

## CODY J. REEVES

Department of Management  
Brigham Young University  
583 Tanner Building  
Provo, UT 84602  
Office: (801) 422-0909  
Cell: (801) 310-7544  
E-mail: codyjreeves@byu.edu

### EDUCATION

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- Ph.D. University of Iowa Aug 2015  
Management & Organizations  
**Dissertation:** *The long and short of it: Exploring the effects of membership change event characteristics on team performance trajectories.*  
Committee: Greg Stewart (chair), Amy Kristof-Brown, Ken Brown, Eean Crawford, and Ning Li
- B.S. Brigham Young University April 2008  
*Cum Laude*  
Major: Business Management – Organizational Behavior/Human Resource Management

### RESEARCH INTERESTS

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- Teams
- Recruitment
- Selection
- Employee Fit

### AWARDS AND GRANTS

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- BYU President’s Innovation Award (2020)
- BYU MBA Program “Multiplier” Recognition (2018, 2019, 2020)
- Outstanding Research Award, BYU Marriott Management Department (2018)
- BYU MEG Research Grant (awarded for 2017-2018)
- Innovative Teaching Award, Academy of Management HR Division (2016)
- Outstanding Teaching Assistant Award, Council on Teaching, University of Iowa (Spring 2014)
- Graduate College Summer Fellowship, University of Iowa (awarded Spring 2013)

### PUBLISHED WORKS

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- Fannin, A. (undergraduate student), Hooley, C., Reeves, C. J., Marcal, K., Treglown, R., Woerner, R. (2024). *Burnout and stigma associated with employee mental well-being: A multi-industry, cross-sectional study during pandemic. WORK: A Journal of Prevention, Assessment & Rehabilitation*, 77(1), 49-59.
- Holtom, B., Lei, Z., Reeves, C. J., Darabi, T. (2021). *Are you trying to retain the right employees?* *Harvard Business Review*. <https://hbr.org/2021/10/are-you-trying-to-retain-the-right-employees>

- Purvanova, R., Charlier, S., Reeves, C. J., Greco, L. (2021). *Who emerges into virtual team leadership roles? The role of achievement and ascription antecedents for leadership emergence*. **Journal of Business and Psychology**, 36(4), 713-733.
- Downes, P. E., Reeves, C. J., McCormick, B., Boswell, W., Butts, M. (2021). *Incorporating job demand variability into job demands theory: A meta-analysis*. **Journal of Management**, 47(6), 1630-1656.
- Holtom, B., Reeves, C. J., Lei, Z., Darabi, T. (2020). *Reluctant stayers: Constructing a profile and examining the consequences*. **Journal of Managerial Issues**, 32(4), 402-420
- McCormick, B., Reeves, C. J., Downes, P., Li, N., & Ilies, R. (2020). *Scientific contributions of within-person research in management: Making the juice worth the squeeze*. **Journal of Management**, 46(2), 321-350.
- \*Top 1% of articles cited in Economics & Business for publication year (Web of Science)
- Crawford, E. R., Reeves, C. J., Stewart, G. L., Lolkus, S. L. (2019). *To link or not to link? Multiple team membership and unit performance*. **Journal of Applied Psychology**, 104(3), 341-356.
- Kryscynski, D. K., Reeves, C. J., Lusvardi, R. S., Ulrich, M., Russell, G. (2018). *Analytical abilities and the performance of HR professionals*. **Human Resource Management**, 57(3), 715-738.
- Stewart, G. L., Astrove, S. L., Reeves, C. J., Crawford, E. R., Solimeo, S. L. (2017). *Those with the most find it hardest to share: Leadership and empowerment in teams*. **Academy of Management Journal**, 60(6), 2266-2293.
- Charlier, S. D., Giumetti, G. W., Reeves, C. J., Greco, L. S. (2017). *Workplace cyberdeviance*. In G. Hertel, D. L. Stone, R. D. Johnson, & J. Passmore (Eds.), **The Wiley Blackwell Handbook of the Psychology of the Internet at Work** (pp. 131-156). Hoboken, NJ: Wiley-Blackwell.
- Charlier, S. D., Stewart, G. L. Greco, L. M., Reeves, C. J. (2016). *Emergent leadership in virtual teams: A multilevel investigation of communication and team configuration antecedents*. **The Leadership Quarterly** 27(5), 745-764.
- Courtright, S. H., McCormick, B., Postlethwaite, B., Reeves, C. J. & Mount, M. K. (2013). *A meta-analysis of sex differences in physical ability: Revised estimates and strategies for reducing differences in selection contexts*. **Journal of Applied Psychology**, 98(4), 623-641.
- Rynes, S. L., Reeves, C. J., Darnold, T. C. (2013). *The history of recruitment research*. In D. M. Cable & K. Y. T. Yu (Eds.), **Oxford Handbook of Recruitment** (pp. 335-360). New York, NY: Oxford University Press.
- Kristof-Brown, A. L., Reeves, C. J., Follmer, E. H. (2013). *The Goldilocks pursuit during organizational entry: Applicants' and recruiters' search for the "perfect fit"*. In D. M. Cable & K. Y. T. Yu (Eds.), **Oxford Handbook of Recruitment** (pp. 437-453). New York, NY: Oxford University Press.

## CONFERENCE PRESENTATIONS

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- Reid, S., Reeves, C. J., Guay, R., Kristof-Brown, A. *Recruiter fit judgments and hiring blind spots*. Academy of Management Meeting. August 2025.

- Reeves, C. J., Oldroyd, J. Nissen, S. *Fast-talking, loud-voiced, and silver-tongued: Patterns of prosody and sales performance*. Academy of Management Meeting. August 2023.
- Ticas, H. (undergraduate student), Crook., T. (undergraduate student), Reeves, C. J. *Effects of patient gratitude on nursing burnout*. 2023 Utah Conference on Undergraduate Research. February 2023.
- Reeves, C. J., McCormick, B., Postlethwaite, B. *Age differences in physical abilities: Implications for research, practice, and policy*. 2021 Academy of Management Meeting. August 2021.
- Reeves, C. J., Reid, S. (undergraduate student), Guay, R. *Recruiters' perceptions of fit in the hiring process*. 2019 Academy of Management Meeting. August 2019.
- Downes, P., Reeves, C. J., Boswell, W., McCormick, B. *A tough day or a tough life? A meta-analysis of job demands within and between persons*. 2018 Academy of Management Meeting. August 2018.
- Holtom, B., Reeves, C. J., Lei, Z., Darabi, T. *Predicting the profile of enthusiastic and reluctant stayers and understanding the consequences*. 2018 Academy of Management Meeting. August 2018.
- Charlier, S., Purvanova, R., Greco, L., Reeves, C. J. *Who emerges into virtual team leadership roles? The role of achievement and ascription antecedents for leadership emergence*. 2018 SIOP Annual Conference. April 2018.
- Crawford, E. R., Reeves, C. J., Stewart, G. L., Astrove, S. L. *To link or not to link? Multiple team membership and unit performance*. 2017 Academy of Management Meeting. August 2017.
- Downes, P. E., Reeves, C. J., Gonzalez-Mulé, E. N. *Investing in Human Capital simulation*. 2016 Academy of Management Meeting. August 2016.
- Reeves, C. J., Stewart, G. L., Crawford, E. R., Astrove, S. L., Solimeo, S. *Adapting to team membership change: Exploring the effects of membership change event characteristics on team performance trajectories*. 2015 Academy of Management Meeting. August 2015.
- Stewart, G. L., Astrove, S. L., Reeves, C. J., Crawford, E. R., Solimeo, S. *Those with the most toys find it hardest to share: Leadership and structural empowerment in teams*. 2015 Academy of Management Meeting. August 2015.
- McCormick, B., Reeves, C. J. *Today is not the same as yesterday: A review of the study of dynamic intra-individual processes*. 2015 Academy of Management Meeting. August 2015.
- Crawford, E. R., Reeves, C. J., Stewart, G. L., Astrove, S. L. *Network structure and effectiveness of Veterans Affairs patient aligned care teams (PACT)*. 2015 INGRoup Conference. July 2015.
- Crawford, E. R., Reeves, C. J., Stewart, G. L., Astrove, S. L. *Does the adoption of Patient Aligned Care Team (PACT) structure improve health care delivery? 30<sup>th</sup> VA Health Services Research and Development Service (HSR&D) and Quality Enhancement Research Initiative (QUERI) National Meeting*. July 2015.
- Reeves, C. J., Kristof-Brown, A., Daily, B. *A policy-capturing approach to unpack recruiters' consideration of multiple fit dimensions*. 2014 SIOP Conference in Honolulu. May 2014.

Reeves, C. J., Brown, K. G., Downes, P. E. *Do we need stinking badges? Leveraging the power of games in the classroom*. 2013 Teaching and Learning Conference at Academy of Management. August 2013.

Charlier, S., Greco, L., Reeves, C. J., Stewart, G. *Do talkers always rule? Individual differences and leadership perceptions in virtual teams*. 2013 Academy of Management Meeting. August 2013.

Charlier, S., Greco, L., Reeves, C. J., Stewart, G. *The influence of geographical distribution on shared leadership*. 2013 Academy of Management Meeting. August 2013.

Downes, P. E., Reeves, C. J., Gonzalez-Mulé, E. N., Crawford, E. R. *Team member ability, familiarity, and success in the NBA*. 2013 SIOP Conference in Houston. April 2013.

## **WORKS UNDER REVIEW**

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Reeves, C. J., Reid, S., Guay, R., Kristof-Brown, A. *The lens of the beholder: How recruiters weigh perceptions of applicant fit in the hiring process*. Initial submission at ***Journal of Applied Psychology***.

## **WORKS IN PREPARATION**

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Reeves, C. J., McCormick, B., Postlethwaite, B., Courtright, S. *Age differences in physical abilities: Implications for research, practice, and policy*. Preparing for submission to ***Journal of Applied Psychology***.

Greco, L., Reeves, C. J., Charlier, S., Purvanova, I., Gray, T. *Meta-analysis of virtual team effectiveness*. Finalizing article coding and preparing for submission to ***Organizational Science*** special issue.

Reeves, C. J., Howell, T., Sheridan, S., Locklear, L. *Meta-analysis of gratitude in the workplace*. Article coding complete. Preparing data for analysis. Anticipated submission to ***Journal of Applied Psychology***.

Gubler, T., Reeves, C.J., Gardner, J.T. (undergraduate student). *Case write-up regarding firm purpose-alignment with internal business practices*. Writing process & supplemental data collection ongoing.

Reeves, C. J., Oldroyd, J., Nissen, S. *Examining the effects of vocal characteristics and communication patterns on employee performance and turnover*. Manuscript preparation ongoing.

Dotson, J., Reeves, C. J., Bell, J. *Study of recruitment message effectiveness utilizing novel conjoint analysis methodologies*. Awaiting IRB approval.

Reeves, C. J., Cockburn, B., Mead, B. *Performance and attitudinal implications of anticipatory expectations in teams*. Second wave of data collected.

Smith, T., Reeves, C. J., Yu, J., & Bartels, A. *Study of engagement contagion and emergent leadership in teams*. Data collection in progress.

Holtom, B., Reeves, C. J. *Follow-up study of the raise that roared: The effects of Gravity Payments' \$70k minimum wage*. Preparing for submission.

McCormick, B., Reeves, C. J., Downes, P. *Influence tactics in teams*. Data collection concluded.

## TEACHING EXPERIENCE

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- **University 101**, Primary Instructor, Brigham Young University, Undergraduate  
*Teaching Ratings:* 4.7/5.0 (Fall 2024)  
*Description:* Developed customized course materials in line with student needs, provided classroom instruction, held office hours, and delivered course content.
- **Healthcare Industry Research**, Primary Instructor, Brigham Young University, Open  
*Teaching Ratings:* 4.2/5.0 (Fall 2021); 4.9/5.0 (Winter 2022); 4.9/5.0 (Fall 2022); 5.0/5.0 (Winter 2023); 4.9/5.0 (Fall 2023); 5.0/5.0 (Winter 2024)  
*Description:* Designed course, developed customized course materials in line with student research needs, provided classroom instruction, held office hours, helped facilitate student-faculty research partnerships.
- **Human Resource Management Skills**, Primary Instructor, Brigham Young University, MBA  
*Teaching Ratings:* 4.6/5.0 (Winter 2016); 4.8/5.0 (Winter 2017); 4.7/5.0 (Winter 2018); 4.7/5.0 (Winter 2019); 4.9/5.0 (Winter 2020); 4.8/5.0 (Winter 2021); 4.8/5.0 (Winter 2022); 4.9/5.0 (Winter 2023); 4.8/5.0 (Winter 2024)  
*Description:* Designed course, developed course materials, provided classroom instruction, held office hours, and created course exams/quizzes. Required course for Strategic HR track MBA students in the Marriott School of Management.
- **Human Resource Management**, Primary Instructor, Brigham Young University, Undergraduate  
*Teaching Ratings:* 4.7/5.0 (Winter 2016); 4.75/5.0 (Winter 2017); 4.75/5.0 (Winter 2018); 4.65/5.0 (Winter 2019); 4.8/5.0 (Winter 2020); 4.8/5.0 (Winter 2021); 4.8/5.0 (Winter 2022); 4.3/5.0 (Winter 2023); 4.7/5.0 (Winter 2024)  
*Description:* Designed course, developed course materials, provided classroom instruction, held office hours, and created course exams/quizzes. Required course for HRM majors in the Marriott School of Management.
- **Staffing and Talent Management**, Primary Instructor, University of Iowa, Undergraduate  
*Teaching Ratings:* 5.8/6.0 (Fall 2011)  
*Description:* Designed course, developed course materials, provided classroom instruction, held office hours, and created course exams/quizzes. Required course for Management majors (HR track) in the Henry B. Tippie College of Business.
- **Introduction to Management**, Primary Instructor, University of Iowa, Undergraduate  
*Teaching Ratings:* 5.5/6.0 (Summer 2011)  
*Description:* Designed course, developed course materials, provided classroom instruction, held office hours, and created course exams/quizzes. Required course for all majors in the Henry B. Tippie College of Business and for various minors in other University of Iowa colleges.
- **Introduction to Management**, Teaching Assistant, University of Iowa, Undergraduate  
*Teaching Ratings:* 5.8/6.0 (Fall 2010); 5.6/6.0 (Spring 2011); 5.6/6.0 (Spring 2012); 5.7/6.0 (Fall 2012)  
*Description:* Lectured on course material and facilitated in-class discussions on relevant topics. Graded and provided feedback on case studies and other assignments. Reviewed and provided feedback on quizzes and exams. Assisted students in understanding course concepts.

- **Introduction to Management**, Course Coordinator, University of Iowa, Undergraduate  
*Teaching Ratings:* N/A (Fall 2012; Spring 2013)  
*Description:* Handled course administrative matters (e.g. add/drop process, grade appeals) for a course containing upwards of 650 students. Provided students with feedback via personalized weekly emails. Designed and developed a course badge system. Trained nine Teaching Assistants per semester.

## INVITED PRESENTATIONS

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- ***Virtual Team Leadership*** – Presented to Central Utah SHRM as part of their monthly speaker series. June 2021. Provo, UT (online presentation).
- ***Employee Engagement*** – Presented to BYU HR Community as part of their annual retreat. May 2021. Provo, UT (online presentation).
- ***Exploring the Effects of Membership Change Event Characteristics in PACT Teamlets*** – Presented to a national audience of VA researchers, staff, and policy makers as part of the Health Services Research & Development Cyberseminar series. September 2015. Provo, UT (online presentation).
- ***Sex Differences in Physical Ability: Implications for Adverse Impact*** – Presented to students in a Staffing doctoral seminar at the University of Iowa, Department of Management & Organizations. February 2014. Iowa City, IA.
- ***Development of an Email-based Course Achievement System*** – Presented to the Academic Technology Advisory Council (ATAC) of the University of Iowa. May 2013. Iowa City, IA.
- ***Development of an Email-based Course Achievement System*** – Presented to the Instructional Services Staff in the Information Technology Services Department at the University of Iowa. April 2013. Iowa City, IA.
- ***Leveraging the Power of Games in the Classroom: Creating a Course Achievement System*** – Presented as a workshop for the *HASTAC Rewiring the Classroom* symposium at the University of Iowa. February 2013. Iowa City, IA.
- ***Badges in the Classroom*** – Presented as part of the Friday Seminar series for the Department of Management & Organizations. February 2013. Iowa City, IA.
- ***Careers in Human Resource Management*** – Presented to undergraduate students enrolled in Human Resource Management course at Brigham Young University, Marriott School of Management. November 2009. Provo, UT.

## REPORTS

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- Stewart, G. L., Reeves, C. J., Lolkus, S. L., & Solimeo, S. L. (2013). Aggregate summary of TIRPS assessment for VISN 23 PACT Teams. VISN 23 Patient Aligned Care Team Demonstration Laboratory; Iowa City VA Health Care System. Department of Veterans Affairs.

## SERVICE

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- **Editorial Board**
  - Academy of Management Learning & Education
  - Human Resource Management
    - 2021 Best Reviewer Award recipient
- **Ad-Hoc Reviewing**
  - Academy of Management Review
  - Academy of Management Journal

- Academy of Management Annual Meeting
- **HR Division**
  - ***Case Teaching in Human Resource Management*** – Served as a recurring panelist for discussions of how to integrate cases effectively in HRM courses. August 2024-August 2025.
  - ***HR Division Doctoral Student Consortium*** – Served as a member of the organizing committee, primarily responsible for the organization of the Research Feedback Session and Table Talk Session. August 2015-August 2021.
  - ***“Hello? Is anyone out there?” Lessons learned from teaching online and blended courses. HRM PDW*** – Served as a panelist for a discussion of effective remote teaching. 2021 Academy of Management Meeting. August 2021.
  - ***Innovative Teaching and Experiential Approaches to Teaching HRM PDW*** – Served as a panelist for a discussion of effectively managing and leveraging classroom diversity. August 2017.
  - ***Measurement Issues in Staffing and Performance Appraisal (AOM Conference Paper Session)*** – Served as session chair. August 2017.
- **Brigham Young University**
  - ***Healthcare Leadership Collaborative Hiring Committee*** – Contributed to hiring effort for professorial faculty slot. Joined after job posting was listed. November 2024.
  - ***Review/Promotion Peer Teaching Evaluator*** – Assess peer faculty teaching, including reviewing all course materials and attending class sessions, and prepare a summary report for review/promotion committees. 2023, 2024.
  - ***BYU Marriott Curriculum Committee Member*** – Weigh in on key matters regarding curriculum within BYU Marriott. May 2022-Present.
  - ***Human Resource Management Undergraduate Program Coordinator*** – Oversee program curriculum and quality. May 2022-Present.
  - ***Brigham Young University Healthcare Leadership Collaborative Internal Board*** – Served on the internal board for BYU’s Healthcare Leadership initiative. July 2021-Present.
  - ***Annual Stewardship Interview Rubric Committee Member*** – Assisted with the update of the Management Department rubrics for Research, Teaching, and Citizenship for annual stewardship interviews. November 2021-January 2022.
  - ***BYU Marriott Healthcare Leadership Collaborative Hiring Committee Chair*** – Led the hiring effort for the Managing Director role. Fall 2021.
  - ***Utah SHRM HR Case Competition Faculty Adviser*** – Coached a team of undergraduate students for the case competition. March 2021 (First Place Winners). March 2022 (First and Second Place Winners).
  - ***Purdue HR Case Competition Faculty Adviser*** – Coached a team of undergraduate students for the international case competition. November 2020. (First Place Winners - \$2,500 prize). November 2021. (Second Place Winners - \$1,000 prize).
  - ***SHRM Faculty Advisor*** – Advised and supported student leaders for a student organization of 100+ members. August 2020-May 2022.
  - ***Research Speaker Series Co-Organizer*** – Coordinated research talks for the Management Department presented by internal and external scholars in various formats. May 2020.
  - ***Pre-PhD Seminar Guest Lecturer*** – Facilitated part of a class session focused primarily on how to navigate the admissions process for doctoral programs. April 2020.
  - ***Analytics Competition Faculty Adviser*** – Mentored and advised teams of three MBA students for the Adobe Analytics Challenge. October 2016 & October 2019 (National First Place Winners - \$35,000 prize).
  - ***MBA Ethics Case Competition Judge*** – Served on a judging panel that evaluated proposals from MBA student teams regarding ethics in the workplace. April 2019.

- ***Faculty-Doctoral Student AOM Lunch Facilitator*** – Planned and hosted a networking lunch for approximately two dozen people (BYU faculty and doctoral students from across the country). August 2018.
- ***HR Undergraduate Program Admissions Committee Member*** – Reviewed all materials from applicants to BYU’s Human Resource Management undergraduate program and worked with other committee members to form final recommendations for student admission. July 2018, July 2019, July 2020.
- ***Hiring Committee Member*** – Coordinated with hiring committee to advertise an open faculty slot, screened applications, worked with group members to select candidates for campus visits, hosted candidates, and worked with group members to select a candidate for hire.
- ***HR Major Guest Lecturer*** – Ran a class session to introduce 100+ MSB 180 students to the HR field and the BYU Marriott HR major. November 2017, November 2018. September 2019. February 2020.
- ***Adjunct Faculty Seminar Guest Speaker*** – Addressed adjunct faculty members regarding Center for Teaching and Learning resources and how to effectively utilize them. April 2017, April 2018.
- ***Lunch & Learn Facilitator*** – Presented to a diverse group of pre-CFS faculty regarding how to effectively utilize resources from the Center for Teaching and Learning. September 2016.
- ***OBHR Conference Planning Committee Member*** – Organized annual OBHR Conference including keynote and breakout speakers and conference logistics. June 2016-Nov 2017.
- ***OrgB 327 Course Coordinator*** – Oversaw the training of multiple adjunct faculty and ensured that students received a high-quality learning experience. June 2016-Present.
- ***SHRM Coaching Session Presenter*** – Provided student instruction regarding sound organizational survey design. March 2016.

- **Mentored Research**

- Kjerstin Roberts
- Kate Berry
- Haley Clark
- Blake Moseley
- Chloe Sluss
- Emma Rae Francis
- Ryan Oldham
- Jeffrey Sundwall
- Hazel Ticas
- Brennen Serre
- J.T. Gardner
- Taylor Crook
- Austin Fannin (University of Tulsa)
- Tiffany Lyon
- Lillian Barton
- Jamie Cropper
- Katie Bahr
- Finnegan McKinley (University of Arkansas)
- Fernanda Sayavedra
- Stephen Reid (University of Iowa)
- Nathan Eyring
- Rachel McDougal
- Ryan Hemsley (Michigan State University)
- Michael Ricks (University of Michigan)
- Allyson Mehner



- **Other**
  - ***BYU-Hawaii Social Entrepreneurship New Venture Competition*** – Served on a panel of judges that evaluated business plans from student teams. Reviewed 7 business plans and provided online ratings for each plan based on the quality of the underlying ideas and the presentation of information. March 2013. Iowa City, IA (online).
  - ***SHRM Resume Review*** – Helped oversee a panel of 10 professional HR personnel as they held 20-minute resume feedback sessions with 60+ undergraduate students. Also held resume feedback sessions with a number of undergraduates. February 2013. Iowa City, IA.

## **PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

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- Academy of Management (Organizational Behavior, Human Resources, and Research Methods divisions)
- Society for Industrial and Organizational Psychology
- Society for Human Resource Management
- Beta Gamma Sigma Honor Society, Junior year inductee, Brigham Young University (2007)
- Phi Kappa Phi Honor Society, Brigham Young University (2007)
- Golden Key International Honour Society, Brigham Young University (2007)

## **SELECTED MEDIA MENTIONS**

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- **Deseret News**, “It’s hard to maintain workplace productivity in the summer. But less vacation time isn’t the answer” (3 Aug 2023)
- **Inc.**, “365 Inspirational Quotes for 2022” (1 Jan 2022)
- **BYU Marriott News**, “Four Top-Ranked Finishes for BYU Marriott at National HR Competition” (19 Nov 2021)
- **New York Times**, “In the papers” section of DealBook (11 Dec 2020)
- **BBC**, “The surprising traits of good remote leaders” (9 Sept 2020)
- **Inc.**, “For Great Remote Leaders, Actions Speak Louder Than Words” (3 Aug 2020)
- **Inc.**, “If You Don’t Make These 5 Changes, You’re Not a Great Leader Anymore” (26 July 2020)
- **Top of Mind with Julie Rose (BYU Radio)**, “Virtual Team Leadership” (21 July 2020)
- **Ladders**, “Introverts may have a key advantage in Zoom meetings, new study finds” (20 July 2020)
- **Canvas8**, “Another Zoom?! The Science of Virtual Leadership” (17 July 2020)
- **KSL News & Deseret News**, “Traditional Office Leader May Not Be Leader in Zoom Settings, BYU Study Says” (3 July 2020)
- **Forbes**, “The New Leaders of Our Virtual Workspaces Are Emerging” (30 June 2020)
- **Brigham Young University**, “Study: Going to Virtual Work Spaces has Changed Leadership. Have You Noticed?” (29 June 2020)
- **Academy of Management Insights**, “Leaders of Empowered Teams May Need Help Delegating” (February 2020)
- **BYU Marriott News**, “BYU Students Win 2019 Adobe Analytics Challenge” (19 November 2019)
- **The Lisa Show (BYU Radio)**, “National Parks, Selfie Generation, Overworking, Our Time” (9 April 2019)
- **Bloomberg BNA**, “Chicago Medic Fitness Test Sent Back to Jury in Bias Suit” (20 September 2016)
- **Talk 92.1**, “Think Telecommuting is the Way to Go? Maybe Not for the Boss” (20 September 2016)
- **Business News Daily**, “Working Remotely Could Make it Harder to Lead Your Team” (30 August 2016)

- **Brigham Young University**, “How Telecommuting Can Cause Leadership Issues in Your Organization” (26 August 2016)
- **IowaNow**, “Flex Plan” (22 July 2013)

## **PROFESSIONAL EXPERIENCE**

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- Gerber Construction, Inc., *Human Resource Manager*, Lehi, UT (2008-2010)
- Missionary Training Center – Brigham Young University, *Teaching Resource Center Supervisor*, Provo, UT (2007-2008)
- Missionary Training Center – Brigham Young University, *Spanish Classroom Lead Teacher*, Provo, UT (2005-2007)
- The Church of Jesus Christ of Latter-day Saints, *Volunteer Representative*, Trujillo, Peru (2003-2005)