

# KIRA SCHABRAM

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Foster School of Business  
University of Washington

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## ACADEMIC APPOINTMENT

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Assistant Professor, Foster School of Business, University of Washington	2016-present
Evert McCabe Endowed Fellow in Private Enterprise, Foster School of Business	2022-2025

## EDUCATION

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

## RESEARCH

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My primary topics of inquiry are meaningful and sustainable work. I study employees who want to make a positive difference through their work in ways big and small, ranging from employees who view their work as a calling—a source of personal, social or moral significance—to those who engage in everyday acts of helping, kindness, and compassion. I examine the challenges that impede such aims to determine how employees can achieve them without sacrificing themselves in the process. I am a multi-methods scholar, leverage both qualitative (interviews and ethnographic observation) and quantitative data (e.g., field surveys, experience sampling, experiments), and have published inductive, deductive, and conceptual papers. As a secondary focus, this work has led me to also co-author publications on how our field develops and tests organizational theory. Google Scholar citations: 4,150; *h*-index: 14; *i10*-index: 15.

## Publications in Refereed Journals

(\* = graduate student at submission)

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

Leavitt, K., Schabram, K. (shared first co-authorship), Hariharan, P.\*, & Barnes, C. (2024). The machine hums! Addressing ontological and normative concerns regarding machine learning applications in organizational scholarship. *Academy of Management Review*, 49(2) *Dialogue*, 448-451.

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*

**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*

*2022 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.

*Featured in AMR Origins series*

Gagné, M., Morin, A.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 Finalist*

*2018 AOM OB Division Best Paper Nominee*

### **Selected Work in Progress**

All manuscripts represent advanced projects being finalized for submission or currently under review. For a complete pipeline and earlier stage projects, please see my research statement.

**Schabram, K.** & Heng, Y-T, & Barnes, C.M. Topic: Tipping points in work orientation (under review at *Academy of Management Review*)

**Schabram, K.**, Hunter, E., Barnes, C., & Boncoeur, D. Topic: Developing a typology of strategic breaks, antecedents, and consequences (explore-and-test approach: interviews and ESM studies). *Target: Administrative Sciences Quarterly*

Cao, Y.\*, **Schabram, K.**, Krautter, K., Wu, W., & Jachimowicz, J.M. Topic: Calling and passion in the aftermath of failure (full cycle research: ESM, interviews, experiment). *Target: Administrative Sciences Quarterly*

**Schabram, K.**, Trzesbiatowski T., Kleshinski, C., Tosti-Kharas, J. & Wrzesniewski, A. Topic: Dyadic evaluations of called team members (test-and-explore approach: field survey, experiments, interviews). *Target: Journal of Applied Psychology*

Murray, J.\*, **Schabram, K.**, & Jachimowicz, J.M. Topic: Meaningful work in the absence of constraints (inductive: interviews and ethnography). *Target: Organization Science*

Srinivas, S., Trzesbiatowski T., **Schabram, K.**, & Janardhanan, N. Topic: Social identity management after gender integration (deductive: big data). *Target: Organization Science*

### **Practitioner Publications**

**Schabram, K.** & Barnes, C.M. (2025). A guide to taking better breaks at work. Full length feature in the *Harvard Business Review (Big Ideas Series: The Power of Time Off)*.

**Schabram, K.**, Bloom, M. & Didonna, D.J. (2024). The transformative potential of sabbaticals: What field research reveals. *Nonprofit Quarterly*.

Quan, S.X.\* & **Schabram, K.** (2023) Research: The benefits of a pet-friendly workplace. *Harvard Business Review*.  
*HBR Deutschland: Warum Bürohund das Arbeitsklima verbessern*

**Schabram, K.**, Bloom, M. & Didonna, D.J. (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 (2021). Educators and students are burned out. These strategies can help. *Inspiring Minds. Harvard Business Publishing Education*

Heng, Y-T\* & **Schabram, K.** (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: Помогите 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*

Robinson, S. & **Schabram, K.\*** (2017). What to do when a colleague excludes you. *Harvard Business Review*.  
*HBR Arabia: What to do when a colleague excludes you.*

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

**Schabram, K.** & Maitlis, S. (2017). How to avoid burnout when you follow your passion in your career choice. *London School of Economics Business Review*.

Robinson, S. & **Schabram, K.\*** (2016). When you're the person your colleagues always vent to. *Harvard Business Review* and in print in A. Zall (Ed.) *HBR Mindful listening*. Cambridge, MA: Harvard Business Review Press.

*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.\*** (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.\*** (2013). 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**

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#### **Invited Talks (Academic)**

HEC Paris, Organizational Behavior Department  
University of Pennsylvania, Wharton School OB Conference  
Nanyang Technological University, Management Department  
Johns Hopkins University, Management Department  
Boston College, Work, Identity, & Meaning Research Group  
University of Michigan, Compassion Lab Research Group  
Harvard Business School, Organizational Behavior  
Washington University in St. Louis, Work and Calling Roundtable  
University of Massachusetts, Isenberg School of Management Department  
University of British Columbia, Management Department  
London Business School, Organizational Behavior Department  
University of Texas at Austin, Management Department  
University of North Carolina, Chapel Hill, Organizational Behavior Department  
Boston College, Management Department  
University of Oregon, Management Department

University of Vermont, Management Department  
University of Wyoming, Management Department

**Invited Talks (Practitioner)**

Washington State Superior Court Judges Association (upcoming)  
Sensible Media Ltd  
Microsoft, Commerce Platform and Experiences Team  
AmTrust Insurance, Young Professionals Board  
UW Information Technology, DEI-Advisory Board  
UW Law School  
Connect3X  
Sanford Health, Pediatric Mental Health Care Access Program  
National Center for Education in Maternal and Child Health  
US Health Resources and Services Administration (HRSA)  
Puget Sound Grantwriters Association  
Altarum  
Visa, Global Be Well Speaker Series  
Canadian Federation of Humane Societies Animal Welfare  
British Columbia Society for the Prevention of Cruelty to Animals

**Refereed 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 Organizational Behavior Conference*. Philadelphia, PA.
- Murray, J., **Schabram, K.**, & Jachimowicz, J. (2024). Self-imposed constraints in meaningful work: The role of constraints and the agency to craft them. *Annual Meeting of the Academy of Management*. Chicago, IL.
- Quan, S., & **Schabram, K.** (2024). Let my people go hunting and gathering: The meaning of work in rural Alaska. *Annual Meeting of the Academy of Management*. Chicago, IL.
- 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.M., & **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) Surfacing suffering. *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
- 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, 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, 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, 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.

### **Panelist/Discussant**

AOM. MOC Division Off-Cycle Event. Advice on Reviewing for AOM.	2025
AOM. The Productivity Process: Strategies from Prolific Junior Faculty	2024
AOM. Emotional Research on Personally Relevant Social Issues	2024
AOM. Research on Meaningful Work: Planting the Seeds for the Future	2024
AOM. OB Division Off-Cycle Event. Organizing Writing Groups	2024



AOM. Workers' Experiences Front and Center: Distress and Trauma	2023
AOM. Human Sustainability: Mapping a Path Forward	2023
AOM. Towards Better Management of Distress in the Workplace <sup>†</sup>	2022
AOM. OB Division Doctoral Student Consortium	2021
AOM. New Doctoral Student Consortium	2020
AOM. Managing Stress in Early Career Phase	2019
AOM. MOC Division Cognitions in the Rough	2017-2018
AOM. Navigating Qualitative Dissertations: Advice from the Experts	2018, 2021-2024
AOM. Positive Relationships at Work	2017
AOM. Halfway There? Advice for Pre-dissertation Doctoral Students	2016
AOM. New to OB? Navigating the OB Division and AOM	2016
Canadian Psychological Association. The Dark Side of Meaningful Work	2014

<sup>†</sup>Winner, Best MOC Symposium

## TEACHING

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### MGMT 300: LEADERSHIP AND ORGANIZATIONAL BEHAVIOR (undergraduate)

Core course taught to 50 undergraduate students in various formats: in-person, virtual, hybrid. Previously served as course coordinator: Managed all instructors, ensured cohesive curriculum, updated material to meet the Foster School of Business DEI objective.

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

### MGMT 305: ESSENTIALS OF MANAGEMENT AND ENTREPRENEURSHIP (undergraduate)

Minor course taught to 130 undergraduate students in a hybrid format. Currently serve as course coordinator: Support scaling efforts (5 sections in 2024-2025; 7 in 2025-2026; 9 in 2026-2027), manage instructors and TAs, designed the flipped-classroom curriculum and recorded all asynchronous materials.

*Highest Rating: 4.6/5; Average Rating: 4.3/5 Last taught: 2024*

### MGMT 502: TEAMWORK AND MANAGERIAL EFFECTIVENESS (Executive MBA)

Executive MBA course taught to 25 students, in the classroom (weekly or monthly cohort) as well as during summer orientation and at remote retreat.

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

### MGMT 521/579: LEADERSHIP AND ORGANIZATIONAL BEHAVIOR (Global Executive MBA)

Global Executive MBA seminar taught in small-classroom setting to a dozen students.

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

### MGMT 581: SOCIAL PROCESSES IN ORGANIZATIONS (Doctoral)

Doctoral seminar taught in small-classroom setting. Split 50/50 with Bruce Avolio.

*Highest Rating: 5.0/5; Average Rating: 5.0/5. Last taught: 2025*

## 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

## DISSERTATION COMMITTEES

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2024-present	Justine Murray (PhD, OB), Harvard Business School
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: <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 Svgdik (MA, Museology), University of Washington: <i>If This Was Just a Museum: Employee Emotional Wellbeing at Trauma Site Museums</i>

## UNDERGRADUATE HONORS THESES - SUPERVISED

2024	Alyssa Chavez <i>Crafting a livelihood in Rural Alaska</i>
2022	Virtue Wilde Woods <i>Height discrimination of those who present as culturally other</i>
2019	Samuel Christian Erichsen, <i>Are employees phoning it in? Calling and performance</i>

## AWARDS AND GRANTS

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### Awards

UW Landolt Distinguished Graduate Mentor Award Finalist	2024
Sigal Barsade Inaugural Paper Prize	2023
AOM MOC Division Outstanding Reviewer Award	2023
Foster School of Business Dean's Excellence Award for Faculty Research	2023
Foster School of Business Evert McCabe Endowed Fellow in Private Enterprise	2022
Poets & Quants Favorite Business Professors of The Class of 2020	2022
Foster School of Business PhD Program Mentoring Award	2020
Gamble Family Award for Curriculum Promoting Diversity and Inclusion, Nominee	2020
Poets & Quants Favorite Professors of Business Majors	2020
University of Washington Distinguished Teaching Award	2019
Foster School of Business Undergraduate Business Council Faculty Member of the Year	2019

Foster School of Business Dean's Award for Excellence in Undergraduate Teaching	2019
Foster School of Business Undergraduate Business Council Faculty Member of the Year	2018
AOM MSR Interest Group Most Promising Dissertation Award	2018
Paul Chwelos Memorial Award for Outstanding Potential for Teaching Excellence	2015
Uma Sharma Graduate Award for Thesis Research Quality and Imaginativeness	2015

### **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**

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#### **Affiliations**

2010-present	Academy of Management 2024-2027, OB Division elected Representative-at-Large 2024, OB Division monthly off-cycle writing group facilitator 2019-2022, MOC Division elected Representative-at-Large 2021-present, Media Subject Matter Expert 2019, MOC division, Awards Committee member 2015-2018 MOC division, Ambassador
2011-present	May Meaning Meeting Micro-community 2019-present, Annual meeting co-organizer (w/ Yale, Wharton, BC, or HBS)
2013-present	Positive Relationships at Work Micro-community
2021-present	Center for Positive Organizations, University of Michigan

#### **Editorial Boards**

2020-present	Academy of Management Journal
2025-present	Journal of Management
2022-2024	Responsible Research in Business and Management

#### **Ad-Hoc Reviewer**

Academy of Management Discoveries  
 Academy of Management Review  
 Administrative Sciences Quarterly  
 Human Relations  
 Journal of Applied Psychology  
 Journal of Business Ethics  
 Journal of Organizational Behavior  
 Journal of Vocational Behavior  
 Organizational Behavior and Human Decision Processes  
 Organization Science  
 Society and Animals Journal

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

### **University Service**

Spring 2025 Course Coordinator, Management and Entrepreneurship (MGMT 305)  
 2021-2023 Course Coordinator, Leadership and Organizational Behavior (MGMT 300)  
 2022 PhD Alumni Awards Committee  
 2019-2022 Undergraduate Scholarship Review Committee  
 2021, 2016 Hiring Committee (Macro: 2021-2022; OB: 2016-2017)  
 2020 UW Excellence in Teaching Award Selection Committee  
 2019-2020 Undergraduate Program Committee, M&O Representative  
 2019 Search Committee for the Accounting Department Chair  
 2019 Faculty Excellence Awards Committee  
 2017-2019 M&O Speaker Series, Co-organizer  
 2017-2018 PhD Program Steering Committee  
 2017-2018 M&O Summer Brownbag series, launched and organized  
 2017 M&O Department undergraduate electives review  
 2016-2018 M&O Social Media Committee  
 2014 UBC Sauder EQUIS accreditation, Student advisor  
 2013 UBC Sauder AACSB accreditation, Student advisor  
 2012 UBC OB/HR PhD brownbag coordinator  
 2011 UBC Sauder PhD Society Co-President  
 2009 Concordia John Molson MSc Program Committee Member

### **Ad-Hoc Service**

1/22/2025 Speaker, "Fostering a Sustainable Career," *HWPD Faculty Lunch and Learn*  
 1/17/2025 Panelist, "Building your network," M&O Academic Life Series  
 2/14/2024 Faculty Advisor, Business Living Learning Community  
 9/14/2023 Speaker, "Staying Motivated," *Foster PhD writing workshop*  
 11/18/2022 Coach, *Russell Investments International Case Competition 2022*  
 11/15/2022 Faculty Advisor, Business Living Learning Community  
 8/4/2022 Roundtable Discussant, *Inaugural Tenure Project Conference Lunch*  
 5/19/2022 Speaker, "Why Mentoring is a Superpower," *MBA Spring Mentor Breakfast*  
 5/12/2022 Speaker, "Compassion in the Time of Burnout," *HWPD Faculty Lunch and Learn*  
 4/1/2022, Speaker, "Qualitative Research: Yeah No?" *M&O Academic Life Series*  
 9/21/2021 Speaker, "On Writing and Staying Motivated", *Foster PhD writing workshop*  
 5/21/2021 Judge, *13th Annual Business Ethics Case Competition*  
 3/6/2021 Speaker, "Collaboration: Playing well with others," M&O Academic Life Series  
 11/25/2020 Speaker, UW Research Exposed! (Course: GEN ST 391)  
 1/25/2020 Faculty Representative, *UW Football Recruiting Weekend*  
 10/4/2019 Speaker, "How to Engage Students," *PhD Teaching Effectiveness Seminar*  
 9/27/2019 Speaker, "Community of Practice in Writing," *Foster PhD writing workshop*  
 8/26/2019 Speaker, *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 Speaker, "Preparing for Comps," M&O Academic Life Series

10/30/2018 Faculty advisor, *Sigma Kappa Sorority Scholarship Appreciation Banquet*  
 9/24/2018 Speaker, "Goal-Setting and the Writer's Habits," *Foster PhD writing workshop*  
 4/19/2018 Host, Undergraduate Women in Business table (w/Professors Pahnke and Fong)  
 2018-2019 Foster School of Business Faculty mentor  
 10/20/2017 Speaker, "Job Talks," M&O Academic Life Series  
 9/22/2017 Speaker, "Motivation & Habits" for *Foster PhD writing workshop*  
 4/11/2017 Host, Undergraduate Women in Business table (w/Professor Pahnke)  
 2/15/2017 Speaker, "Coding Qualitative Data" for Mike Johnson's *EMBA class*  
 1/13/2017 Speaker, "Best/Worst Advice from Grad School" M&O Academic Life Series  
 9/12/2016 Faculty mentor, *West Coast Research Symposium*

### SELECTED INTERNATIONAL PRESS

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UW News (Feb 13, 2025): [How 12 UW researchers fell in love with their research](#)  
 Fortune (Jan 22, 2025). [Trump's RTO mandate could be a pivotal moment in remote work wars](#)  
 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, 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 kiégysz, 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](#)

**PROFESSIONAL AND PRO-BONO EXPERIENCE**

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2018-2021	Seattle Animal Shelter (SAS)
2011-2017	British Columbia Society for the Prevention of Cruelty to Animals (SPCA)
2006-2010	Canadian SPCA (CSPCA)
2005	Rana Cattle Ranch
2004-2005	Interactive Media Institute
2002-2003	Sierra Wildlife Rescue

*Note on my tenure clock:* I received two tenure clock extensions in 2020 and 2023 for the birth of my children in addition to two automatically granted to all UW faculty during the Covid-19 pandemic. I was eligible for/explored, but did not request, family leave in 2024.