

Jeffrey S. Bednar

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Marriott School of Business
Department of Management
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Academic Appointments

Brigham Young University, Marriott School of Management- Provo, Utah

Assistant Professor, 2013-2020

Associate Professor, 2020-Present

Education

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

PhD in Business Administration, Management and Organizations, 2013

Brigham Young University, Marriott School of Business- Provo, Utah

Master of Accountancy, Bachelor of Science: Accounting, Minor: Economics, *Magna Cum Laude*, 2007

Research

Research Interests

Identity, identity work, identification, impostorism, organizational memory, legacy

Publications in Peer Reviewed Journals

Bednar, J. S., Galvin, B. M., Ashforth, B. E., & Hafermalz, E. (2020). Putting identification in motion: A dynamic view of organizational identification. *Organization Science*, 31(1), 200-222.

Gardner, R. G., Bednar, J. S., Stewart, B. W., Oldroyd, J. & Moore, J. (2019). "I must have slipped through the cracks somehow": An examination of coping with perceived impostorism and the role of social support. *Journal of Vocational Behavior*

Owens, B. P., Yam, K. C., Bednar, J. S., Mao, J., & Hart, D. W. (2019). The impact of leader moral humility on follower moral self-efficacy and behavior. *Journal of Applied Psychology*, 104(1), 146-163.

Bingham, J. B., Oldroyd, J., Thompson, J. A., Bednar, J. S. & Bunderson, J. S. (2014). Status and the true believer: The impact of psychological contracts on social status attributions of friendship and influence. *Organization Science*, 25(1): 73-92.

Vough, H., Cardador, T., Bednar, J. S., Dane, E. & Pratt, M.G. (2013). What clients don't get about my profession: A model of perceived role-based image discrepancies. *Academy of Management Journal*, 56(4): 1050-1080.

Dutton, J. E., Roberts, L. M., & Bednar, J. S. (2010). Pathways for positive identity construction at work: Four types of positive identity and the building of social resources. *Academy of Management Review*, 35 (2): 265-293.

Other Publications and Book Chapters

Dutton, J.E., Roberts, L.M., Bednar, J.S. (2020). Prosocial practices, positive identity, and flourishing at work. In S.I. Donaldson, M. Csikszentmihalyi, & J. Nakamura (Eds.), *Positive Psychological Science: Improving Everyday Life, Schools, Work, Health, and Society. Second Edition*. New York, NY: Routledge.

Madsen, G. C., Bednar, J. S., & Godfrey, P. C. (2014). Africa, the informal economy, and the hermeneutic circle. In *Advancing Research Methodology in the African Context: Techniques, Methods, and Designs. Research Methods in Strategy and Management*, 10, 133-166.

Dutton, J.E., Roberts, L.M., & Bednar, J.S. (2011). Using a positive lens to complicate the positive in identity research. *Academy of Management Review*, 36(2): 427-431.

Dutton, J.E., Roberts, L.M., Bednar, J.S. (2011). Prosocial practices, positive identity, and flourishing at work. In S.I. Donaldson, M. Csikszentmihalyi, & J. Nakamura (Eds.), *Applied Positive Psychology: Improving Everyday Life, Schools, Work, Health, and Society*. New York, NY: Routledge.

Dutton, J.E., Roberts, L.M., & Bednar J.S. (2009). Positive identities and organizations: An introduction and invitation. In L.M. Roberts & J.E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*. New York, NY: Routledge.

Dutton, J.E., Roberts, L.M., & Bednar J.S. (2009). Forging ahead: Positive identities and organizations as a research frontier. In L.M. Roberts & J.E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*. New York, NY: Routledge.

Working Papers

Bednar, J.S., Sommerfeldt, R. Zimbelman, A. & Zimbelman, M. Don't sweat the small stuff: The tolerance spillover effect in ethical decision making. *Empirical Paper. Under review at Journal of Applied Psychology*

Bednar J. S. & Brown, J. A. Organizational ghosts: How imagined interactions with departed organizational members influence contemporary organizational members. *Empirical Paper. Writing Stage. Preparing for Submission to Organization Science*

Bednar, J. S., Cunningham, G., Biniari, M., & Sandholtz, K. Pulled in two directions: How embedded professionals resolve incompatibility between organizational work demands and their professional mandate. *Empirical Paper. Writing Stage. Preparing for Submission to Organization Science*

Bednar, J. S., & Elder, R. S. When you're gone: Legacy need and motivated decision making in organizations. *Empirical Paper. Writing Stage. Preparing for submission to Organizational Behavior and Human Decision Processes*

Bednar, J. S., Dixon, R. D., Owens, B. P., Roberts, L. M., & Dutton, J. E. The magnetic effect of perceived self-progress: A movement-based view of the evaluation of job choices. *Empirical Paper: Writing Stage. Preparing for submission to Journal of Management.*

Cunningham, G. & Bednar, J. S. Who will I become? An exploration of the dimensions and impact of individuals' future-oriented identity predictions. *Theory Paper. Writing Stage. Preparing for Submission to Academy of Management Review.*

Conference Presentations

Bednar, J. S., Cunningham, G., Biniari, M., & Sandholtz, K. *When embedded professionals must restore fidelity to their organization or profession.* Paper presented at the 2020 Annual Meeting of the Academy of Management, Virtual.

Bednar, J. S., Cunningham, G., Biniari, M., & Sandholtz, K. *Pulled in two directions: How embedded professionals resolve incompatibility between organizational work demands and their professional mandate.* Paper accepted for presentation at the 2020 Annual Meeting of the Western Academy of Management, Kona, HI.

McCluney, C. L. & Bednar, J. S. *Positive work identities in the 21st Century.* Symposium organized for the 2019 Annual Meeting of the Academy of Management, Boston, MA.

McCluney, C. L., Bednar, J. S., Caza, B. B., Roberts, L. M. & Dutton, J. E. *What's more to G.I.V.E.? Empirical investigations for positive work identities.* Symposium paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Cunningham, G. & Bednar, J. S. *Who will I become?* Symposium paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Bednar J. S. & Brown, J. A. *Organizational ghosts and their enduring influence in organizations.* Symposium paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Gardner, R. G., Bednar, J. S., Stewart, B. W., Oldroyd, J. *"I must have slipped through the*

cracks somehow”: *How professionals in training cope with feelings of impostorism*. Paper presented at the 2019 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Bednar, J. S., Cunningham, G, Biniari, M., & Sandholtz, K. *Serving two masters: The critical role of identity narratives as organizationally embedded professionals respond to proposed functional boundary changes*. Paper presented at the 2019 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Bednar J. S. & Brown, J. A. *Organizational ghosts: The enduring influence of departed organizational members*. Paper presented at the 2019 May Meaning Meeting, Seattle, WA.

Hwang, E. B. & Bednar, J. S. *Storying of the self: The power of self-narration in an organizational context*. Symposium organized for the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Bednar, J. S. & Elder, R. S. *The impact of legacy security on decision making in organizations*. Symposium paper presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Bednar J.S. & Brown, J.A. *Organizational ghosts: The preservation and function of organizational legacies*. Paper presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Bednar, J.S., Cunningham, G., Biniari, M., & Sandholtz, K. *Serving two masters: Using identity work to reconcile professional and organizational memberships*. Paper presented at the 2018 May Meaning Meeting, Houston, TX

Bednar, J.S., Galvin, B.M., Ashforth, B.E., & Hafermalz, E. *Putting identification in motion: A dynamic sensemaking view of organizational identification*. Poster presented at the 2018 Macro Meets Micro Conference, Tempe, AZ.

Bednar J.S. & Brown, J.A. *Organizational Ghosts: The present functions of individuals from the remembered past*. Paper presented at the 2018 Annual Meeting of the Western Academy of Management, Salt Lake City, UT.

Bednar, J.S., Galvin, B.M., Ashforth, B.E., & Hafermalz, E. *Identification across time: The critical role of narrative alignment on identification trajectories in organizations*. Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.

Gardner, R.G., Bednar, J.S., Stewart, B.W., & Oldroyd, J. *When group membership doesn't benefit: An investigation of impostorism*. Symposium paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA

Bednar, J.S., Godfrey, P.C., & Simmons, D. *Searching for meaning in conditions of poverty and informality*. Symposium paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.

Ames, J.B., Owens, B.P., Bednar, J., Gaskin, J.E. (2017). *Executive “self” destruction: Understanding how internal conflict of role identities impacts moral stress within senior management team decision-making processes*. Paper presented at the 2017 Society of Business Ethics Annual Conference, Atlanta, GA.

Sandholtz, K., Biniari, M., Bednar, J.S., & Cunningham, G. *Putting identity to work: How professionals use identity in responding to organizational work demands*. Paper presented at the 2017 International Symposium on Process Organizational Studies, Kos, Greece.

Bednar, J.S., Godfrey, P.C., & Simmons, D. *Searching for meaning in conditions of poverty and informality*. Paper presented at the 2017 May Meaning Meeting, Boston, MA.

Cunningham, G. & Bednar, J.S. *Who will I become? An exploration of the dimensions and impact of individuals' future-oriented identity predictions*. Paper presented at the 2017 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Bednar, J.S., Dixon, R.D., Owens, B.P., Roberts, L.M., & Dutton, J.E. *Hotter or colder: The critical role of self progress in the evaluation of career choices*. Paper presented at the 2017 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Bednar, J.S., Sandholtz, K., & Biniari, M. *Advances in identity work research: Opportunities, stickiness, toolkits, and legitimacy*. Symposium organized for the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.

Sandholtz, K., Biniari, M., & Bednar, J.S. *Engineering resistance: The political uses of professional identity*. Symposium paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.

Owens, B.P., Bednar, J.S., & Mao, J. *Modeling moral growth: The impact of leader moral humility on follower moral self-efficacy and behavior*. Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA. **Published in the Best Paper Proceedings.**

Bednar, J.S., Dixon, R.D., Owens, B.P., Roberts, L.M., & Dutton, J.E. *The power of progress for positive identity construction*. Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.

Bednar, J.S., *Beyond Identity: The power of generativity and legacies in organizational life*. Symposium organized for the 2011 Annual Meeting of the Academy of Management, San Antonio, TX. Nominated for the Best Symposium Award from the Careers Division.

Bednar, J.S., *Legacy thinking: The quest for immortality in organizations*. Paper presented at the 2011 Annual Meeting of the Academy of Management, San Antonio, TX.

Bednar, J.S., Owens, B.P., Dutton, J.E., & Roberts, L.M. *Measuring positive identity: An investigation of the reliability and validity of six scales that measure the positivity of an*

individual's organizational identity. Paper presented at the 2011 Annual Meeting of the Academy of Management, San Antonio, TX.

Bednar, J.S. *Mind the gap: Identity discrepancies and identity control in interactions with outsiders*. Paper presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.

Dutton, J.E., Bednar, J.S., and Williams, M. *Constructing worth from a one-down position in organizations: Learning from university staff*. Paper presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.

Bednar, J.S. *Positive professional identity and the creation of positive meaning*. Paper presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

Bednar, J.S., LeBaron, C. and Dutton, J.E. *Opening a strategic conversation: Constituting discursive resources within a virtual environment*. Paper presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

Dutton, J.E. & Bednar, J.S. *Looking through the lens of positive identity*. Symposium organized for the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.

Dutton, J.E., Roberts, L.M., & Bednar, J.S., *A prism for understanding the generative possibilities of positive identity*. Paper presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.

Oldroyd, J., Bingham, J., Thompson, J., Bednar, J.S., & Bunderson, S. *The effects of ideological work beliefs on organizational influence: Shaping social networks through the psychological contract*. Paper presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.

Oldroyd, J., Bingham, J. B., Thompson, J. A., Bednar, J. & Bunderson, J. S. *Psychological contracts and social network centrality: How does "buying into" organizational ideology influence one's social status?* Paper presented at the 2008 International Association of Business & Society, Tampere, Finland. **Published in the Best Paper Proceedings.**

Bunderson, S., Thompson, J., Bednar, J. S., & Oldroyd, J. *Shaping social networks through employment relationships: A psychological contract perspective*. Paper presented at the 2007 Annual Meeting of the Academy of Management, Philadelphia, PA.

Teaching

Brigham Young University, Marriott School of Management

HRM 540	Organizational Behavior	4 sections	Fall 2020	4.6/5.0
HRM 540	Organizational Behavior	4 sections	Fall 2019	4.8/5.0
MBA 693R	Qualitative Inquiry	1 section	Fall 2018	5.0/5.0

HRM 391	Organizational Effectiveness	2 sections	Fall 2018	4.9/5.0
HRM 540	Organizational Behavior	1 section	Fall 2018	4.9/5.0
BUSM 540	Organizational Behavior	4 sections	Fall 2017	4.8/5.0
BUSM 540	Organizational Behavior	4 sections	Fall 2016	4.6/5.0
BUSM 540	Organizational Behavior	4 sections	Fall 2015	4.7/5.0
OB 321	Organizational Effectiveness	3 sections	Fall 2014	7.5/8.0
OB 321	Organizational Effectiveness	3 sections	Winter 2014	7.7/8.0
ACC 210	Principles of Accounting 2	1 section	Summer 2006	7.4/8.0

University of Michigan, Stephen M. Ross School of Business

MO 300: Behavioral Theory in Mgmt	1 section	Winter 2010	4.9/5.0
What will (Y)our legacy be?	Exec Ed	2011- 2012	

Awards and Grants

2020	Outstanding Reviewer Award, Academy of Management Review
2020	Ascendant Scholar Award, Western Academy of Management
2019	Outstanding Reviewer Award, Academy of Management MOC Division
2018	Outstanding Teacher Award, Management Department
2018	Marriott School Ethics Teaching Award
2017	Outstanding Reviewer Award, Academy of Management MOC Division
2016	MEG Research Grant for mentored student Research- \$20,000
2016	ORCA Grant for mentored research with Derick Simmons- \$1500
2016	Sorenson Summer Research Grant
2015	Outstanding Teacher Award, BYU OB/HR Group
2015	ORCA Grant for mentored research with David Dixon- \$1500
2015	Outstanding Reviewer Award, Academy of Management MOC Division
2012	Clarence J. Hicks Memorial Fellowship, University of Michigan
2011	Dykstra Fellowship for outstanding teaching by a student in the Ross PhD program
2011	Outstanding Reviewer Award, Academy of Management MOC Division
2009	Thomas Leabo Memorial Award for academic performance in the Ross PhD program
2008	ICOS Small Grant, University of Michigan- \$3000

Service

Profession Level

2020-Present	Representative-at-Large, Executive Committee of the Managerial and Organizational Cognition (MOC) Division of the Academy of Management
2020-Present	Co-Organizer: "Diamonds in the Rough" Professional Development Workshop at the Annual Proceedings of the Academy of Management
2020-Present	Ad Hoc Reviewer, Organizational Behavior and Human Decision Processes
2020-Present	Ad Hoc Reviewer, Organization Science
2019	OB Roundtable Facilitator, Annual Meeting of the Academy of Management, Boston, MA
2019-Present	Ad Hoc Reviewer, Administrative Science Quarterly

- 2018 Doctoral Student Workshop Facilitator, Micro Meets Macro Conference, Arizona State University, Tempe, AZ
- 2018 Doctoral Student Consortium Panelist, Annual Meeting of the Western Academy of Management, Salt Lake City, UT
- 2017-Present Editorial Board Member, Academy of Management Review
- 2014-Present Ad Hoc Reviewer, Academy of Management Review
- 2011-17 Co-Organizer: "Reviewing in the Rough" Professional Development Workshop at the Annual Proceedings of the Academy of Management
- 2010-2011 Co-Organizer: "Cognition in the Rough" Professional Development Workshop at the Annual Proceedings of the Academy of Management
- 2009-2011 Student Representative-at-Large, Executive Committee of the Managerial and Organizational Cognition (MOC) Division of the Academy of Management
- 2008-Present Volunteer Reviewer for the Annual Meeting of the Academy of Management

Brigham Young University

- 2020 OBHR Group Search Committee Chair
- 2020 Invited Speaker, Women in Business Club, Marriott School of Business
- 2019 Mater Teacher Presenter, BYU Teaching Ethics at Universities Conference
- 2019-Present Management Department, Conference Planning Committee
- 2019-Present Mentored Research with Bradley Goronson
- 2018-2019 Mentored Research with Brady Shanklin (Placed at U of Georgia PhD program)
- 2017-2018 Mentored Research with Jacob Brown (Place at Boston College PhD program)
- 2016-2019 Mentored Research with Joseph Moore (Placed at Stanford PhD program)
- 2016-2018 Co-Organizer, Marriott School Experimental Brownbag
- 2016-2017 Mentored Research with Christian Clayton (working at Ernst and Young)
- 2016-2017 Mentored Research with Kyle Sopp (placed at Florida State PhD program)
- 2016-2017 Honors Thesis Advisor for Yang Zhao
- 2015-2016 MBA Program, Co-Organizer & Faculty Advisor, Ghana Field Study Program
- 2015-2017 Mentored Research with Derick Simmons (Placed at Cornell MHA program)
- 2015-2016 Mentored Research with Ed Sharlow (Placed at UT-Austin PhD program)
- 2015-2016 Mentored Research with Gabby Cunningham (Placed at Oxford PhD program)
- 2014-2015 Honors Thesis Advisor for David Dixon
- 2013-2015 Mentored Research with David Dixon (Placed at Stanford PhD program)
- 2013-Present Management Department, Recruiting Committee

Work and Volunteer Experience

KPMG, LLP., Jun 2006-Aug 2006

Auditing Intern, Austin, TX/ Montvale, NJ

Wal-Mart Stores Inc., May 2005-Jul 2005

Finance Intern, Bentonville, AR

Missionary Training Center, Aug 2003-Oct 2005

Zone Leader, Instructor, Provo, UT

The Church of Jesus Christ of Latter-day Saints, May 2001-Jul 2003
Volunteer Representative, London, England

Consulting Opportunities & Professional Training

Massmart Holdings Limited, Johannesburg, South Africa, 2020
BYU Management Society Fall Conference, Provo, UT, 2019
BYU Management Society, St. George, UT, 2018
BYU Leadership Summit, Provo UT, 2018
Olumo, Provo, UT, Strategic Advisor, 2016-2017
Ford Motor Company, Accra, Ghana, 2016
Wal-Mart Stores Inc, Accra, Ghana, 2015
Utah Local Government Trust, North Salt Lake, UT, 2015
BYU Taggart Symposium, Provo, UT, 2014
Edwards Brothers Malloy, Ann Arbor, MI, 2012
Michigan Executive Education, Ann Arbor, MI, 2012
Cincinnati Children's Hospital, Ann Arbor, MI, 2012
Batelle for Kids, Columbus, OH, 2011
