

Kira Schabram

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Foster School of Business
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ACADEMIC APPOINTMENT

Assistant Professor, Foster School of Business, University of Washington	2016-present
Evert McCabe Endowed Fellow in Private Enterprise, Foster School of Business	2022-present

EDUCATION

PhD, <i>Organizational Behavior and Human Resources</i> , University of British Columbia	2016
MSc, <i>Management</i> , Concordia University	2010
BSc, <i>Psychology</i> , University of California, San Diego	2005
BA, <i>Literature Writing</i> , 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

- Schabram, K.**, Bloom, M. & Didonna, D.J. (in press). [Recover, explore, practice: The transformative potential of sabbaticals](#). *Academy of Management Discoveries*
- Barnes, C., Wagner, D., **Schabram, K.**, & Boncoeur, D. (in press). [Human sustainability at work: A meta-synthesis and new theoretical framework](#). *Journal of Management*
- Schabram, K.**, Nielsen, J., & Thompson, J (in press). [The dynamics of work orientations: An updated typology and agenda for the study of jobs, careers, and callings](#). *Academy of Management Annals*
- Schabram, K.** and Heng, Y-T (2022). [How other- and self-compassion reduce burnout through resource replenishment](#). *Academy of Management Journal*, 65(2), 453-478.
*2021 most read *AOM Insights*: [Battling burnout with just the right type of compassion](#)
*Featured in *Foster Business Magazine*: [How to beat burnout](#)
- Leavitt, K., **Schabram, K.** (shared first co-authorship), Hariharan, P., & Barnes, C. (2021). [The machine hums! Addressing ontological and normative concerns regarding machine learning applications in organizational scholarship](#). *Academy of Management Review* dialogue.
- Leavitt, K., **Schabram, K.** (shared first co-authorship), Hariharan, P., & Barnes, C. (2021). [Ghost in the machine: On organizational theory in the age of machine learning](#). *Academy of Management Review*, 46(4), 750-777.
- 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](#)

Okoli, C. & **Schabram, K.** (2010). [A guide for conducting a systematic literature review of information systems research](#). *Sprouts Papers on Information Systems*, 10(26)

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. 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

Schabram, K. & Heng, Y-T (April 28, 2021). [Educators and students are burned out. These strategies can help](#). *Inspiring Minds*. Harvard Business Publishing Education.

Heng, Y-T & **Schabram, K.** (April 12, 2021). [Your burnout is unique. Your recovery will be too](#). *Harvard Business Review*.

HBR Russia: [Помоги себе сам: почему при выгорании нужно рассчитывать на свои силы](#)

HBR Taiwan: [工作過勞自救守則：用最合適的方式，消除身心俱疲](#)

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*.

Robinson, S. & **Schabram, K.** (April 13, 2017). [What to do when a colleague excludes you.](#) *Harvard Business Review*.

Robinson, S. & **Schabram, K.** (Nov. 30, 2016). [When you're the person your colleagues always vent to.](#) *Harvard Business Review*.

Fox, M., Garrett L., Mannen, D., Plews, E., **Schabram, K***, & Walk, M.. (Oct. 1, 2015). [Finding a glimmer of hope in the long, dark night of writing.](#) *Academy of Management MOC Division Blog*. *shared co-authorship, in alphabetical order

RESEARCH IN PROGRESS

UNDER REVIEW

Awtrey, E., Johnson, M. & **Schabram, K.** Trust project, title withheld during blind review (Revise and Resubmit at *Academy of Management Review*)

Schabram, K., Myers, C., & Hardin, A. Experimental manipulation project, title withheld during blind review (Revise and Resubmit at *Journal of Applied Psychology*)

Quan, S. X., Lam, C., **Schabram, K.**, Yam, K.C. Working with animal projects, title withheld during blind review (Revise and Resubmit at *Journal of Management*)

Hardin, A., Barnes, L., Workman, K., & **Schabram, K.** Ambivalent compassion project, title withheld during blind review (under review at *Organization Science*)

FINAL MANUSCRIPT STAGE

Hunter, E., Barnes, C., & **Schabram, K.** High pressure breaks project

Schabram, K. & Khan, U. Calling and creativity project

Schabram, K., & Awtrey, E. Trust and focus project

Heng, Y-T, Fehr, R., **Schabram, K.**, & Patel, C. Self-compassion and observer response project

Lee, S., **Schabram, K.**, & Johnson, M. Unethical help project

DATA ANALYSIS/COLLECTION STAGE

Schabram, K., Trzesbiatowski T., Kleshinski, C., Tosti-Kharas, J. & Wrzesniewski, A. Calling and team conflict project

Janardhanan, N., Srinivas, S., & **Schabram, K.** Identity claims project

Schabram, K., Jachimowicz, J., & Murray, J. Entrepreneurial meaningfulness project

Thompson, J., Garrett, L., Leicht-Deobald, U., Bednar, J., & **Schabram, K.** Community calling project

CONFERENCE PRESENTATIONS

Hardin, A., Barnes, L., Workman, K., & **Schabram, K.** (2022) Compassion fueled by ambivalence: The relational process of surfacing suffering at work. Grief at the work-life interface symposium. *Wharton Junior Organizational Behavior Conference*. Philadelphia, PA.

Hardin, A., Barnes, L., Workman, K., & **Schabram, K.** (2022) Compassion fueled by ambivalence: The relational process of surfacing suffering at work. Grief at the work-life interface symposium. *Annual Meeting of the Academy of Management*. Seattle, WA

*Winner, MOC Division best symposium

Schabram, K., Trzesbiatowski, T., Tosti-Kharas, J., Wrzesniewski, A., & Kleshinski, C. (2022). The impact of called members on team conflict. Meaningful work across levels of analysis symposium. *Annual Meeting of the Academy of Management*. Seattle, WA

*Finalist for the MOC Division best symposium

Schabram, K., Bednar, J., S. McBride, M. & Jané, S.E. (2022). Diamonds in the Rough. PDW co-chair/organizer. *Annual Meeting of the Academy of Management*. Seattle, WA

Heng, Y.T., Fehr, R., **Schabram, K.**, Patel, C. (2022). Clearance to care: The impact of sufferer self-compassion on observer compassion. *POS Conference*. Ann Arbor, Michigan.

Thompson, J., Garrett, L., Leicht-Deobald, U., Bednar, J., & **Schabram, K.** (2022). Re-Creating the passion play: Navigating traditions, meanings, and values in community rituals. *May Meaning Meeting*. Virtual session.

Schabram, K. & Bloom, M. (2021). Exploring the life-changing impact of sabbaticals. *Wharton Junior Organizational Behavior Conference*. Philadelphia, PA.

Hunter, E., **Schabram, K.**, & Barnes, C. (2021). Turning off from always on: A taxonomy of employee break strategies across work pressures. Presented at the *Southern Management Association Annual Meeting*. New Orleans, LA.

*Finalist for OB Division best paper

Schabram, K., Bednar, J., Ji Woon (June) Ryu, & S. Mercedes McBride (2021). Diamonds in the Rough. PDW co-chair/organizer. *Annual Meeting of the Academy of Management*. Virtual session.

Trzesbiatowski, T., **Schabram, K.**, Tosti-Kharas, J., Wrzesniewski, A., & Kleshinski, C. (2021). Too many called in the kitchen? The effect of member calling on team conflict. *May Meaning Meeting*. Virtual session.

Schabram, K., Janardhanan, N., & Srinivas, S. (2021). The impact of professing a calling on pay and performance. *May Meaning Meeting*. Virtual session.

Nielsen, J., **Schabram, K.**, & Thompson, J. (2021). Putting the career back in calling research: A reconceptualization of work orientation. *May Meaning Meeting*. Virtual session.

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.
- Schabram, K.**, Janardhanan, N., & Kuan, J. (2019). Claiming and granting a calling: An archival study of UFC fighters. *May Meaning Meeting*. Bainbridge Island, WA.
- Schabram, K.** & Heng, Y-T (2018). Actor burnout, self-, and other compassion. *Wharton Junior Organizational Behavior Conference*. Philadelphia, PA.
- 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.**, Trzesbiatowski, T., Tosti-Kharas, J., & Wrzesniewski, A. (2018). The ‘we’ in ‘me’aning: Work orientation and team outcomes. *May Meaning Meeting*. Chapel Hill, TX.
- 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.
- Schabram, K.** (2017). Tying the knot: How wedding celebrants craft meaningfulness”. *May Meaning Meeting*. Dover, MA
- 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.** (2015). Does purpose inhibit or enhance compassion at work? *May Meaning Meeting*. Litchfield, CT.
- 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.** (2014). This time things will be different: Re-entering the calling. *May Meaning Meeting*. Owatonna, MN
- 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.
- Schabram, K.** (2013). Purpose and connection at work. *May Meaning Meeting*. Dexter, 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.
- Schabram, K.**, & Maitlis, S. (2011). Callings in the face of adversity. *May Meaning Meeting*. Sundance, UT.
- 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 PANELIST/FACILITATOR

Academy of Management, Towards Better Management of Trauma in the Workplace	2022
Academy of Management. OB Division Doctoral Student Consortium	2021
Academy of Management. Navigating Qualitative Dissertations	2021
Academy of Management. New Doctoral Student Consortium	2020
Olin Business School, WUSTL. 'When Work is a Calling' Roundtable	2019
Academy of Management. Managing Stress in Early Career Phase	2019
Academy of Management. MOC Division Cognitions in the Rough	2018
Academy of Management. Navigating Qualitative Dissertations	2018

Academy of Management. Positive Relationships at Work	2017
Academy of Management. MOC Division Cognitions in the Rough	2017
Academy of Management. Halfway There? Advice for Pre-dissertation Doctoral Students	2016
Academy of Management. New to OB? Navigating the OB Division and AOM	2016
Canadian Psychological Association Meeting. The Dark Side of Meaningful Work	2014

INVITED ACADEMIC TALKS

Nanyang Business School (L,M&O), Nanyang Technological University	2022
Carey Business School (M&O), Johns Hopkins University	2022
Work, Identity, & Meaning Group, Boston College	2022
Compassion Lab, Center for POS, University of Michigan	2021
Harvard Business School (OB), Harvard University	2019
College of Business (Management), Oregon State University	2019
Isenberg School of Management (M&O), University of Massachusetts	2019
Sauder School of Business (OB/HR), University of British Columbia	2017
London Business School (OB)	2015
McCombs School of Business (Management), University of Texas at Austin	2015
Kenan-Flagler Business School (OB), University of North Carolina, Chapel Hill,	2015
Carroll School of Management (M&O), Boston College	2015
Lundquist College of Business (Management), University of Oregon	2015
Grossman School of Business (Management), University of Vermont	2015
College of Business (Management), University of Wyoming	2015

INVITED PRACTITIONER TALKS

Connect3X Microsummit on Building Stronger Organizational Culture	2022
Pediatric Mental Health Care Access Program, Sanford Health	2022
National Center for Education in Maternal and Child Health	2022
Puget Sound Grantwriters Association	2022
Altarum, Resiliency Community of Practice	2021
AOM Scholars Speak On...Team Dynamics in the New Pandemic Workplace	2021
Visa, Be Well Speaker Series (US and Global presentations)	2021
US Health Resources & Services Administration, Maternal Child Health Bureau	2021
Canadian Federation of Humane Societies Animal Welfare; Annual Meeting	2015
British Columbia Society for the Prevention of Cruelty to Animals; Leadership Retreat	2014

TEACHING

UNIVERSITY OF WASHINGTON

MGMT 300B/C: <i>Leadership and Organizational Behavior</i> (4.9/5 & 4.9/5)- hybrid	Wi 2022
MGMT 300A/B: <i>Leadership and Organizational Behavior</i> (5.1/5 & 5.0/5)	Fall 2021
MGMT 300B/C: <i>Leadership and Organizational Behavior</i> (4.5/5 & 4.8/5)- virtual	Wi 2021
GEMBA 579C: <i>Global Executive Leadership</i> (4.3/5)- virtual	Wi 2021
GEMBA 521: <i>Global Executive Leadership</i> (3.6/5)	Wi 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)	Wi 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)	Spr 2018
MGMT 300B/C: <i>Leadership and Organizational Behavior</i> (4.6/5 & 4.9/5)	Wi 2018
MGMT 300A/B: <i>Leadership and Organizational Behavior</i> (4.5/5 & 4.8/5)	Spr 2017
MGMT 300/E: <i>Leadership and Organizational Behavior</i> (4.7/5)	Wi 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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AWARDS AND GRANTS

AWARDS

Dean's Excellence Award for Faculty Research	2022
Evert McCabe Endowed Fellow in Private Enterprise	2022
Poets & Quants Favorite Business Professors of The Class of 2020	2020
PhD Program Mentoring 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

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

SERVICE

AFFILIATIONS

2021-present	Faculty Affiliate, Center for Positive Organizations, University of Michigan
2016-present	National Center for Faculty Development and Diversity
2013-present	Positive Relationships at Work Micro-community
2011-present	May Meaning Meeting Micro-community
2010-present	Academy of Management (MOC, OB, RM Divisions)

REVIEWER

2020-present	Editorial Review Board, Academy of Management Journal
2022-present	Board, Responsible Research in Business and Management Honor Roll

Ad-hoc reviewer: Academy of Management Discoveries, Academy of Management Journal, Academy of Management Review, Administrative Sciences Quarterly, German-Israeli Foundation for Scientific Research and Development Grant, Human Relations, Journal of Applied Psychology, Journal of Business Ethics, Journal of Management, Journal of Organizational Behavior, Journal of Vocational Behavior, Organizational Behavior and Human Decision Processes, Organization Science, Society and Animals Journal

DISSERTATION COMMITTEES

2022-present	Shawn Xiaoshi Quan (PhD, OB), University of Washington
2021-present	Ussama Khan (PhD, OB), University of Washington
2021-present	Michael Frankel (PhD, Management), University of Oregon
2022	Yu Tse Heng (PhD, OB), University of Washington: <i>The Grief-Work Interface: How Employees Navigate Grief and Work Following the Loss of a Loved One</i>
2022	Kevin Glatt (MA, Museology), University of Washington: <i>Collaboration beyond Stereotypes: Understanding What Really Matters to Museum Professionals</i>
2021	Misha Miriam (PhD, OB), University of Washington: <i>Context Dependent Communication and its Effects on Employee Needs Fulfilment, Creative Processes, and Well-being</i>
2020	Sarah Dickinson (MA, Museology), University of Washington: <i>Now You See Me: The Emotional Impact of Visible Labs on Museum Staff</i>
2020	Emily Hardin (MA, Museology), University of Washington: <i>Trying to Engender A Culture of Support: Coping Mechanisms for Empathy Burnout for Museum Interpreters</i>
2019	Dorothy Svdik (MA, Museology), University of Washington: <i>If This Was Just a Museum: Employee Emotional Wellbeing at Trauma Site Museums</i>

UNDERGRADUATE RESEARCH (MGMT 499)

2022	Virtue Wilde Woods, <i>Heigh discrimination of those who present as culturally other including gender non-binary</i>
2019	Samuel Christian Erichsen, <i>Are employees phoning it in? Calling and how it relates to employee performance</i>

COMMITTEE SERVICE

2021-present	Leadership and Organizational Behavior (MGMT 300), Course Coordinator
2022	The PhD awards a Distinguished Alumni award, Member
2022	Undergraduate Scholarship Review, Member
2021-2022	Macro Hiring Committee, Member
2021	Undergraduate Scholarship Review, Member
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

EXTERNAL SERVICE

2019-2022, Academy of Management MOC Division Executive Committee
2022 May Meaning Meeting conference co-organizer (with Yale & Boston College)
2021 May Meaning Meeting conference co-organizer (with Yale & Boston College)
2020 May Meaning Meeting conference co-organizer (with Yale & Boston College)
2019 May Meaning Meeting Conference co-organizer and host (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

AD-HOC DEPARTMENTAL/SCHOOL SERVICE

11/27/2022, Judge, *UW Global Business Center Study Abroad* contest
8/4/2022, Faculty host, Lunchtime discussion, *Inaugural Tenure Project Conference*
6/16/2022, Speaker, "Compassion matters", *UW Law School Staff Wellness Day*
5/19/2022, Speaker, "Why Mentoring is a Superpower", *MBA Spring Mentor Breakfast*
5/12/2022, Speaker, "On Compassion in the Time of Burnout", *HWPD Faculty Lunch and Learn*
4/1/2022, Guest Lecturer, "Qualitative Research: Yeah No?", *M&O Academic Life Series*
9/21/2021, Presenter "On Writing and Staying Motivated", *Foster PhD writing workshop*
5/21/2021, Judge, *13th Annual Business Ethics Case Competition*
3/6/2021, Guest Lecturer, M&O Academic Life Series, "Collaboration: Playing well with others"
11/25/2020, Presenter, 2020 UW Research Exposed! (Course: GEN ST 391)
3/25/2020, Presenter, 2020 *UW Human Resources 3 Campus Practitioner Day* (postponed)
1/25/2020, Foster Faculty Representative, *UW Football Recruiting Weekend*
10/4/2019, Guest Lecturer, "How to Engage Students", *PhD Teaching Effectiveness Seminar*
9/27/2019, Presenter "Community of Practice in Writing", *Foster PhD writing workshop*
8/26/2019 Teacher, *Business Bridge (BA 490)* Management Curriculum workshop
5/17/2019 Judge, *11th Annual Business Ethics Case Competition*
5/4/2019 Judge, *Young Executives of Color Case Competition*
4/15/2019, Presented "Preparing for Comps" to M&O 1st and 2nd year PhD students
11/13/2018, Judge, *UW Global Business Center Study Abroad* contest
10/30/2018, Participant, *Sigma Kappa Sorority Scholarship Appreciation Banquet*
9/24/2018, Presented "Goal-Setting and the Writer's Habits" for *Foster PhD writing workshop*
Summer 2018, Launched/on-boarded 1st years PhD students to organize brownbag series
4/19/2018, Co-host, Undergraduate Women in Business table with Professors Pahnke and Fong
2018-2019 Faculty mentor
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-host, 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*

SELECTED PRESS

Allure (Aug 19, 2022): [People who love their jobs are more prone to burnout](#)
Search Engine Journal (Apr 11, 2022): [How our fur-babies are changing the way we work](#)
Fast Company (Mar 10, 2022): [5 subtle signs you’re headed for burnout](#)
CNN (Mar 10, 2022): [Burnout may be changing your brain. Here’s what to do](#)
Yelp Business (Feb 16, 2022): [How to spot small business burnout and the best treatment](#)
Daily Collegian (Feb 11, 2022): [I stopped caring so much about my job and I’m better for it](#)
Wall Street Journal (Feb 7, 2022): [What’s causing your burnout? Take this quiz.](#)
Quartz (Feb 2, 2022): [There are three types of workers. Which one are you?](#)
Men’s Health (Jan 21, 2022): [How do deal with burnout and feel less tired](#)
The Globe and Mail (Aug 26, 2021): [The three sources of burnout and how to tackle them](#)
Forbes (Aug 5, 2021): [3 ways that compassion can help leaders be more effective](#)
Lifehacker (Jul 10, 2021): [What kind of burnt out are you? \(And why it matters\)](#)
CNBC (Jun 7, 2021): [Workers could face new burnout symptoms when returning to the office](#)
Forbes (May 27, 2021): [6 ways to understand and combat your team’s burnout](#)
CNBC (May 24, 2021): [How companies are supporting employee mental health](#)
New York Times (May 2, 2021): [How to beat burnout – without quitting your job](#)
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Financial Times (Jan 18, 2021): [How acts of leadership kindness make everyone better](#)
Yahoo News (Sep 28, 2019): [Black educators on the pressure to help black students succeed](#)
BBC (Mar 14, 2018). [Stephen Hawking’s advice for a fulfilling career](#)
CNN (Jan 19, 2017): [Toxic handlers: Secret struggles of the friend who is always there for you](#)
Elmostrador (May 20, 2017): [Unrealistic expectations turn millennials into burnout victims](#)
Financial Times (May 8, 2017): [Unrealistic expectations put millennials at risk for burnout](#)
Powerblog (Apr 26, 2017): [When work as a ‘calling’ becomes an idol unto self](#)
Financial Times (Apr 10, 2017): [Business school: Management games and MBAs vs. hackers](#)
Kansas City Star (Apr 6, 2017) [You’re your work your calling? You could be prime for burnout](#)
Mental Floss (April 12, 2017): [Viewing your job your calling can lead to letdown and burnout](#)
New York Magazine (Apr 5, 2017): [Thinking of your job as a calling isn’t always a good thing](#)
Psychology Today (May 4, 2017): [why do animal shelter workers burn out?](#)
Quartz (Apr 4, 2017): [Treating your job as a calling is a blueprint for burnout and regret](#)

MEDIA APPEARANCES

Maternal Health Innovation Podcast (Oct 3, 2022). [Rediscovering your love for work.](#)
Conversations on Careers (Mar 25, 2022) [On callings, compassion, and burnout](#)
CKWR FM Radio Station (Sep 6, 2021) Burnout and the pandemic
BBC HealthCheck Podcast (May 25, 2021), [Is kindness contagious?](#)
Here We Are Podcast (Aug 5, 2019), [Work + meaningful + happy](#)
Compassion Fatigue Podcast (Dec 29, 2017), [Episode 47](#)

ADDITIONAL QUALIFICATIONS

LANGUAGES

English, German, American Sign Language, French

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