

EMILY D. HEAPHY

Isenberg School of Management
University of Massachusetts Amherst
121 Presidents Drive, Amherst, MA 01003
Phone: (401) 644-9600, Email: eheaphy@umass.edu

Academic Appointments

Assistant Professor of Management, University of Massachusetts, Amherst, 2018-present

Assistant Professor of Organizational Behavior, University of Rhode Island, 2016-2018

Assistant Professor of Organizational Behavior, Boston University, 2008-2016

Assistant Professor of Organizational Behaviour, McGill University, 2007-2008

Instructor, Management and Organizations, University of Michigan, 2007

Education

PhD in Management and Organizations, University of Michigan, 2008

BA in Women's Studies, minor in Economics, Wellesley College, 1997
Magna cum laude

Honors & Awards

- 2019 Outstanding Reviewer Award, *Organization Science*
Best Paper Finalist, *Academy of Management Review* for "The Geography of Strain: Organizational Resilience as a Function of Intergroup Relations"
- 2016 Outstanding Reviewer Award, *Organization Science*
Best Reviewer Award, *Academy of Management Review*
Developmental Reviewer of the Year Finalist, *Academy of Management Review*
Full-time MBA Favorite Professor (Elective) Award, Boston University
- 2015 PhD Distinguished Faculty Mentor Award, Boston University
- 2014 Nominee, PhD Distinguished Faculty Mentor Award, Boston University
- 2013 University of Michigan Ross School of Business Distinguished PhD Alumni Award
Kahn & Heaphy chapter published in Employee Engagement Book of the Year for *Employee Engagement in Theory and Practice*, Employee Engagement Network
- 2012 Best Paper Award, UC Davis Qualitative Research Conference
- 2009 Management & Organizational Cognition Outstanding Reviewer Award, Academy of Management
- 2006 Management & Organizational Cognition Outstanding Reviewer Award, Academy of Management
- 2004 Ross School of Business Dykstra Award for Teaching Excellence
- 2003 Best Symposium Proposal Award, Organization & Management Theory, Academy of Management

Research

Google Scholar: 2732

Web of Science: 517

h-index: 14

Heaphy, E.D., Byron, K., Ballinger, G.A. Gittell, J.H., Leana, C., Sluss, D.M. (2018). Introduction to Special Topic Forum: The Changing Nature of Work Relationships. *Academy of Management Review*, 43(4): 558-569.

- Kahn, W.A., Barton, M., Fisher, C., Heaphy, E.D., Reid, E., Rouse, E. (2018). "The Geography of Strain: Organizational Resilience as a Function of Intergroup Relations." *Academy of Management Review*, 43(3): 509-529.
- AMR Best Paper Finalist
- Heaphy, E.D. (2017). "Dancing on Hot Coals": How Emotion Work Facilitates Collective Sensemaking. *Academy of Management Journal*, 60(2): 642-670.
- Heaphy, E.D., Locke, K., Booth, B. (2016) Embodied Relational Competence: Attending the Body in the Boundary-Spanning Work of Patient Advocates. In Elsbach, K. & Bechky, B. (Eds.) *Qualitative Organizational Research: Best Papers from the Davis Conference on Qualitative Research*, vol. 3. Information Age Publishing, 161-197.
- Heaphy, E.D. (2013) Repairing Breaches with Rules: Maintaining Institutions in the Face of Everyday Disruptions. *Organization Science*, 24(5): 1291-1315.
- Lead article
- Kahn, W.A. and Heaphy, E.D. (2013) Relational Contexts of Personal Engagement at Work. In Truss, C., Delbridge, R., Soane, E., Alfes, K. and Shantz, A. *Employee Engagement in Theory and Practice*. Routledge, 82-96.
- Uhlmann, E.L., Heaphy, E.D., Ashford, S., Zhu, L., Sanchez-Burks, J. (2013) Acting professional: An exploration of culturally bounded norms against non-work role referencing. *Journal of Organizational Behavior*, 34(6): 866-886.
- Stephens, J.P., Heaphy, E.D., Carmeli, A., Spreitzer, G.S., Dutton, J.E. (2013) Relationship Quality and Virtuousness: Emotional Carrying Capacity as a Source of Individual and Team Resilience. *Journal of Applied Behavioral Science*, 49(1) 13-41.
- Stephens, J.P., Heaphy, E.D. and Dutton, J.E. (2011) High Quality Connections. In Spreitzer, G. and Cameron, K. (Eds.) *Oxford Handbook of Positive Organizational Scholarship*. Oxford University Press, 385-399.
- Brown, S.L., Fredrickson, B.L., Wirth, M., Poulin, M. Meier, E.A., Heaphy, E.D., Cohen, M.D., and Schultheiss, O. (2009) Social Closeness Increases Salivary Progesterone in Humans. *Hormones and Behavior*, 56(1):108-111.
- Heaphy, E.D. and Dutton, J.E. (2008) Integrating Organizations and Physiology: Getting Started. *Academy of Management Review*, 33(4):1009-1010.
- Heaphy, E.D. and Dutton, J.E. (2008) Positive Social Interactions and the Human Body at Work: Linking Organizations and Physiology. *Academy of Management Review*, 33(1): 137-162.
- Heaphy, E.D. (2007) Bodily Insights: Three Lenses on Positive Organizational Relationships. In Dutton, J. & Ragsin, B. (Eds.), *Exploring Positive Relationships at Work: Building a theoretical and research foundation*. Mahwah, NJ: Lawrence Erlbaum, 47-71.
- Roberts, L.M., Dutton, J.E., Spreitzer, G., Heaphy, E.D. and Quinn, R.E. (2005) Composing the Reflected Best-Self Portrait: Building Pathways for Becoming Extraordinary in Work Organizations, *Academy of Management Review*, 30(4): 712-736.
- Roberts, L.M., Spreitzer, G., Dutton, J.E., Quinn, R., Heaphy, E.D. and Barker, B. (2005) How to Play to Your Strengths. *Harvard Business Review*, 83(1): 75-80.
- Reprinted in *Harvard Business Review's Guide to Your Professional Growth (2019)*.

Dutton, J.E. and Heaphy, E.D. (2003) The Power of High Quality Connections. In Cameron, K., J.E. Dutton, and R.E. Quinn (Eds.), *Positive Organizational Scholarship*. San Francisco: Berrett-Koehler Publishers, 263-278.

BOOK REVIEW

Heaphy, E.D. (2009) Review of *The Changing Face of Medicine: Women Doctors and the Evolution of Health Care in America*. Ann K. Boulis and Jerry A. Jacobs. *Administrative Science Quarterly*, 54(4), 674-676.

ARTICLE FOR PRACTITIONERS

Roberts, L.M., Heaphy, E.D. and Caza, B.B. (2019) To Become Your Best Self, Study Your Successes. *Harvard Business Review* (online), published May 14.

Dutton, J.E. and Heaphy, E.D. (2016) We Learn More When We Learn Together. *Harvard Business Review* (online), published January 12.

Research in Progress

Gottfredson, R., Wright, S., Heaphy, E.D. A Critique of the Leader-Member Exchange Construct: Deconstructing the Dominant to Build a Stronger Foundation. Under Second Round Review at *Leadership Quarterly*.

Heaphy, E.D., Booth, B., Gibson, K. Work Spouses: Understanding the Meaning and Dynamics of a Meaningful Work Relationship. Data collection in progress.

Heaphy, E.D., Lilius, J., Feldman, E. Moved to Speak Up: A Model of Compassion-driven Voice. Under Second Round Review at *Human Relations*.

Heaphy, E.D. & Poulton, E. Workplace Romances and Stigmatized Identities. Data collection in progress.

Liu, A., Heaphy, E.D., Masoud, Y. Do Scientific Retractions Accelerate Open Science? Changing Strategic Practices and Institutional Logic in Science. Data collection in progress.

Roberts, L.M., Caza, B., Heaphy, E.D., Spreitzer, G.S., Dutton, J.E. Becoming Your Best-Self: The Role Of Contribution Stories In The Development Of Positive Self-Construals. Revising draft. Target: *Academy of Management Discoveries*.

Trefalt, S. and Heaphy, E.D. [equal authorship] Work-Life Crafting: The Relational construction of work-life balance. Reject and resubmit at *Organization Science*.

Wright, S., Gottfredson, R., Heaphy, E.D. A Critical Review of Relationship Quality Measures: Evaluating Past, Improving the Future. Working Paper.

Teaching Experience

University of Massachusetts, Department of Management

- Human Resource Management (Required course at the Undergraduate and Masters level), 2018-current

University of Rhode Island, Department of Management

- Organizational Behavior (Undergraduate Required Course), 2016-2018

Boston University, Department of Organizational Behavior

- Doctoral Proseminar (Course for First-year doctoral students in Organizational Behavior, Strategy & Innovation, and Information Systems), Fall 2013
- The Leadership Challenge (Undergraduate Elective), 2011-2013
- Negotiations (MBA Elective), 2008-present
- Negotiations and Personal Development (Executive MBA Elective), Summer 2009, Winter 2015
- Negotiations (Executive Teaching, Mini-MBA for CIOs), 2015-2016

McGill University, Department of Organizational Behaviour

- Organizational Change (MBA and BCom Elective), Winter 2008

University of Michigan, Management & Organizations Department

- Negotiations (MBA Elective), Winter 2007
- Organizational Behavior Core Course (Undergraduate Elective), Winter 2004

Harvard Business School, Department of Organizational Behavior

- Course Assistant for Prof. Thomas' course Self-Assessment and Career Development, 1997-1998

Graduate Student Committees

Ph.D. Students

- Susan Bernstein, Santa Barbara Graduate Institute, Somatic Psychology, External Examiner, 2008
- Jina Mao, Boston University, Organizational Behavior, Committee Member, 2012
- Elana Feldman, Boston University, Organizational Behavior, Committee Member, 2015
- Steven Fellows, Boston University, Organizational Behavior, Committee Member. Masters of Science, 2015
- Brandy Booth, Boston University, Organizational Behavior, Advisor. Masters of Science, 2015
- Njoke Thomas, Case Western Reserve University, Organizational Behavior, Committee Member, 2017
- Joanne Sundet, Norwegian Business School, Committee Member
- Matt Lyle, University of Massachusetts Amherst, Committee Member
- Mrudula Nujella, University of Michigan, Ann Arbor, Committee Member

Master's Students

- Christopher Kabakis, HEC Montréal, 2008

Cases and Teaching Notes

Bohmer, Richard, Amy C. Edmondson and Emily Heaphy. "The Patient Care Delivery Model at the Massachusetts General Hospital" Harvard Business School Case No. 699154.

Higgins, Monica C. and Emily Heaphy. "Elizabeth Fisher (D)." Harvard Business School Case No. 400013.

Thomas, David A. and Emily Heaphy. "International Use of the Myers-Briggs Type Indicator." Harvard Business School Note No. 498038.

Thomas, David A., Nancie Zane and Emily Heaphy. "Yvette Hyater-Adams and Terry Larsen at CoreState Financial Corp." Harvard Business School Case No. 401023.

Course Overview

Thomas, David A. and Emily Heaphy. "Self-Assessment and Career Development, Instructor's Course Overview Teaching Note." Harvard Business School Teaching Note No. 498072.

Teaching Notes

Bohmer, Richard, Amy C. Edmondson and Emily Heaphy. "Patient Care Delivery Model at the Massachusetts General Hospital, The Teaching Note." Harvard Business School Teaching Note No. 600083.

Thomas, David A. and Emily Heaphy.

"Bob Fifer." Harvard Business School Teaching Note No. 498063.

"Craig Parks (A),(B)." Harvard Business School Teaching Note No. 498062.

"Development Relationships." Harvard Business Teaching Note No. 498071.

"The Job Search Workshop." Harvard Business School Teaching Note No. 498070.

"Personality Types: The Myers-Briggs Type Indicator." Harvard Business School Teaching Note No. 498069.

Research Grants

Boston University

- Human Resources Policy Institute Research Support (\$2500)

University of Michigan

- Center for the Education of Women Faculty Women's Club Scholarship, 2006-2007
- IRWG Community of Scholars Fellowship, 2006-2007
- Doctoral Research Grant, Ross School of Business, (\$2000), 2006
- Rackham Discretionary Research Grant (\$2000), 2006
- Nonprofit and Public Management Center (\$1500), 2006
- Center for the Education of Women Graduate Women's Leadership Program, 2005
- Multiple funding sources in support of 5-day Rackham Interdisciplinary Workshop (\$11,200), 2004
 - *Rackham Interdisciplinary Workshop Seed Money; Institute for Survey Research; Office of the Vice President of Research, Center for Positive Organizational Scholarship*

Wellesley College

- Horton-Hallowell Fellowship for Graduate Study, 2006-2007
- Hewlett Grant for Women and Development, 1996
- Multicultural Research Grant, 1996

Other

- Blue Cross Blue Shield of Michigan (\$3000), 2006

Presentations

REFEREED

- 2019 Heaphy, E.D., Lilius, J., Feldman, E. The Emergence and Influence of Prosocial Emotions in the Voice Process
Positive Organizational Scholarship Conference (Emotions Track), June, 2019, Ann Arbor, MI
Academy of Management Meetings, August 2019, Boston, MA
- 2018 Heaphy, E.D. Cultivating Positive Relationships Through Teaching Teams.
Academy of Management Meetings, August 2018, Chicago, IL
- Trefalt, S. & Heaphy, E.D. Becoming a Balanced Consultant: Learning about Boundary Work.
Academy of Management Meetings, August 2018, Chicago, IL
- Heaphy, E.D. Work Spouses.
Academy of Management Meetings, August 2018, Chicago, IL
- 2017 Roberts, L.M., Caza, B.B., Heaphy, E.D., Spreitzer, G.S., Dutton, J.E. Putting identities all together: Unpacking the content and dynamics of positive self-concept.
Academy of Management Discoveries Paper Development Workshop, November 2017, New York, NY

- Wright, S., Gottfredson, R., Heaphy, E.D. Measuring the Quality of Work Relationships: A critical review of survey instruments.
Academy of Management Meetings, August 2017, Atlanta, GA
- 2016 Heaphy, E.D. Discussant for Professional Development Workshop: Cultivating Well-being and catalyzing thriving in our work practices, organizations, and society.
Academy of Management Meetings, August 2016, Anaheim, CA
- Heaphy, E.D., Lilius, J., Feldman, E. More than a feeling: How compassion drives employee voice and organizational change.
Academy of Management Meetings, August 2016, Anaheim, CA
- 2015 Heaphy, E.D. Being There/Being Them: The Intersection Of Organizational And Occupational Ethnography
Academy of Management Meetings, August 2015, Vancouver, BC
- Heaphy, E.D. The Role Of Emotion Work In Everyday Occasions Of Sensemaking And Sensegiving
Academy of Management Meetings, August 2015, Vancouver, BC
- Heaphy, E.D. Panel Discussant for Symposium: Physicality of Relational Processes: Space and the Interactions Within Them
Academy of Management Meetings, August 2015, Vancouver, BC
- Heaphy, E.D. Panel Discussant for Symposium: "Bridging Positive Relationships at Work: Crossing Literatures and Building Connections"
Academy of Management Meetings, August 2015, Vancouver, BC
- Trefalt, S. and Heaphy, E.D. Achieving Temporal Flexibility in Project Work: The Role of Job Crafting
Academy of Management Meetings, August 2015, Vancouver, BC
- 2014 Trefalt, S. and Heaphy, E.D. "Process and Management Expertise: The Relational Construction of Temporal Flexibility"
Academy of Management Meetings, August 2014, Philadelphia, PA
- Heaphy, E.D. Panel Discussant for Symposium: Relationships, Relational Identification, Personal Identification: Similar yet Distinct Constructs?
Academy of Management Meetings, August 2014, Philadelphia, PA
- Heaphy, E.D. "Organizational Smoothing: A Process Model of the Work of Handling Non-routine Problems"
Sixth International Symposium on Process Organization Studies, June 2014, Rhodes, Greece
- Heaphy, E.D., Locke, K., Booth, B. "Embodied Relational Competence"
Eastern Sociological Society, February, 2014, Baltimore, MD
- 2013 Heaphy, E.D., Rogers, K. "Positive Relationships at Work: Expanding the Empirical Foundation of an Emerging Research Domain"
Academy of Management Meetings, August 2013, Orlando, FL
- 2012 Trefalt, S. and Heaphy, E.D. "Autonomy v. Interdependence: How Professionals Navigate Intra-Firm "Free Markets" to Achieve Work-Life Balance"
Academy of Management Meetings, August 2012, Boston, MA
- Stephens, J.P., Heaphy, E.D., Lindberg, A. "Bringing the Body Back In: The Role of Bodily Action in Organizational Routines."
Qualitative Research in Management and Organizations, April 2012, University of New Mexico,

- 2011 Trefalt, S. and Heaphy, E.D. "Autonomy v. Interdependence: How Professionals Navigate Intra-Firm "Free Markets" to Achieve Work-Life Balance"
Wharton 4th Annual People and Organizations Conference, October 2011, University of Pennsylvania
- Heaphy, E.D. "Storytelling as a Means of Organizational Problem Handling: The Work of Patient Advocates"
Academy of Management Meetings, August 2011, San Antonio, Texas
- Stephens, J.P., Heaphy, E.D., Carmeli, A., Spreitzer, G., Dutton, J.E., and Bagozzi, R. "Relationship Capacity as a Source of Resilience in Individuals and Teams in the Workplace"
Academy of Management Meetings, August 2011, San Antonio, Texas
- Heaphy, E.D. "The Embodiment of Advocacy Work: The Case of Patient Advocates" (accepted)
EGOS, July 2011, Goteborg, Sweden
- 2010 Heaphy, E.D. "Rules in Problem-Handling Work: Coercive and Enabling Bureaucracy"
Academy of Management Meetings, August 2010, Montreal, Quebec
- Dutton, J.D., Spreitzer, G., Heaphy, E.D., Stephens, J.P. "When and How Employees Lend a Hand: Facilitators of Compassion Outside of Work"
Academy of Management Meetings, August 2010, Montreal, Quebec
- 2009 Heaphy, E.D. "What Patient Advocates Taught One Professor about Making Organizational Change"
Society for Healthcare Consumer Advocacy Annual Conference, April 2009, Reno, NV
- 2008 Stephens, J.P., Heaphy, E.D., Spreitzer, G., and Dutton, J. "Developing a Measure of High Quality Connections at Work"
Academy of Management Meetings, August 2008, Anaheim, CA
- 2007 Heaphy, E.D. "Learning about the Physiology of Positive Social Interactions at Work"
Academy of Management Meetings, August 2008, Philadelphia, PA
- Roberts, L.M., Caza, B.B., Heaphy, E.D., Spreitzer, G., Dutton, J. "Becoming Your Best-Self: The Role of Contribution Stories in the Development of Positive Self-construals"
Academy of Management Meetings, August 2008, Philadelphia, PA
- 2006 Roberts, L.M., Caza, B.B., Heaphy, E.D., Spreitzer, G., Dutton, J. "Envisioning Capacity: How Professional Identity Shapes Positive Self-construal"
Academy of Management Meetings, August 2006, Atlanta, GA
- 2005 Heaphy, E.D. "Expanding the Construct of Engagement: Physiological Correlates and Sensory Awareness of the Body"
Academy of Management Meetings, August 2005, Honolulu, HI
- 2004 Heaphy, E.D., Roberts, L.M., Dutton, J.E., Spreitzer, G., Barker, B., Quinn, R. "Enacting the Reflected Best Self: How Jolts and Socially-Embedded Resources Enable Action in and Beyond Organizations"
Academy of Management Meetings, August 2004, New Orleans, LA
- 2003 Heaphy, E.D., Dutton, J.E. "Re-embodiment Relationships at Work: Understanding the Physiological Effects of High Quality Connections"
Academy of Management Meetings, August 2003, Seattle, WA

- 2002 Roberts, L.M., Heaphy, E.D. "The Missing Link: Disappeared Connecting Work during Interracial Encounters"
Academy of Management Meetings, August 2002, Denver, CO

INVITED

- 2019 Heaphy, E.D. "Dancing on Hot Coals": How Emotion Work Facilitates Collective Sensemaking
Consortium for Research on Emotional Intelligence in Organizations, May, Boston
- Heaphy, E.D., Lilius, J., Feldman, E. "How Prosocial Emotions Drive Voice"
May Meaning Meeting, May, University of Washington & Yale University
- 2017 Reid, E., Heaphy, E.D. "Relational Career Intersections"
May Meaning Meeting, May, Boston College & Yale University
- 2015 Heaphy, E.D. "The Role of Emotion Work in Everyday Occasions for Sensemaking and Sensegiving"
Cornell University Johnson OB/ILR Colloquia Series, November, Ithaca, NY
- Heaphy, E.D., Booth, B. "Work Spouses: Why Do They Matter for Organizations?"
May Meaning Meeting, May, Yale University
- 2014 Heaphy, E.D. "The Role of Emotion Work in Everyday Occasions for Sensemaking and Sensegiving"
Wharton OB Conference, November, Philadelphia, PA
- Heaphy, E.D. "Teaching Mindfulness in Negotiations"
*Innovative Teaching of Positive Organizational Scholarship in the Management Classroom
Academy of Management Meetings, August 2014, Philadelphia, PA*
- Heaphy, E.D., Locke, K., Booth, B. "Embodied Relational Competence"
Positive Relationships at Work Research Meeting, March, Philadelphia, PA
**Selected to be a featured presentation*
- 2013 Trefalt, S., Heaphy, E.D. "The Relational Construction of Temporal Flexibility"
Center for Gender in Organizations, December, Boston, MA
- Heaphy, E.D. "How to Build and Find a Microcommunity: Lessons from the Positive Relationships at Work Microcommunity"
Academy of Management Meetings, August 2013, Orlando, FL
- Heaphy, E.D. "The Process of Developing and Deploying Plausible Accounts: The Work of Patient Advocates"
May Meaning Meeting, June, University of Michigan
- Heaphy, E.D., Lilius, J., Feldman, E. "Reporting from the Frontlines: How Client Interactions Shape Voice Behavior"
May Meaning Meeting, June, University of Michigan
- 2012 Heaphy, E.D. "Past, Present, and Future Investigation of Positive Relationships at Work"
Academy of Management Meetings, August, Boston, MA
- Heaphy, E.D., Lilius, J., Feldman, E. "How Positive Connections with Clients Fuel Second-Order Change by Frontline Workers"
May Meaning Meeting, May, Yale University

- Heaphy, E.D. "The Construction of Narratives as Boundary Objects: The process of emergent problem-handling by boundary spanners in human services work."
UC Davis Qualitative Research Conference, March, UC Davis, CA
 ○ Received "Best Paper" Award of the Conference
- 2009 Heaphy, E.D. "Repairing Breaches with Rules: Agency in the Work of Patient Advocates"
University of Southern California, Management and Organizations, September
Massachusetts Institute of Technology, Organization Studies Group, October
- 2008 Heaphy, E.D. "Playing with Rules: Patient Advocates' Rule Use in Two Hospital Types"
Positive Organizational Scholarship Conference, University of Michigan, December, 2008
- Heaphy, E.D. "Storytelling as a means of organizational problem-solving"
University of Toronto, Organizational Behaviour and HR Management
Harvard Business School, Organizational Behavior
Boston University, Organizational Behavior
- 2007 Presider, Roundtable
American Sociological Association, New York, NY, August
- Heaphy, E.D. "Storytelling as a means of organizational problem-solving"
Queen's University, Organizational Behaviour
Columbia University, Health Policy and Management
McGill University, Organizational Behaviour
- 2005 Heaphy, E.D. "High Quality Connections as a Resource for Making a Positive Difference in Work Organizations"
Academy of Management Meetings, August, Honolulu, HI
- 2004 Heaphy, E.D. "Positive Connections and Health"
Rackham Graduate School Interdisciplinary Workshop: Mapping the Physiological Pathways Underlying Positive Social Connections (co-organized by Brown, S. and Heaphy E.D.), University of Michigan

Professional Service

University of Massachusetts Amherst

- Management Department, Strategy Hiring Committee, 2019-2020
- Berthiaume Endowed Chair in Management Recruiting Committee, 2018-2019
- MBA Core Faculty Committee, 2018-2019

University of Rhode Island

- College of Business Scholarship and Research Task Force, 2016-2017
- College of Business Career Day, Mock Interviewer, 2016
- Management Department, Strategy & Policy Hiring Committee, 2017-2018

Boston University

- Organizational Behavior Department Doctoral Program Liaison, 2014 – 2015
- Organizational Behavior Departmental Brown Bag Coordinator, 2014 – 2015
- Senior Faculty Recruiting Committee, 2013-2014, 2014-2015
- Junior Faculty Recruiting Committee, 2012-2013
- Field Research Methods Conference Organizer, November 2011
- Boston University Organizations Seminar Coordinator 2009-2013
- Boston University Work in Progress Group Coordinator, 2009-2010
- Faculty Annual Report Committee, 2008-2010

- Organizational Behavior Seminar Series Coordinator, 2008-2009

McGill University

- Faculty Recruiting Committee, 2007-2008

University of Michigan

- Co-Coordinator of ICOS Dissertation Poster Session, 2005
- President, Ph.D. Forum, Ross School of Business, 2004-2005
- Student Brownbag Coordinator, Management and Organizations Department, 2003-2004
- Coordinator of Student Committee, Second Positive Organizational Scholarship Conference, 2003
- Ph.D. Admissions and Recruitment Committee, Management and Organizations Department, 2002
- Member of Student Committee, First Positive Organizational Scholarship Conference, 2001

Editorial Service

- Guest Editor
 - Special Issue of *Academy of Management Review* on the “Changing Nature of Work Relationships” (2018)
- Editorial Board Member:
 - *Academy of Management Journal*, 2015 - 2017
 - *Academy of Management Review*, 2014 - present
 - *Journal of Management Inquiry*, 2009 – 2015
 - *Organization Science*, 2014 - present
- Ad hoc Reviewer: *Academy of Management Journal*, *Administrative Science Quarterly*, *Career Development International*, *Human Relations*, *Journal of Applied Behavioral Science*, *Journal of Applied Social Psychology*, *Journal of Management Studies*, *Sociological Theory*
- Academy of Management Conferences, 2002-2006, 2009-2010, 2012-2014

Academy of Management

- Chair, AOM William H. Newman Award for Best Paper based on a Dissertation, 2018
- Committee Member, All-Academy Theme Committee, 2018
- Committee Member, Award for Outstanding Publication in Organizational Behavior, 2017, 2018
- Committee Member, AOM William H. Newman Award for Best Paper based on a Dissertation, 2016
- Managerial and Organizational Cognition Division
 - Outreach Committee, 2009-2011
 - Facilitator, Cognition in the Rough Workshop, 2015, 2016

Positive Organizational Scholarship Conference

- Relationships Research Track, Research Track Host, 2015, 2019

Positive Relationships Micro-community (<http://positiveorgs.bus.umich.edu/micro/>), 2011-present

- Co-founder and Steering Committee Member
- Steering Committee Member for Positive Relationships at Work Research Meeting, George Mason University, June 2018
- Steering Committee Member for Positive Relationships at Work Research Meeting, Drexel University, March 2014
- Co-organizer of Inaugural Positive Relationships at Work Research Meeting, Boston University, March 2012

Membership

- Academy of Management

Additional Work Experience

Ernst & Young: Global Leadership Institute, Cambridge, MA
Collaborative Author and Knowledge Worker, 1999-2000

Harvard Business School, Boston, MA

Research Associate: Professors David Thomas, Jack Gabarro, Amy Edmondson & Richard Bohmer, 1997-1999

Wellesley Centers for Research on Women, Wellesley, MA

Research Assistant (Curriculum Development) to the Executive Director, 1995-1997

City Year-Boston, Boston, MA

Corps Member (Teacher's Assistant), 1992-1993