

Kira Schabram

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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, *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 FOCUS

Meaningful work/Callings, Human Sustainability, Compassion, Future of Work (Non-Human workers); [Google Scholar citations](#): 4028; h-index: 14; i10-index: 14

PUBLICATIONS

Schabram, K., Myers, C., & Hardin, A. (in press). [Manipulation in organizational research: On executing and interpreting designs from treatments to primes](#). *Organization Research Methods*

Quan, S. X., Lam, C., Schabram, K., Yam, K.C. (2024). [All creatures great and small: A review and typology of employee-animal interactions](#). *Journal of Management*, 50(1), 380-411.

Schabram, K., Bloom, M. & Didonna, D.J. (2023). [Recover, explore, practice: The transformative potential of sabbaticals](#). *Academy of Management Discoveries*, 9(4), 441-468.

*2023 Top 5 *AOM Insights* [article](#) and [video](#) summaries

Leavitt, K., Schabram, K. (shared first co-authorship), Hariharan, P., & Barnes, C. (2023; Invited Dialogue). [The machine hums! Addressing ontological and normative concerns regarding machine learning applications in organizational scholarship](#). *Academy of Management eview*.

*Featured in [AMR Origins](#) series

Schabram, K., Nielsen, J., & Thompson, J (2023). [The dynamics of work orientations: An updated typology and agenda for the study of jobs, careers, and callings](#). *Academy of Management Annals*, 17(2), 405-438.

*2023 [Top 5 most read and Top 10 most cited](#)

- Barnes, C., Wagner, D., Schabram, K., & Boncoeur, D. (2023). [Human sustainability at work: A meta-synthesis and new theoretical framework](#). *Journal of Management*, 49(6), 1965-1996.
- 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.
- *2023 Barsade Paper Prize for Research Impact
 - *2022 AMJ [top 3 most cited articles](#)
 - *2021 [Top 5 most read AOM Insights](#)
- 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
- Turner, R.A. & Schabram, K. (2012). [The bases of power revisited: An interpersonal perceptions perspective](#). *Journal of Organizational Psychology*, 12(1), 9-18.
- Okoli, C. & Schabram, K. (2010). [A guide for conducting a systematic literature review of information systems research](#). *Sprouts Papers on Information Systems*, 10(26).

PRACTITIONER PUBLICATIONS

- Schabram, K., Bloom, M. & Didonna, D.J. (Mar 12, 2024). [The Transformative Potential of Sabbaticals: What Field Research Reveals](#). *Nonprofit Quarterly*.
- Quan, S.X. & Schabram, K. (Nov 11, 2023) [Research: The benefits of a pet-friendly workplace](#). *Harvard Business Review*.
- *selected as a [key HR topic](#) by the Society for Human Resource Management (SHRM)
 - HBR Deutschland*: [Warum Bürohund das Arbeitsklima versessern](#)
- Schabram, K., Bloom, M. & Didonna, D.J. (Feb 22, 2023). [The great escape: A closer look at the benefits of sabbaticals for both employees and employers](#). *Harvard Business Review*.
- HBR China*: [好好休假，足以让人改头换面](#)
- Schabram, K. & Heng, Y-T (Apr 28, 2021). [Educators and students are burned out. These strategies can help](#). *Inspiring Minds. Harvard Business Publishing Education*

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

HBR Arabia: [Your burnout is unique. Your recovery will be too](#)

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. (Nov 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. (Apr 13, 2017). [What to do when a colleague excludes you.](#) *Harvard Business Review*.

HBR Arabia: [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*.

HBR Arabia: [When you're the person your colleagues always vent to.](#)

HBR France: [Managers: Pour être une oreille attentive, prenez soin de vous](#)

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.

PRESENTATIONS

INVITED ACADEMIC TALKS

HEC Paris (OB)	2024
Wharton School (OB), University of Pennsylvania	2023
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)	2019
UWSTL (Olin Business School), Work and Calling Roundtable	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

Sensible Media: The Risks and Rewards of Meaningful Work	2024
Microsoft Commerce Platform and Experiences (invited by Culture Team)	2024
Sensible Media: How to Take a Great Career Break Webinar	2024
AmTrust Young Professionals Board (HR, Global Learning, Development & Diversity)	2023
UW Information Technology Staff (invited on behalf of the DEI-Advisory Board)	2023
UW Law School Staff Wellness Day	2022
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

CONFERENCE PRESENTATIONS

- Schabram, K., Trzesbiatowski T., Kleshinski, C., Tosti-Kharas, J. & Wrzesniewski, A. (2024). Who can live up to the me in “me”aningfulness? Calling, effort evaluations, and peer conflict. *Wharton Junior Organizational Behavior Conference*. Philadelphia, PA.
- Schabram, K., Trzesbiatowski T., Kleshinski, C., Tosti-Kharas, J. & Wrzesniewski, A. (2024). Unpacking the you versus me in “me”aningfulness: Calling, effort comparisons, and conflict in teams. *May Meaning Meeting*. Philadelphia, PA.
- Murray, J., Schabram, K., & Jachimowicz, J. (2024). Balancing acts: meaningful work, sacred domains, and the dynamics of financial realities in funeral directing. *May Meaning Meeting*. Philadelphia, PA.
- Quan, S., & Schabram, K. (2024). Let my people go hunting and gathering: The meaning of work and subsistence in rural Alaska. *May Meaning Meeting*. Philadelphia, PA.

- Janardhanan, N., Srinivas, S., & Schabram, K., (2023). Responding to the emotions of others at work: Causes and consequences. *Annual Meeting of the Academy of Management*. Boston, MA.
- Murray, J., Jachimowicz, J., & Schabram, K. (2023). Meaningful work without constraints: How purist and practitioner officiants craft weddings. *May Meaning Meeting*. Litchfield, CT.
- 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., Trzesbiatewski, 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.

TEACHING

MGMT 300: LEADERSHIP AND ORGANIZATIONAL BEHAVIOR

Core, undergraduate seminar taught to 50 undergraduate students in various formats: in-person, virtual, hybrid, and flipped classroom design. Previously served as course coordinator for this course which included re-designing and refreshing the material with a DEI focus.

Highest Rating: 5.2/5; Average Rating: 4.9/5. Last taught: 2024

MGMT 305: ESSENTIALS OF MANAGEMENT AND ENTREPRENEURSHIP

Business Minor seminar taught to 130 undergraduate students in a hybrid format: 14 online lectures, one in-person. Requires coordination between two instructors (OB comprises 7/10 weeks) and management of large TA team (4-8). Created asynchronous material with Foster instructional media to re-design course for a flipped classroom and scale to other instructors.

Highest Rating: 4.6/5; Average Rating: 4.4/5 Last taught: 2024

MGMT 581: SOCIAL PROCESSES IN ORGANIZATIONS

Doctoral seminar co-taught (split 50/50) focusing on major theories of leadership and social dynamics in organizations and their applications to both research and practice.

rating: 5.0/5 Last taught: 2022

MGMT 502: TEAMWORK AND MANAGERIAL EFFECTIVENESS

Executive MBA seminar taught to 25 students, in the classroom (weekly or monthly cohort) as well as during summer orientation and at remote retreat. Focused on developing understanding of the team effectiveness model and ability to analyze and diagnose common “problems” in teams.

Highest Rating: 4.5/5; Average Rating: 4.3/5 Last taught: 2021

MGMT 521/579: LEADERSHIP AND ORGANIZATIONAL BEHAVIOR

Global Executive MBA seminar taught in small-classroom setting. Designed to teach international executive students theory to effectively manage themselves and others at work.

Highest Rating: 4.3/5; Average Rating: 4.1/5 Last taught: 2019

PRIOR TEACHING EXPERIENCE

COMM292: *Introduction to Organizational Behavior*. M= 4.6/5. University of British Columbia
COMM222: *Organizational Behavior and Theory*. M= 4.7/5. Concordia University

AWARDS AND GRANTS

AWARDS

Sigal Barsade Inaugural Paper Prize	2023
AOM MOC Division Outstanding Reviewer Award	2023
Landolt Distinguished Graduate Mentor Award - 1/22 Nominees across 3 UW campuses	2023
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 <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 Québec (FQRSC)</i>	2010

SERVICE

ACADEMIC COMMUNITIES

2021-present	Academy of Management Subject Matter Expert
2021-present	Faculty Affiliate, Center for Positive Organizations, University of Michigan
2013-present	Positive Relationships at Work Micro-community
2011-present	May Meaning Meeting Micro-community

REVIEWER

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

Ad-hoc Journal reviews: Academy of Management Discoveries, Academy of Management Journal, Academy of Management Review, Administrative Sciences Quarterly, 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

Granting Agencies and Societies: German-Israeli Foundation for Scientific Research and Development Grant, INFORMS, Swiss National Science Foundation

DISSERTATION COMMITTEES

2024-present	Asiya Bari (PhD, OB), University of Washington
2022-present	Shawn Xiaoshi Quan (PhD, OB; co-chair), University of Washington
2021-present	Michael Frankel (PhD, Management), University of Oregon
2023	Ussama Khan (PhD, OB), University of Washington: <i>Humanizing Poverty Alleviation: A Mixed Methods Study of the Role of Dignity and Sanctity in Transforming the Lives of Poor Entrepreneurs in Pakistan.</i>

- 2022 Yu Tse Heng (PhD, OB), University of Washington: *The Grief-Work Interface: How Employees Navigate Grief and Work Following the Loss of a Loved One*
- 2022 Kevin Glatt (MA, Museology), University of Washington: *Collaboration beyond Stereotypes: Understanding What Really Matters to Museum Professionals*
- 2021 Misha Miriam (PhD, OB), University of Washington: *Context Dependent Communication and its Effects on Employee Needs Fulfilment, Creative Processes, and Well-being*
- 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 Svdik (MA, Museology), University of Washington: *If This Was Just a Museum: Employee Emotional Wellbeing at Trauma Site Museums*

UNDERGRADUATE RESEARCH

- 2024 Alyssa Chavez (MGMT 499), *Crafting a livelihood in Rural Alaska*
- 2022 Virtue Wilde Woods (MGMT 499), *Heigh discrimination of those who present as culturally other including gender non-binary*
- 2019 Samuel Christian Erichsen (MGMT 499), *Are employees phoning it in? Calling and how it relates to employee performance*

COMMITTEE SERVICE

- 2021-2023 Leadership and Organizational Behavior (MGMT 300), Course Coordinator
- 2022 PhD Alumni Awards Committee, 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

- 2024-2027, Academy of Management OB Division Executive Committee
- 2024 May Meaning Meeting conference co-organizer (with Wharton)
- 2024 AOM OB Division Monthly Writing Event Facilitator (Pomodoro sessions)
- 2023 AOM OB Division Mentor
- 2023 May Meaning Meeting conference co-organizer (with Yale)
- 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

2/14/2024 Business Living Learning Community (Business LLC) faculty/student mixer
9/14/2023, Presenter “Staying Motivated”, *Foster PhD writing workshop*
11/18/2022, Coach, *Russell Investments International Case Competition 2022*
11/15/2022 Business Living Learning Community (Business LLC) faculty/student mixer
10/27/2022, Judge, *UW Global Business Center Study Abroad* contest
8/4/2022, Faculty host, Lunchtime discussion, *Inaugural Tenure Project Conference*
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 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 INTERNATIONAL PRESS

Fortune (Dec 16, 2024). [Nearly half of Gen Z-ers want to be their own boss](#)
Você S/A (Dec 2, 2024). [Ano sabático: Um guia para que esses 365 dias não passem à toa](#)
San Diego Union Tribune (Dec 2, 2024). [Why you might want to consider a sabbatical- or not](#)
Fortune (Nov 7, 2024). [The election is decimating employee mental health. How bosses can help](#)
Forbes (Nov 26, 2024). [Why kindness in the workplace is more important than ever](#)
Robb Report (Oct 5, 2024): [A generation of high-status professionals are rewriting retirement](#)
Vanity Fair Italia (Sep 3, 2024): [L'effetto vacanza dura pochissimo, ma è possibile prolungarlo](#)
CNN (Aug 5, 2024): [Combat brain fatigue with these top expert tips](#)
SHRM (July 18, 2024): [How to foster inclusion and fight burnout](#)
Right as Rain by UW Medicine (Aug 16, 2023): [8 top tips for starting fearless conversations](#)
Chronicle of Philanthropy (Aug 15, 2023): [A sabbatical isn't a fun vacation. Experts share.](#)
Chronicle of Philanthropy (Aug 12, 2023): [Burnout plagues nonprofits. Sabbaticals may help.](#)
New York Times (Jun 25, 2023): [Can everyone take a sabbatical?](#)
Globe and Mail (Apr 20, 2023): [Sabbaticals are a foreign concept, but they can be transformative](#)
Associated Press (Apr 11, 2024): [Breaking from routine with a mini sabbatical or adult gap year](#)
Bloomberg (Mar 3, 2023): [Can't give employees raises? Add benefits](#)
HBS Working Knowledge (Feb 14, 2023): [A sabbatical can recharge your life- and your career](#)
Allure (Aug 19, 2022): [People who love their jobs are more prone to burnout](#)
Mary Claire Hungary (Aug 26, 2022): [Gyorsabban kiégsz, ha szereted a munkádat](#)
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](#)
Financial Times (Apr 14, 2021): [Remote working fuels burnout in finance sector](#)
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](#)
El Mostrador (May 20, 2017): [Expectativas poco realistas convierten a los millennials](#)
Financial Times (May 8, 2017): [Unrealistic expectations put millennials at risk for burnout](#)

Religion & Liberty Online (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](#)

SELECTED MEDIA APPEARANCES

See Hear Feel Podcast (May 17-31, 2023): [Calling \(ep 1\), burnout \(ep 2\), compassion \(ep 3\)](#)
Science of Business Podcast (Jan 16, 2023): [Job, career, or calling? New science](#)
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](#)

SELECTED WORK, VOLUNTEERING & PRO-BONO CONSULTING

2018-2021	Seattle Animal Shelter (SAS)
2011-2017	British Columbia Society for the Prevention of Cruelty to Animals (SPCA)
2006-20010	Canadian SPCA (CSPCA)
2005	Rana Cattle Ranch
2004-2005	Interactive Media Institute
2002-2003	Sierra Wildlife Rescue