. (2019). The interplay of leader conveyed grit and humility in fostering employee improvisational behavior. *EURAM Conference in Lisbon, Portugal*.
- Owens, B., Sumpter, D., Cameron, K., & Baker, W. (2018). The impact of leader relational energy on employee extra-role behaviors. *Cesar Ritz International Research Conference in Brigg, Switzerland*.
- Owens, B., Wallace, A., & Waldman, D. (2015). Leader narcissism and employee outcomes: The counterbalancing effect of leader humility. *Annual Academy of Management Conference in Vancouver, BC*.
- Shun, S., Owens, B. & Hekman, D.R. (2014). When proactive employees meet humble leaders: Job satisfaction, innovation, and learning behavior. *Annual Academy of Management Conference in Philadelphia, PN*.
- Shun, S. & Owens, B. (2014). Cross-level interactive effects between proactive personality and humble leadership on work-family conflict: Mediating role of emotional exhaustion. *Annual Academy of Management Conference in Philadelphia, PN*.
- Ou, Y., Su, Q., Chiu, C.Y., & Owens, B. (2014). Cross-cultural comparison of humility and charismatic leadership: Status incongruences as moderator. *Annual Academy of Management Conference in Philadelphia, PN*.
- Owens, B. & Hekman, D.R. (2014). How does leadership affect team performance? A tracer study of leadership behaviors influencing team performance via contagion and climate. *Annual Meeting of the Society for Industrial & Organizational Psychology, Honolulu*.
- Chiu, C.Y. & Owens, B. (2013). Exploring the relationship between leader humility and leader charisma. *Annual Academy of Management Conference in San Antonio, TX*.

- Owens, B. (2012). Synergistic and paradoxical leader trait couplings: The synergy of humility and competence and the paradox of humility and narcissism. *Annual Academy of Management Conference in Boston, MA.*
- Owens, B. (2012). In leadership, perception is reality: The effect of attributed leader motives on employee turnover and performance. *Annual Academy of Management Conference in Boston, MA.*
- Hekman, D., Owens, B., Mitchell, T., Holtom, B., Lee, T., & Hinkin, T. (2012). An examination of how workforce immobility and exposure to customers jointly influence organizational performance in a context demanding organizational flexibility. *Annual Academy of Management Conference in Boston, MA.*
- Owens, B., Cameron, K., & Baker, W. (2011). Relational energy: Establishing construct, nomological, and predictive validity. *Annual Academy of Management Conference in San Antonio, Texas.*
- Bednar, J., Owens, B., Dutton, J., & Roberts, L. (2011). Measuring positive identity: An investigation of the reliability and validity of six scales that measure the positivity of an individual's organizational identity. *Annual Academy of Management Conference in San Antonio, Texas.*
- Owens, B. & McCornack, A. (2010). The influence of humility on team psychological safety, cohesion, task allocation effectiveness, efficacy, and performance. *Annual Academy of Management Conference in Montreal, Canada.*
- Owens, B., Rubenstein, A., & Hekman, D. (2010). The antecedents, consequences, and contingencies of humility in leadership: A qualitative approach. *Annual Academy of Management Conference in Montreal, Canada.*
- Owens, B. (2009). Humility in organizations. Establishing nomological, discriminant, and predictive validity. *Annual Academy of Management Conference in Chicago.*
- Owens, B. (2008). Humility in organizational leadership. *Presented during the Management, Spirituality, and Religion Symposium as a dissertation award finalist at the Annual Academy of Management Conference in Anaheim.*
- Owens, B., Wadsworth, L., & Rubenstein, A. (2008). The interactive effects of role salience and gender on work-family interface: Unpacking the constructs of work-family interference and work-family enrichment. *Annual Academy of Management Conference in Anaheim.*
- Mitchell, T.R., Owens, B., & Chen, X.P. (2008). The development of motivational theory in China: A review and speculation. *3rd Biannual Conference of the International Association on Chinese Management Research in Guangzhou, China, June 22, 2008.*
- Owens, B. (2007). Humility in organizations: Report of scale development and validation. *Annual Academy of Management Conference, OB Division, in Philadelphia.*

Reynolds, S. & Owens, B. (2005). Moral stress: Integrating role theory and stakeholder theory to understand managerial moral angst. *Annual Academy of Management Conference in Honolulu*.

Facer, R. & Owens, B. (2004). Municipal power systems: Asset or liability. *Urban Affairs Association Conference in Washington D.C.*

## **KEYNOTE INVITATIONS, HONORS, AWARDS, AND FELLOWSHIPS**

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- Impact Award: Excellence in Teaching, Marriott School of Business, 2023
- Network of Leadership Scholars Standout Scholar Mid-Career Award, August, 2022
- Templeton Foundation Grant (#62265), Applied Research on Intellectual Humility, 2022-2025, (\$250,000 award)
- Association of Dealership Compliance Officers, Washington DC, October 2019: Keynote Speaker
- Acorn Pediatric Dentistry Leadership Conference, Silverton, OR, October 2019: Keynote Speaker
- Redstone Residential Leadership Summit, Park City, UT, September 2019: Keynote Speaker
- [Fearless Leadership Conference](#), Dallas, TX May, 2019: Keynote Speaker
- West Point Cadet Leadership Event: November 2017: Keynote Speaker
- Stuart Grow Distinguished Fellow, Marriott School of Management, 2017-present
- Marriott School Scholarly Excellence Award, 2017
- Templeton Foundation Grant (#60622), Developing Leader Humility, 2016-2018, (\$250,000 award)
- Stuart Grow Fellowship, Brigham Young University, 2015-2016
- Wheatley Scholar Fellowship, Brigham Young University, 2015-present
- Templeton Foundation Grant (#29630), Measuring Humility and Intellectual Humility, 2012-2015, (\$223,000 award)
- All University Milton Plesur Excellence in Teaching Award, SUNY Buffalo, 2011-2012
- Saroj Parasuraman Outstanding Publication Award, Gender and Diversity in Organizations Division, Academy of Management, 2011
- Academy of Management Journal Best Paper of the Year, 2010
- Academy of Management Best Dissertation-Based Paper, OB Division, 2009
- Academy of Management Best Dissertation Newman Award Finalist 2009
- Academy of Management Dissertation Award Finalist, Management, Spirituality, and Religion Division, 2008
- Ph.D. Program Teaching Excellence Award, Foster School of Business, University of Washington 2007
- Top Scholar Award, University of Washington Graduate School, 2004

## **MEDIA COVERAGE**

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[Is this the secret of smart leadership?](#) *BBC*. 5.31.20

[The reign of humility within.](#) *Wheatley Institution Newsletter* 3.19.19

[Empowering others through vulnerability.](#) *Deseret News*, 2.16.18

[The best bosses are humble bosses.](#) *Wall Street Journal* 10.9.18

[The science of humble narcissism.](#) *Fast Company*. 7.30.18



[Leader humility makes us alive at work.](#) *Harvard Business Review*. 4.23.18

[Tapping into the power of humble narcissism.](#) *Ideas.TED.com* 3.14.18

[The problem with all-stars.](#) *Worklife with Adam Grant (podcast)*. 3.18

[Can Trump embrace humility?](#) *Huffington Post*. 01.8.18

[If humble people make the best leaders, why do we fall for charismatic narcissists?](#) *Harvard Business Review*. 04.7.17

[Leaders are more powerful when they are humble.](#) *Washington Post*. 12.8.16

[The humble narcissist.](#) *Marriott School Magazine*. 11.5.16

[Relational energy in the workplace boosts work engagement and job performance.](#) *Harvard Business Review*. 09.15.16

[Humility contributes to personal and organizational performance.](#) *Fast Company*. 09.06.16

[Effective leaders model how to grow and learn.](#) *Psychology Today*. 07.28.15

[Narcissism in leaders is positive when tempered by humility.](#) *Newsnish*. 07.06.15

[Steve Jobs' success stemmed from learned humility.](#) *The Huffington Post*. 04.01.15

[Humility complements narcissistic leadership traits.](#) *HLN*. 03.30.15

[Humble narcissists are more successful.](#) *Business Standard*. 03.25.15

[Narcissists can make effective leaders if they also display of humility.](#) *Human Resources*. 03.27.15

[Steve Jobs' became more effective when he curbed his narcissism with humility.](#) *Inc*. 03.27.15

[Narcissistic leaders need humility.](#) *Utah Business*. 03.27.15

[Humble narcissists make the best business leaders.](#) *The Washington Post*. 03.27.15

[Effective narcissistic leaders practice humility.](#) *Arab America*. 03.26.15

[Bosses who practice humility are perceived as more effective.](#) *Business Today*. 03.26.15

[Humility made Steve Jobs a better leader.](#) *Bangalore Mirror*. 03.25.15

[Steve Jobs successfully balanced his narcissism with humility.](#) *BYU News*. 03.25.15

[Leaders who self-regulate narcissism with humility are more effective.](#) *Chicago Chronicle*. 03.25.15

[Leader humility is a powerful predictor of organizational growth.](#) *Financial Post*. 03.19.15

[Humility tempers narcissism to enhance leadership skills.](#) *Forbes*. 02.05.15

[Humility keeps narcissistic leaders from derailing.](#) *Gadgets Now*. 03.25.15

[Humility tempers the dark sides of leadership.](#) *The Globe and Mail*. 1.14.15

[Narcissism is a net positive with humility.](#) *International Business Times*. 03.25.15

[Narcissistic leaders are most successful with humility.](#) *Jewish Business News*. 01.25.15

[Humble Narcissists have more engaged followers.](#) *New Kerala*. 03.25.15

[Humility tempers toxic effects of narcissism in leaders.](#) *Press News*. 03.24.15

[Humble narcissists are the most effective leaders.](#) *Science Daily*. 03.24.15

[Steve Jobs countered his narcissism with humility.](#) *Seattle Indian*. 03.25.15

[Narcissists are successful in business, but humility helps.](#) *Sify News*. 03.25.15

[Humility tempers narcissism in leaders.](#) *Today*. 03.14.15

[Effective leaders are high in narcissism and humility.](#) *Yahoo News*. 03.24.15

[People want to follow humble leaders.](#) *Business Insider*. 10.16.14

["Quieter" leadership approaches effectively engage employees.](#) *Entrepreneur*. 10.10.14

[Humble leaders are better leaders.](#) *Elite Daily*. 08.26.14

[Leader humility boosts employee morale and limits employee turnover.](#) *The Huffington Post*. 01.02.14

[Humility is a competitive advantage.](#) *Foster School of Business*. 09.19.12

[Humble leaders are viewed more favorably by their followers.](#) *Live Science*. 07.16.12

[Effective leaders are open with their feelings and eager to learn.](#) *The Atlantic*. 01.13.12

[Bosses who learn alongside their employees are better-accepted.](#) *Business News Daily*. 12.09.11

[Leaders who admit mistakes, spotlight follower strengths, and model teachability are more effective and better liked.](#) *Science Daily*. 12.09.11

## **CURRENT SERVICE RESPONSIBILITIES**

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Department Rank and Status Committee—Chair, 2023-present  
Collage Rank and Status Committee—Member, 2023-present  
University IRB Committee—2024-present  
Teaching Evaluation Committee—Chair, 2022-2024  
Ethics Curriculum Committee—Member, 2012-present

## **TEACHING EXPERIENCE**

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### **Brigham Young University, Marriott School of Management**

Managerial Ethics 390—Winter 2020	(4.7/5.0)
Managerial Ethics 582—Winter 2020 (2 sections)	(4.8/5.0)
Managerial Ethics 390—Winter 2019	(4.7/5.0)
Managerial Ethics 582—Winter 2019 (2 sections)	(4.8/5.0)
Managerial Ethics 390—Winter 2018	(4.8/5.0)
Managerial Ethics 582—Winter 2018 (2 sections)	(4.8/5.0)
Managerial Ethics 390—Winter 2017	(4.9/5.0)
Managerial Ethics 582—Winter 2017 (2 sections)	(4.7/5.0)
Managerial Ethics 390—Winter 2016	(4.8/5.0)
Managerial Ethics 582—Winter 2016 (2 sections)	(4.9/5.0)
Managerial Ethics 390—Winter 2015 (2 sections)	(7.2/8.0)
Managerial Ethics 582—Winter 2015	(7.2/8.0)
Managerial Ethics 390—Winter 2014 (2 sections)	(7.1/8.0)

### **University at Buffalo, School of Management**

Management 300—Fall 2013 (3 sections)	(4.2/5.0)
Management 300—Fall 2012 (3 sections)	(4.4/5.0)

### **University of Washington, Foster School of Business**

Management 301—Winter 2005 (3 sections)	(4.5/5.0)
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## **INVITED TALKS**

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Fearless Leadership Conference--Keynote (Dallas, Texas, May 2019)

BYU Management Society (Provo, Utah, October, 2018)

BYU Management Society (Paris, France, May 2018)

West Point Military Academy (West Point, New York, November 2017)

Central Utah Correctional Facility (Gunnison, Utah, October 2017; June 2018)

Sandy City Executive Officer Retreat (Park City, Utah, November 2016)

Summit County Executive Forum (Park City, Utah, June 2017)

University of British Columbia Sauder School of Business (Vancouver, B.C, November 2015)

## **PROFESSIONAL EXPERIENCE**

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Humana Corps (2009 to 2011)

Research Consultant: Organized, launched, and provided summary results for the annual organization assessment for over 6000 employees. Provided training and development tools to implement assessment insights.

Jim Moats and Associates (2006 to 2008)

Research Consultant: Conducted an in-depth qualitative and quantitative impact analysis of an intensive, on-going leadership coaching program designed to foster positivistic leadership styles.

ClubCore USA, Inc. (2005 to 2007):

Research Consultant: Worked with a team of organizational scholars to implement interventions aimed at reducing employee turnover and increasing employee commitment and satisfaction.

Sandy City Utah Human Resource Department (April 2006 to December 2006)

HR Management Intern: Trained all city employees on retirement benefits and financial planning, conducted formal audits on job descriptions, updated employee personnel files, and benchmarked compensation levels. Helped administer a city-sponsored economic stimulus conference for local business owners and entrepreneurs.

## **SERVICE**

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- Ad hoc reviewer for Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Journal of Applied Psychology, Organization Science, Journal of Management, Organizational Behavior and Human Decision Processes.
- Rank and Status Committee, Marriott School of Management, 2017-2019.
- Department Research Committee: 2014-Present
- Department Ethics Teaching Committee: 2014-Present
- Volunteer Representative for The Church of Jesus Christ of Latter-day Saints.
  - Hong Kong, China, 1997-1999.

## **REFERENCES**

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**Kim S. Cameron**

William Russell Kelly Professor of Management and Organizations  
Stephen M. Ross School of Business  
University of Michigan  
701 Tappan St.  
Ann Arbor, MI 48109-1234  
Phone: 734-615-5247  
Fax: 734-615-4323  
E-Mail: cameronk@umich.edu

**Terence R. Mitchell**

E.E. Carlson Professor of Business Administration  
Michael G. Foster School of Business  
University of Washington  
Seattle, Washington 98195-3200  
Phone: 206-543-4367  
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**Thomas W. Lee**

Past President of the Academy of Management  
Michael G. Foster School of Business  
University of Washington  
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