

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*, University of British Columbia 2016
MSc, *Management*, Concordia University 2010
BSc, *Psychology*, University of California, San Diego 2005
BA, *Literature Writing*, University of California, San Diego 2005

RESEARCH INTERESTS

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

PUBLICATIONS

REFEREED PUBLICATIONS

Schabram, K., Heng, Y-T (in press). [How other and self-compassion reduces burnout through resource replenishment](#). *Academy of Management Journal*.

Leavitt, K.*, Schabram, K.*, Hariharan, P., & Barnes, C. (in press). [Ghost in the machine: On organizational theory in the age of machine learning](#). *Academy of Management Review*.
*shared first co-authorship

Gagné, M., Morin, A.J.S., Schabram, K., Wang, Z-N, Chemolli, E. & Briand, M. (2020). [Uncovering relations between leadership perceptions and motivation under different organizational contexts: A multilevel cross-lagged analysis](#). *Journal of Business and Psychology*, 35, 713-732.

Schabram, K., Cruz, K. & Robinson, S. (2018) [Honor among thieves: The interaction of team and member deviance on trust in the team](#). *Journal of Applied Psychology*, 103(9), 1057-1066.

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.

*2019 Best Positive Organizational Scholarship Papers 2017-2019 finalist

*2018 AOM OB Division Best Paper nominee

*2017 Foster School of Business [Top 10 Most Read Research Papers](#)

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.** (2019). When you're the person your colleagues vent to. In A. Zall (Ed.) *Mindful listening*. Cambridge, MA: Harvard Business Review Press.
- 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. Herscovis, 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

- Schabram, K.** & Maitlis, S. (November 23, 2017). How to avoid burnout when you follow your passion in your career choice. *London School of Economics Business Review*. <http://blogs.lse.ac.uk/businessreview/2017/11/23/how-to-avoid-burnout-when-you-follow-your-passion-in-your-career-choice/>
- 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/>

SELECTED PRESENTATIONS

INVITED TALKS

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|--|------|
| Marriott School of Business (Management), Brigham Young University, Provo, UT* | 2020 |
| Harvard Business School (OB), Harvard University, Boston, MA | 2019 |
| College of Business (Management), Oregon State University, Corvallis, OR | 2019 |
| Isenberg School of Management (M&O), University of Massachusetts, Amherst, MA | 2019 |
| Sauder School of Business (OB/HR), University of British Columbia, Vancouver, BC | 2017 |
| London Business School (OB), London, UK | 2015 |
| McCombs School of Business (Management), University of Texas at Austin, Austin, TX | 2015 |
| Kenan-Flagler Business School (OB), University of North Carolina, Chapel Hill, NC | 2015 |
| Carroll School of Management (M&O), Boston College, Boston, MA | 2015 |
| Lundquist College of Business (Management), University of Oregon, Eugene, OR | 2015 |
| Grossman School of Business (Management), University of Vermont, Burlington, VT | 2015 |
| College of Business (Management), University of Wyoming, Laramie, WY | 2015 |
| Canadian Federation of Humane Societies Animal Welfare Annual Meeting | 2015 |
| British Columbia Society for the Prevention of Cruelty to Animals Leadership Retreat | 2014 |

**postponed due to COVID-19*

PEER-REVIEWED PRESENTATIONS/CHAIRSD SYMPOSIA

Heng, Y-T*, Fehr, R., & **Schabram, K.** (2020) The compassion spillover effect: Can self-compassion beget others' compassion? Presented at the *Annual Meeting of the Academy of Management*. Virtual session.

*Finalist for the MOC Division best student-led paper award

Creary, S., **Schabram, K.**, Ji Woon (June) Ryu, & Johnson, W. (2020). Diamonds in the Rough. PDW co-chair/organizer. *Annual Meeting of the Academy of Management*. Virtual session.

Wagner, D., **Schabram, K.**, & Barnes, C. (2020). Human sustainability in organizations: Physiological, psychological, & social maintenance approaches. Symposium chair/organizer. *Annual Meeting of the Academy of Management*. Virtual session.

Schabram, K. (2019). Identity and meaningful work. Presented at the *Annual Meeting of the Academy of Management*. Boston, MA.

Wei, J.O. & **Schabram, K.** (2019). Alone in a crowded office: Antecedents and consequences of loneliness in the workplace. Symposium chair/organizer. *Annual Meeting of the Academy of Management*. Boston, MA.

Lee, S. & **Schabram, K.** (2018). What happens next? The temporal dynamics and long-term consequences of prosocial behavior. Symposium chair/organizer. *Annual Meeting of the Academy of Management*. Chicago, IL.

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.
- Schabram, K.** & Maitlis, S. (2012). Evergreen callings. Presented at the *Journal of Management Studies Publishing Qualitative Research Workshop*; HEC Montreal, QC.
- 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 PARTICIPATION

Invited Panelist/Facilitator:

- 2020 *Academy of Management*. New Doctoral Student Consortium (PDW)
- 2019 Washington University's Olin Business School. 'When Work is a Calling' Roundtable
- 2019 *Academy of Management*. Managing Stress in Early Career Phase (PDW)
- 2018 *Academy of Management*. Cognitions in the Rough (PDW)
- 2018 *Academy of Management*. Navigating Qualitative Dissertations: Advice from the Experts
- 2017 *Academy of Management*. Positive Relationships at Work (PDW)
- 2017 *Academy of Management*. Cognitions in the Rough (PDW)
- 2016 *Academy of Management*. Halfway There? Advice for Pre-dissertation Doctoral Students
- 2016 *Academy of Management*. New to OB? Navigating the OB Division and AOM
- 2014 *Canadian Psychological Association Annual Meeting*. The dark side of meaningful work

Invited Presenter:

- 2020 *UW HR 3 Campus Practitioner Day*. What meaningful work means for engagement*
- 2019 *May Meaning Meeting*. Claiming and granting a calling: An archival study of UFC fighters
- 2018 *Wharton Junior OB Conference*. Actor burnout, self-, and other compassion
- 2018 *May Meaning Meeting*. The 'we' in 'me'aning: Work orientation and team outcomes
- 2017 *May Meaning Meeting*. How wedding celebrants negotiate meaningful
- 2015 *May Meaning Meeting*. Does purpose inhibit or enhance compassion at work?
- 2014 *May Meaning Meeting*. This time things will be different: Re-entering the calling
- 2013 *May Meaning Meeting*. Purpose and connection at work
- 2011 *May Meaning Meeting*. Callings in the face of adversity

*postponed due to COVID-19

TEACHING

UNIVERSITY OF WASHINGTON

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|---|-------------|
| GEMBA 521: <i>Global Executive Leadership & Organizational Behavior</i> (3.9/5) | Winter 2020 |
| MGMT 300C/D: <i>Leadership and Organizational Behavior</i> (4.8/5 & 4.9/5) | Fall 2019 |
| MGMT 300A/F: <i>Leadership and Organizational Behavior</i> (5.0/5 & 5.1/5) | Winter 2019 |
| MGMT 300C/D: <i>Leadership and Organizational Behavior</i> (4.7/5 & 5.1/5) | Fall 2018 |
| MGMT 300A/B: <i>Leadership and Organizational Behavior</i> (4.9/5 & 5.2/5) | Spring 2018 |
| MGMT 300B/C: <i>Leadership and Organizational Behavior</i> (4.6/5 & 4.9/5) | Winter 2018 |
| MGMT 300A/B: <i>Leadership and Organizational Behavior</i> (4.5/5 & 4.8/5) | Spring 2017 |
| MGMT 300/E: <i>Leadership and Organizational Behavior</i> (4.7/5) | Winter 2017 |

UNIVERSITY OF BRITISH COLUMBIA

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| 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

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

AWARDS

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| Poets & Quants Favorite Business Professors of The Class of 2020 | 2020 |
| PhD Faculty Mentor Award | 2020 |
| Gamble Family Award for Curriculum Promoting Diversity and Inclusion- Nominee | 2020 |
| Poets & Quants Favorite Professors of Business Majors | 2019 |
| University of Washington Distinguished Teaching Award Recipient | 2019 |
| Undergraduate Business Council Faculty Member of the Year | 2019 |
| Dean's Award for Excellence in Undergraduate Teaching | 2018 |
| Undergraduate Business Council Faculty Member of the Year | 2018 |
| 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

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|---|------|
| \$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 |

SERVICE

COMMITTEE MEMBERSHIP

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| 2021 | MGMT 300 Course Coordinator |
| 2020 | UW Excellence in Teaching Award Selection committee, Member |
| 2019-2020 | Undergraduate Program Committee, M&O Representative |
| 2019 | Search committee for the Accounting Department chair, Member |
| 2019 | Faculty Excellence Awards committee, Member |
| 2019 | Undergraduate Scholarship Review committee, Member |
| 2017-2019 | M&O Speaker Series, Co-chair |
| 2017-2018 | PhD Program Steering Committee, Member |
| 2016-2018 | Social Media Committee, Member |
| 2016-2017 | OB Hiring Committee, Member |

AD-HOC DEPARTMENTAL/SCHOOL SERVICE

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| 11/25/2020, Presenter, 2020 <i>UW Research Exposed! (Course: GEN ST 391)</i> |
| 3/25/2020, Presenter, 2020 <i>UW Human Resources 3 Campus Practitioner Day</i> (postponed) |
| 1/25/2020, Foster Faculty Representative, <i>UW Football Recruiting Weekend</i> |
| 10/4/2019, Guest Lecturer, "How to Engage Students", <i>PhD Teaching Effectiveness Seminar</i> |
| 9/27/2019, Presenter "Community of Practice in Writing", <i>Foster PhD writing workshop</i> |
| 8/26/2019 Teacher, <i>Business Bridge (BA 490) Management Curriculum workshop</i> |
| 5/17/2019 Judge, 11th Annual <i>Business Ethics Case Competition</i> |
| 5/4/2019 Judge, <i>Young Executives of Color Case Competition</i> |
| 4/15/2019, Presented "Preparing for Comps" to M&O 1 st and 2 nd year PhD students |
| 11/13/2018, Judge, <i>UW Global Business Center Study Abroad contest</i> |
| 10/30/2018, Participant, <i>Sigma Kappa Sorority Scholarship Appreciation Banquet</i> |
| 9/24/2018, Presented "Goal-Setting and the Writer's Habits" for <i>Foster PhD writing workshop</i> |

Summer 2018, Launched/on-boarded 1st years PhD students to organize brownbag series
 4/19/2018, Co-hosted Undergraduate Women in Business table with Professors Pahnke and Fong
 2018-2019 Faculty mentor, Sorah Seong
 11/5/2017, Judge, *UW Global Business Center Study Abroad* contest
 10/20/2017, Guided Cheng Gao job talk review for PhD Students
 9/22/2017, Presented “Motivation & Habits” for *Foster PhD writing workshop*
 Summer 2017, Launched/coordinated weekly faculty and student brownbag series
 4/18/2017, Participated in elective review for M&O Department undergraduate courses
 4/11/2017, Co-hosted Undergraduate Women in Business table with Emily Cox-Pahnke
 2/15/2017, Presented “Coding Qualitative Data” for Mike Johnson’s *EMBA class*
 1/13/2017, Presented “Best/Worst Advice I Received in Grad School” for M&O PhD students
 9/12/2016, Faculty mentor, *West Coast Research Symposium*

EXTERNAL SERVICE

2020 May Meaning Meeting virtual conference co-organizer (with Boston College)
 2019-present Academy of Management MOC Division Representative-at-large elect
 2019 May Meaning Meeting Conference co-organizer (with Yale University)
 2019 AOM/MOC division best Paper award committee
 2015-2018 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

DISSERTATION COMMITTEES

2019-present Young Won Rhee (PhD, OB), University of Washington
 2018-present Yu Tse Heng (PhD, OB), University of Washington
 2017-present Misha Miriam (PhD, OB), University of Washington
 2020 Sarah Dickinson (MA, Museology), University of Washington: *Now You See Me: The Emotional Impact of Visible Labs on Museum Staff*
 2020 Emily Hardin (MA, Museology), University of Washington: *Trying to Engender A Culture of Support: Coping Mechanisms for Empathy Burnout for Museum Interpreters*
 2019 Dorothy Svgdik (MA, Museology), University of Washington: *If This Was Just A Museum: Employee Emotional Wellbeing at Trauma Site Museums*

REVIEWING

2020-present Member of the Academy of Management Editorial Review Board (ERB)

Ad hoc Reviews (year of most recent review indicated)

2017 Academy of Management Discoveries
 2020 Academy of Management Journal
 2020 Administrative Sciences Quarterly
 2019 German-Israeli Foundation for Scientific Research and Development Grant

2018 Human Relations
2015 Journal of Business Ethics
2019 Journal of Management
2020 Journal of Organizational Behavior
2019 Journal of Vocational Behavior
2020 Organizational Behavior and Human Decision Processes
2019 Organization Science
2019 Society and Animals Journal

SELECTED PRESS

Yahoo News (September 28, 2019). <https://sports.yahoo.com/if-not-me-then-who-black-educators-open-up-about-the-pressure-to-help-black-students-succeed-121859046.html>

Here we are Podcast interview (Aug 5, 2019). <https://podcasts.apple.com/no/podcast/work-meaningful-happy/id944770208?i=1000446155234>

BBC (Mar 14, 2018). <http://www.bbc.com/capital/story/20180314-stephen-hawkings-advice-for-a-fulfilling-career>

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

Compassion Fatigue Podcast interview (Dec 29, 2017, Episode 47), <http://thecompassionfatiguepodcast.com/podcast/>

Elmostrador (May 20, 2017): <http://www.elmostrador.cl/agenda-pais/vida-en-linea/2017/05/20/expectativas-poco-realistas-convierten-a-los-millennials-en-victimas-del-desgaste/>

Financial Times (May 8, 2017): <https://www.ft.com/content/be3289be-2c3e-11e7-bc4b-5528796fe35c>

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>

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

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>

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/>

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)

2018-present Seattle Animal Shelter (SAS)
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 (MOC, OB, RM Divisions)

LANGUAGES

German, English, American Sign Language, French