

TREVOR WATKINS

Foster School of Business
University of Washington
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Education

2019 (Expected) Doctor of Philosophy in Organizational Behavior
Minor in Statistics and Research Methods
University of Washington, Seattle, WA

Dissertation: *Workplace Capitalization: The Consequences of Sharing Good News at Work*

Capitalization—the process of sharing a personal positive event with others to derive additional benefit from it—provides intrapersonal and interpersonal benefits to disclosers of good news. However, current theory is limited as it has yet to consider the consequences of capitalization for those who are told the good news. Furthermore, whereas capitalization has traditionally been construed as an action enacted among close relationship partners, I suggest that individuals also capitalize with less-intimate others, such as coworkers, and that there are essential elements of capitalization that emerge when considered more broadly. Drawing from social comparison theory, I posit that capitalization compels coworkers to socially compare upward, thereby leading to feelings of admiration and envy, with downstream consequences for coworker behavior. Moreover, I propose that competition determines the valence of workplace capitalization outcomes. Whereas workplace capitalization is constructive when cooperation is salient, under competitive conditions, workplace capitalization becomes detrimental.

Committee: Christopher Barnes (Chair), Michael Johnson, Ryan Fehr, Susan Nolen

2011 Master of Business Administration
Utah State University, Logan, UT

2008 Bachelor of Science, Human Resource Management, Magna Cum Laude
Utah State University, Logan, UT

Research Interests

Ostensibly ordinary phenomena: Wellness activities (e.g., exercise, mindfulness practices, food, sex), lay beliefs (i.e., mindsets, implicit theories), and coworker conversations (e.g., capitalization)

Publications (*denotes equal contribution)

*Leavitt, K., *Barnes, C. M., ***Watkins, T.**, & *Wagner, D. T. (in press). From the bedroom to the office: Workplace spillover effects of sexual activity at home. *Journal of Management*.

- Notable media mentions: Wall Street Journal, Forbes, Time Magazine, ABC News, BBC, CBS News, FOX News, The Telegraph, WebMD, USA Today, Huffington Post, US News, Yahoo, MSN, Business Insider, New York Magazine

Watkins, T., Fehr, R., & He, W. (in press). Whatever it takes: Leaders' perceptions of abusive supervision instrumentality. *Leadership Quarterly*.

Watkins, T., Fehr, R., & He, W. (2017). Whatever it takes: Leader beliefs of abusive supervision instrumentality. *Academy of Management Best Paper Proceedings*, 2017.

Manuscripts under Review

Eliseo, M., Reynolds, S., **Watkins, T.** & Mariam, M. Mindfulness and moral behavior in the organization: Exploring the roots of our commonly-held stereotypes. *Revise and resubmit request at Organizational Behavior and Human Decision Processes*.

Leavitt, K., Barnes, C. M., & **Watkins, T.** A self-categorization model of workplace romance. *Revise and resubmit request at Academy of Management Review*.

Watkins, T., & Umphress, E. E. Strong body, clear mind: Physical activity diminishes the consequences of low interpersonal justice. *Under review at Organizational Behavior and Human Decision Processes*.

Key Working Manuscripts (*denotes equal contribution)

*Patel, A. S., ***Watkins, T.,** Calderwood, C., Gabriel, A. S., Rosen, C. C., & Johnson, R. E. Let's get physical: A self-regulatory model of employee physical exercise and workplace behavior. *Target journal: Academy of Management Review*.

Watkins, T. You are what you eat: Employee food choices influence coworker perceptions and behaviors. *Target journal: Journal of Applied Psychology*.

Kouchaki, M., Barnes, C. M., **Watkins, T.,** Crain, T., & Best, J, Implicit beliefs of sleep instrumentality. *Target journal: Journal of Applied Psychology*.

Sezer, O., DeCelles, K. A., **Watkins, T.,** Rogers, B., Hershfield, H. E., Norton, M. I., Gino, F. Managing work-home transitions: Post-work rituals facilitate psychological detachment. *Target journal: Psychological Science*.

Watkins, T., Johnson, H., Guarana, C., Avolio, B. J. The cascading effects of organizational wellness climate promotion within an Indian hospital system. *Target journal: Administrative Science Quarterly*.

Conference Presentations & Chaired Sessions (†denotes presenter; ††denotes co-chair)

††Patel, A. S., & ††**Watkins, T.** (August 2018). Engaging in Physical Activity: The Interplay with Work. *Academy of Management Annual Meeting, Chicago, IL*

†**Watkins, T.** (August 2018). More than just a recovery activity: The immediate effects of physical activity on engagement and emotional exhaustion. *Academy of Management Annual Meeting, Chicago, IL*

†**Watkins, T.**, Fehr, R., & He, W. (August 2017). Whatever it takes: Leader beliefs of abusive supervision instrumentality. *Academy of Management Annual Meeting, Atlanta, GA*

†**Watkins, T.**, & Umphress, E. E. (August 2017). Strong body, strong mind: Physical activity buffers interpersonal injustice. *Academy of Management Annual Meeting, Atlanta, GA*

Leavitt, K., Barnes, C. M., †**Watkins, T.**, & Wagner, D. T. (August 2016). From the bedroom to the office: Workplace spillover effects of sexual activity at home. *Academy of Management Annual Meeting, Anaheim, CA*

Krishnan, S., †**Watkins, T.**, & Barnes, C. M. (April 2016). Electronic warfare: A sleep and self-control model of cyber incivility. *Society for Industrial and Organizational Psychology Annual Meeting, Anaheim CA*

Academic Teaching & Service

University of Washington, Foster School of Business

Instructor (All ratings are adjusted overall ratings based on a 0-5 scale)

- MGMT 300: Leadership and Organizational Behavior
 - Winter, 2017 (Rating 4.4/5)
 - Fall, 2017 (Rating 4.2/5)
- FGBUS: Global Foundations of Business
 - Organizational Behavior, Fall, 2018 (Two sections, Ratings TBD)
 - Organizational Behavior, Fall, 2017 (Two sections, Mean Rating 4.05/5)
 - Ethics and Organizations, Fall, 2017 (Two sections, Mean Rating 4.55/5)

Key Teaching Assistantships

- LEAD and eLEAD: Leadership Development and Building Effective Work Teams (Core MBA course with Gregory Bigley & Christina Fong). 2015-2016
- MGMT 504: Ethical Leadership (Core MBA course with Ryan Fehr), 2015-2016
- EMBA 534: Ethical Leadership (Executive MBA course with Scott Reynolds), 2017

Guest Lecturer, Global Executive MBA 521: Organizational Leadership, Winter 2016

Academy of Management Conference Reviewer, 2016-Present

Case Competition Judge, Asia Student Business Association, 2016

Awards

- Michael G. Foster Students First Scholarship, 2017-2019
- Tom Crowley Distinguished Leader Ph.D. Fellow, 2014-2017

Methodological Competencies

- Statistical methods minor (Structural Equation Modeling, Hierarchical Linear Modeling, Causal Modeling, Maximum Likelihood, R for the Social Sciences)
- Analyses: Regression, factor analysis, structural equation modeling, multilevel modeling
- Designs: Experiments (field and lab), experience sampling, observational
- Software: R, MPLUS, HLM, SPSS

Professional Memberships

- Academy of Management, 2014 - Present
- Society for Human Resource Management, 2007 – Present
 - SPHR Certification, 2013 – 2016
 - PHR Certification, 2010-2013

Industry Work Experience

2009 – 2014	Human Resource & Employee Development Manager <i>Utah Power Credit Union, Salt Lake City, UT</i> <ul style="list-style-type: none">• Head of human resource and training functions• Reported directly to the CEO• Oversaw compensation and benefits• Pension & 401(k) Trustee• Responsible for onboarding and career pathing• Championed organizational wellness initiatives
2007 – 2008	Staffing Manager <i>Kelly Services & R. R., Donnelley, Logan, UT</i>
2006 – 2007	Mortgage Loan Specialist <i>Wachovia, Logan, UT</i>

References

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