

Kira Schabram

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Assistant Professor
Foster School of Business
University of Washington

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ACADEMIC APPOINTMENT

Assistant Professor, Foster School of Business, University of Washington 2016-present

EDUCATION

PhD, Organizational Behavior and Human Resources 2016
University of British Columbia

MSc, Management 2010
Concordia University

BSc, Psychology 2005
BA, Literature Writing
University of California, San Diego

RESEARCH INTERESTS

Meaningful work/Callings, 'Dark side' behaviors (deviance, infringement, ostracism), Morality at work, Trust, Dirty work, Animals and Society

PUBLICATIONS

REFEREED PUBLICATIONS

Schabram, K. & Maitlis, S. (2017). [Negotiating the challenges of a calling: Emotion and enacted sensemaking in animal shelter work](#). *Academy of Management Journal*, 60(2), 584-609.

Schabram, K. & Robinson, S. (2015). [Low employer felt trust and its relation to employee cynicism and diminished work contributions](#). *Academy of Management Proceedings*.

BOOK CHAPTERS

Robinson, S. L. & **Schabram, K.** (2017). What to do if you're a toxic handler. In A. Wieckowski (Ed.) *HBR guide to emotional intelligence*. Cambridge, MA: Harvard Business Review Press.

Robinson, S. L. & **Schabram, K.** (2017). Invisible at work: Workplace ostracism as aggression. In N. A. Bowling & M. S. Hershcovis, M.S. (Eds.), *Research and theory on workplace aggression*. Cambridge, UK: Cambridge University Press.

Robinson, S. & **Schabram, K.** (2016). Workplace ostracism. In Kipling Williams (Ed.) *Ostracism, social exclusion, & rejection: Frontiers of social psychology*. New York, NY: Psychology Press.

O'Reilly, J., Robinson, S. & **Schabram, K.** (2011). The impact of ostracism on well-being in organizations. In R.A. Giacalone and M.D. Promislo (Eds.) *Unethical work behavior and organizational well-being: A handbook*. Armonk, NY: M.E. Sharpe.

EDITORIALS/BLOGS

Robinson, S. & **Schabram, K.** (April 13, 2017). What to do when a colleague excludes you. *Harvard Business Review*. <https://hbr.org/2017/04/what-to-do-when-a-colleague-excludes-you>

Robinson, S. & **Schabram, K.** (Nov. 30, 2016). When you're the person your colleagues always vent to. *Harvard Business Review*. <https://hbr.org/2016/11/when-youre-the-person-your-colleagues-always-vent-to>

Fox, M., Garrett L., Mannen, D., Plews, E., **Schabram, K.** & Walk, M. *in alphabetical order. (Oct. 1, 2015). Finding a glimmer of hope in the long, dark night of writing. *Academy of Management MOC Division Blog*. <http://moc.aom.org/blog/blog-2-a-glimmer-of-hope/>

PRESENTATIONS

PEER-REVIEWED PRESENTATIONS

Schabram, K. & Sheppard, L. (2017). Lending a helping hand or stepping on toes? A conservation of resources model of recipient reactions to help in organizations. Presented at the *Annual Meeting of the Academy of Management*. Atlanta, GA.

Robinson, S. & **Schabram, K.** (2017). Personal and task ostracism: Different constructs, measures and outcomes. Presented at the *Annual Meeting of the Western Academy of Management (WAM)*, Palm Springs, CA.

Schabram, K. (2016). Construal level, persistence, and employee performance. Presented at the *Annual Meeting of the Academy of Management*. Anaheim, CA.

Schabram, K. & Robinson, S. (2015). Low employer felt trust and its relation to employee cynicism and diminished work contributions. Presented at the *Annual Meeting of the Academy of Management*. Vancouver, BC.

Schabram, K., Robinson, S. & Houshmand, M. (2015). The impact of group level trust in leadership on individual employee contributions. Presented at the *Annual Meeting of the Western Academy of Management (WAM)*, Kauai, HI.

Schabram, K. (2014). Compassion blinders? The impact of an individual's calling orientation on noticing suffering in coworkers. Presented at the *Annual Meeting of the Academy of Management*. Philadelphia, PA.

Schabram, K. & Sheppard, L. (2014). Lending a helping hand? The influence of gender on perceptions of infringement at work. Presented at the *Annual Society for Industrial and Organizational Psychology (SIOP) Meeting*. Honolulu, HI.

Schabram, K. & Robinson, S. (2013). The impact of group level trust in leadership and group level ability to focus on individual employee contribution. Presented at the *Positive Organizational Scholarship (POS) Research Conference*. Ann Arbor, MI.

- Gagné, M., Unsworth, K., Morin, A., Parker, S. & **Schabram, K.** (2013). A positive psychology approach to organizational psychology: Some illustrations based on different motivational theories. Presented at the *Industrial & Organizational Psychology Conference*. Perth, Australia.
- Schabram, K.** & Maitlis, S. (2012). Compassion work in animal welfare shelters. Presented at the *Annual Meeting of the Academy of Management*. Boston, MA.
- Robinson, S., Brown, G. & **Schabram, K.** (2011). Hey that's mine! Territorial infringement in organizations. Presented at the *Academy of Management*. San Antonio, TX.
- Diefendorff, J., Gabriel, A., Greguras, G., Chandler, M., Gagné, M., **Schabram, K.**, Moran, C., Austin, S., Chemoli, E., & Fernet, C. (2011). Advances in research on self-determination theory at work. Presented at *Annual Society for Industrial and Organizational Psychology (SIOP) Meeting*, Chicago, IL.
- Turner, R.A., & **Schabram, K.** (2011). French and Raven's bases of power revisited: A meta-perception perspective. Presented at *Annual Society for Industrial and Organizational Psychology (SIOP) Meeting*, Chicago, IL.
- Gagné, M., **Schabram, K.**, Briand, M., & Malorni, A. (2010). Work motivation as a mediator of relation between leadership and well-being. Presented at the *Annual Meeting of the Academy of Management*. Montreal, QC.

INVITED PRESENTATIONS

- Facilitator: Positive Relationships at Work Professional Development Workshop (PDW). *2017 Annual Meeting of the Academy of Management*. Atlanta, GA.
- Facilitator: Cognitions in the Rough Professional Development Workshop (PDW). *2017 Annual Meeting of the Academy of Management*. Atlanta, GA.
- Presenter: Publishing qualitative data in A Journals. University of British Columbia Doctoral workshop. March 2017.
- Panelist: Halfway There, But Now What? Advice for Pre-dissertation Doctoral Students. *2016 Annual Meeting of the Academy of Management*. Anaheim, CA.
- Panelist: New to OB? Navigating the OB Division and AOM. *2016 Annual Meeting of the Academy of Management*. Anaheim, CA.
- Presenter: Negotiating the challenges of shelter work. *2015 Canadian Federation of Humane Societies Animal Welfare Conference*. Vancouver, BC.
- Presenter: The dark side of meaningful work. *2014 Canadian Psychological Association Annual Meeting*. Vancouver, BC.
- Presenter: Job, career or calling? Work orientations in animal welfare. Invited presentation at the *2014 British Columbia Society for the Prevention of Cruelty to Animals' Annual Leadership Conference*. Vancouver, BC.
- Presenter: Evergreen callings. *2012 Journal of Management Studies Publishing Qualitative Research Workshop*; HEC Montreal, QC.

May Meaning Meeting Micro-Conference Invited Presentations:

- Tying their knot: How wedding celebrants negotiate meaningful. 2017 Boston, MA
- Does purpose inhibit or enhance compassion at work? 2015, Litchfield, CT
- This time things will be different: Re-entering the calling. 2014, Owatonna, MN
- Purpose and connection at work. 2013, Ann Arbor, MI
- Callings in the face of adversity. 2011, Sundance, UT

TEACHING

UNIVERSITY OF WASHINGTON

MGMT 300/B: <i>Leadership and Organizational Behavior</i> (4.8/5)	Spring 2017
MGMT 300/A: <i>Leadership and Organizational Behavior</i> (4.5/5)	Spring 2017
MGMT 300/E: <i>Leadership and Organizational Behavior</i> (4.7/5)	Winter 2017

UNIVERSITY OF BRITISH COLUMBIA

COMM 292/B: <i>Introduction to Organizational Behavior</i> (4.34/5)*	Spring 2015
COMM 292/A: <i>Introduction to Organizational Behavior</i> (4.56/5)*	Spring 2015

CONCORDIA UNIVERSITY

COMM 222: Two sections of <i>Organizational Behavior and Theory</i> (4.67/5)	Winter 2010
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SERVICE

DISSERTATION COMMITTEES

2017-present Misha Miriam (OB), University of Washington

COMMITTEES/ FORMAL SERVICE

2017-2019	Seminar Series Co-Organizer (with Dan Olson)
2017-2018	PhD Program Steering Committee
2016-2018	Social Media Committee
2016-2017	OB Hiring Committee

EXTERNAL SERVICE

2015-present	Academy of Management MOC division ambassador
2014	Student advisor- UBC Sauder EQUIS accreditation
2013	Student advisor- UBC Sauder AACSB accreditation
2013	Presenter- UBC Sauder Faculty Advisory Board
2012	UBC OB/HR PhD brownbag coordinator
2011	UBC Sauder PhD Society Co-President
2009	Concordia John Molson MSc Program Committee Member

REVIEWER

Academy of Management Discoveries, Academy of Management Journal, Human Relations, Journal of Business Ethics, Journal of Management Studies, Society and Animals Journal

SELECTED PRESS

CNN (Jan 19, 2017): <http://www.cnn.com/2017/01/19/health/toxic-handler-relationship-advice-stress-explainer/>

Financial Times (April 10, 2017): <https://www.ft.com/content/43ce0210-1baa-11e7-bcac-6d03d067f81f>

Kansas City Star (April 6, 2017): <http://www.kansascity.com/news/business/workplace/article142905994.html>

New York Magazine (April 5, 2017): <http://nymag.com/scienceofus/2017/04/thinking-of-your-job-as-a-calling-isnt-always-a-good-thing.html?mid=full-rss-scienceofus>

Mental Floss (April 12, 2017): <http://mentalfloss.com/article/94283/viewing-your-job-your-calling-can-lead-letdown-and-burnout>

Psychology Today (May 4, 2017): <https://www.psychologytoday.com/blog/animals-and-us/201705/why-do-animal-shelter-workers-burn-out>

Quartz (April 4, 2017): <https://qz.com/949747/treating-your-job-as-a-calling-is-a-blueprint-for-burnout-and-regret/>

AWARDS AND GRANTS

AWARDS

AOM MSR Interest Group Most Promising Dissertation Award	2015
*Paul Chwelos Memorial Award for Outstanding Potential for Teaching Excellence	2015
Uma Sharma Graduate Award for Thesis Research Quality and Imaginativeness	2010

RESEARCH GRANTS

\$105,000 Joseph-Armand Bombardier CGS Doctoral Grant <i>The Social Sciences and Humanities Research Council (SSHRC) of Canada</i>	2010
\$60,000 Doctoral Research Grant- declined <i>Fonds de Recherche sur la Société et la Culture Quebec (FQRSC)</i>	2010

ADDITIONAL QUALIFICATIONS

PROFESSIONAL EXPERIENCE

2006-2008	Canadian SPCA, Montreal QC
2004-2005	Interactive Media Institute, San Diego, CA
2002-2005	UCSD Housing and Dining Services, La Jolla, CA

NON-ACADEMIC SERVICE (VOLUNTEERING AND/OR CONSULTING)

2011-2017	British Columbia Society for the Prevention of Cruelty to Animals (SPCA)
2006-2010	Canadian Society for the Prevention of Cruelty to Animals (SPCA)
2005	Rana Cattle Ranch
2002-2003	Sierra Wildlife Rescue

MEMBERSHIPS/ AFFILIATIONS

2016-present	National Center for Faculty Development and Diversity
2013-present	Positive Relationships at Work Micro-community (POS Community of Scholars)
2011-present	May Meaning Meeting Micro-community (POS Community of Scholars)
2010-present	Academy of Management

LANGUAGES

German, English, American Sign Language, French