CURRICULUM VITAE

Michael G. Pratt

Boston College
Carroll School of Management
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Fulton Hall, 424C
Chestnut Hill, MA 02467

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EDUCATION:

University of Michigan	Ph.D. Psychology (Organizational) December, 1994
	M.A. Psychology (Organizational) 1990
University of Dayton	B.A. Psychology 1988 Summa Cum Laude, Honors Program

SELECT AWARDS, AWARDS
& FELLOWSHIPS:

Distinguished Service Award, Managerial and Organizational Cognition Division, Academy of Management (2024)

Best Paper Finalist for the Oxford University Reputation Symposium Best Paper Awards for Sala, G.R. & Pratt, M.G. 2023. õHow Organizations Influence Interpersonal Trust Repair: The Case of a French Antiterrorist Unit,ö *Academy of Management Journal*. (2024)

Coughlin Distinguished Teaching Award, Carroll School of Management, Boston College (2022)

Best Paper Award Finalist, *Academy of Management Journal*, for Crosina, L. & Pratt, M.G. 2019. Toward a Model of Organizational Mourning: The Case of Former Lehman Brothers Bankers (2020)

Distinguished Service Award, Carroll School of Management, Boston College (2018)

Best Symposium Proposal Award, Management, Spirituality and Religion Interest Group er cad-9()4(m)-12(y)20(of M))6(n)-9(a)-5(g)10(e)4(r)-11(

Academy of Management Fellow (2014 -)

õDiamond in the Roughö Award for Best Faculty Proposal in the Cognition in the Rough Workshop, Managerial and Organizational Cognition Division of the Academy of Management (2012)

Best Symposium Finalist, Academy of Management OMT Division (2012)

OøConnor Family Chair (2011 -)

"Teaching Star List" for Teaching, Carroll School of Management, Boston College (2015, 2018, 2019, 2021)

Outstanding Reviewer Award, *Managerial and Organizational Cognition Division*, Academy of Management (2014, 2010, 2000, 1998, 1995)

Fellow, Winston Center for Leadership and Ethics (2008-2014)

Academy of Management Review, Best Paper Award for 2007 (2008)

Small Groups Research, Best Paper Award Finalist for 2007 (2008)

Incomplete List of Excellent Professors at University of Illinois at Urbana-Champaign: 1995- 2007

Reverend Raymond A. Roesch Award of Excellence in

January, 2025

PROFESSIONAL
INVOLVEMENT:
GENERAL:

International Advisory Board of the Aalto Center for Qualitative Management Research (2023-)

CARMA 25 Advisory Board. *Center for the Advancement of Research Methods and Analysis*. (2021-)

Terry Book Award Committee. *Academy of Management* (2019)

Organization and Management Theory Division Best Paper Award Committee, *Academy of Management* (2018)

Organizational Behavior Division Best Paper Award Committee, *Academy of Management* (2012)

Center for the Advancement of Research Methods and Analysis [CARMA] International Advisory Board (2010 -)

Cummings Scholarly Achievement Award Committee, Organizational Behavior Division, *Academy of Management* (2008-2009).

Managerial and Organizational Cognition, *Academy of Management*
> Past Chair (2007 - 2008)
> Division Chair (2006-2007)
> Professional Development Workshop Chair / Division-Chair Elect (2005-2006)
> Program Chair (2004 - 2005)

Judge, INFORMS Organizational Science Dissertation Competition (2005, 2006)

Newman Award Committee, *Academy of Management* (2003)

Best Paper Award Committee, *Academy of Management Review* (2003)

Best Paper Award Committee, *Academy of Management Journal* (2002, 2003)

Representative-at-Large, *Research Methods Division*, Academy of Management (2000 ó 2003)

January, 2025

January, 2025

Pratt, M.G. & Rosa, J. A. 2003. Transforming Work-Family Conflict into Commitment in Network Marketing Organizations. Academy of Management Journal, 46(4): 395-418.

Madjar, N., Oldham, G. & Pratt, M.G. 2002. There's No Place Like Home?: The Contributions of Work and Non-Work Support to Employees' Creative Performance. Academy of Management Journal, 45(4): 757-767.

Pratt, M.G. 2000. The Good, the Bad, and the Ambivalent: Managing Identification among Amway Distributors. Administrative Science Quarterly, 45(3): 456-493.

Pratt, M.G. & Foreman, P.O. 2000. Classifying Managerial Responses to Multiple Organizational Identities. Academy of Management Review, 25(1): 18 – 42.

Pratt, M.G. 2000. Building an Ideological Fortress: The Role of Spirituality, Encapsulation, and Sensemaking.

Bartunek, J., Elsbach, K.D., Bell, E., Markides, C., Costas, M., Christianson, M., Sutcliffe, K., Pratt, M.G., Coyle-Shapiro, J., Glynn, M., Ocasio, W., Burton, D., & Vantresca, M. 2019. "Theorizing about an AOM President's Response to Crisis and the Counter Responses it Evoked." Journal of Management Inquiry, 28(3): 276-282.

Gunsalus, C., Bruner, E., Burbules, N., Dash, L., Finkin, M., Goldberg, J., Greenough, W., Miller, G., Pratt, M. 2006. "Mission Creep in the IRB World." Science, 312: 1141.

Gunsalus, C., Bruner, E., Burbules, N., Dash, L., Finkin, M., Goldberg, J., Greenough, W., Miller, G., Pratt, M. 2006. "Response: IRBs: Going Too Far or Not Far Enough?" Science, 313: 1388-1389.

Pratt, M.G. 2015. Assessing Candidate Quality: Lessons from Ethnography (and Accountants). Journal of Management Inquiry, 24(3): 340-344.

Bamberger, P. & Pratt, M.G. 2010. From the Editors: Moving forward by looking back: Reclaiming unconventional research contexts and samples in organizational scholarship. Academy of Management Journal, 53 (4): 655-671.

Pratt, M.G. 2009. From the Editors: For the Lack of a Boilerplate – Tips on Writing Up (and Reviewing) Qualitative Research. Academy of Management Journal, 52(5): 856-862.

Pratt, M.G. & Foreman, P.O. 2000. The Beauty of and Barriers to Organizational Theories of Identity. An "Identity Dialogue" in the Academy of Management Review, 25(1): 141–143.

BLOGS/ PODCASTS/ INTERVIEWS:

[Interview] Quick Chat – Dr. Mike Pratt https://www.youtube.com/watch?v=WKuLXiOE2bE (Sept. 24. 2024)

[Podcast Interview] The Many Paths to Meaningful Work https://www.eudaimonicbydesign.com/resilience/the-many-paths-to-meaningful-work-michael-pratt (March 18, 2024)

[Blog] Publishing in ASQ: Mike Pratt Reflects on his 12+ Years as an Associate Editor. *ASQ Blog* (Dec. 8, 2022). https://asqblog.com/2022/12/08/publishing-in-asq-mike-pratt-reflects-on-his-12-years-as-associate-editor/ *Most viewed ASQ blog of 2023.*

[Interview] Meet the Methodologist ó Dr. Mike Pratt https://www.youtube.com/watch?v=FYRRQFo7vyI (January 25, 2019)

[Talk] Fostering Meaningful and trust at work: Promises and Pitfalls. https://www.youtube.com/watch?v=-Pid0oo7dZo (June 2, 2016)

[Interview] Dr. Michael Pratt CARMA Meet the Methodologist 2. https://www.youtube.com/watch?v=MlgYGtwryfs (April 18, 2008)

PRACTITIONER-
FOCUSED

Hernandez, M. & Pratt, M.G. 2024. How to deal with polarization in the workplace. *MIT Sloan Management Review*. https://sloanreview.mit.edu/article/how-to-deal-with-political-polarization-in-the-workplace/

Michaelson, C., Lepisto, D., Pratt, M.G., & Hedden, L. 2022. The Purpose Paradox. *People + Strategy Journal* https://www.shrm.org/executive/resources/people-strategy-journal/fall2022/Pages/Purpose-Statement-Relevant-Big-Question.aspx

Michaelson, C., Lepisto. D., Pratt, M.G., Hedden, L & Brown, J. 2020. Why corporate purpose statements often miss their mark. *Strategy + Business* https://www.strategy-

Pradies, C. & Pratt, M.G. 2010. Ex Uno Plures: Toward a Conceptualization of Group Ambivalence. <u>Academy of Management Proceedings [CD].</u>

Dane, E. & Pratt, M.G. 2004. Intuition: Its Boundaries and Role in Organizational Decision-Making. <u>Academy of Management Proceedings</u>: 50.

Pratt, M.G., Rock, K.W., & Kaufmann, J. 2001. Making Sense of Socialization: How Multiple Soc

Research Quality (pp. 451-468). London: Sage.

*,+ Pratt, M.G. 2023. General Coding and Analysis in Qualitative Research. Oxford Research Encyclopedias, Psychology. https://doi.org/10.1093/acrefore/9780190236557.013.859

* Rothman, N. & Pratt, M.G. 2022. Transforming Information Uncertainty into Employee Well-Being and Resilience: The Importance of Cultivating Emotional Ambivalence. In M. A. Griffin and Gudela Grote (eds.) Oxford Handbook of Uncertainty Management in Work Organizations. Oxford Academic. https://doi.org/10.1093/oxfordhb/9780197501061.013.5

Rouse, E., & Pratt, M. G., 2021. Using qualitative methods to generate divergence in creativity theory. In J. Zhou and E.D. Rouse (Eds.) Handbook of Research on Creativity and Innovation (pp. 309-329). Edward Elgar Publishing.

*,+ Pratt, M., & Sala, G. 2021, e 28. A Researcher's Toolkit for Observational Methods. In the Oxford Research Encyclopedia of Business and Management. Oxford University Press. doi: https://doi.org/10.1093/acrefore/9780190224851.013.283

*Fetzer, G. & Pratt, M.G. 2020. Meaningful work and creativity: Mapping out a way forward (pp. 131-142). R. Reiter-Palmon, C.M. Fisher & J. S. Mueller (Eds), Creativity at Work: A Festschrift in Honor of Teresa Amabile. Springer Nature.

- Translated into German in 2023. Bedeutungsvolle

*Amabile, T.M. & Pratt, M.G. 2016. The dynamic componential model of creativity and innovation in organizations: Making progress, making meaning. In B. Staw & A. Brief (Eds.) <u>Research in Organizational Behavior</u>, 36: 157-183.

Research (pp. 186-188). Copenhagen, Denmark: Copenhagen Business School Press.

Pratt, M.G. & Kraatz, M.S. 2009. E Pluribus Unum: Multiple Identities and the Organizational Self. In L. Morgan Roberts and J. Dutton (Eds.), Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation (pp. 385-410). New York: Routledge.

*Dane, E. & Pratt, M.G. 2009. Conceptualizing and Measuring Intuition: A Review of Recent Trends. In Hodgkinson, G.P. and J.K. Ford (Eds.), International Review of Industrial and Organizational Psychology, Vol. 24 (pp. 1-40). Chichester, UK: Wiley‑Blackwell.
Wang, L. & Pratt, M.G. 2008. An Identity-Based View of Ambivalence and its Management in Organizations. In Ashkanasy, N. and Cooper, C. (Eds.) Research Companions to Emotion in Organizations (pp. 589-604). Edward Elgar, Publishers: Northampton, MA.

Pratt, M.G. 2008. Is Identity in and of Organizations Just a Passing Fad? In D. Barry & H. Hansen (Eds.) The Sage Handbook of New and Emerging in Management & Organization Studies (pp. 66-67). Los Angeles, CA: Sage.

*Elsbach, K. & Pratt M.G. 2008. The physical environment in organizations. In J. P. Walsh and A. P. Briefs (Eds.), The Academy of Management Annals, Volume 1 (pp. 181-224). New York, NY: Laurence Erlbaum Associates.

*Pratt, M.G. 2007. Identification. In S. Clegg and J. Bailey (Eds.), International Encyclopedia of Organization Studies, Volume 2 (pp. 627-630). Thousand Oaks, CA: Sage Publications.

Pratt, M.G. & Corley, K.G. 2007. Managing Multiple Organizational Identities: On Identity Ambiguity, Identity Conflict, and Members' Reactions. In C. Bartel, S. Blader, and A. Wrzesniewski (Eds.) Identity and the Modern Organization (pp. 99-118). Mahway, NJ: Erlbaum.

Pratt, M.G. & Dirks, K. 200d3BT/F1 12 Tf1 0 0 1 379.75 667.42 Tm0 G[(E P)-2(

* Kaufmann, J. & Pratt, M.G. 2005. Re-examinn the Link between Organizational Image and Member Attraction: On the Positive Uses of Negative Organizational Stories in Recruiting Medical Residents. In K. Elsbach (Ed.) <u>Qualitative Organizational Research</u> (pp. 75-112). Greenwich, Conn: Information Age Publishing.

Obloj, K. & Pratt, M.G. 2005. Happy Kids and Mature Losers: Differentiating the Dominant Logics of Successful and Unsuccessful Firms in Emerging Markets. In R. Bettisø(Ed.) <u>Strategy in Transition</u> (pp. 81-104). Oxford, England: Blackwell.

Pratt, M.G. 2004. Reflections on a Renaissance Scholar. In P. Frost and R. Stablein (Eds<u>.) Researcher Renewal</u> (pp. 118-120). Stanford, CA: Stanford University Press. *[Invited Commentary].*

Pratt, M.G. & Ashforth, B. E. 2003. Fostering Meaningfulness in Working and at Work. In K. Cameron, J. Dutton, and R. Quinn, (Eds.) <u>Positive Organizational Scholarship</u> (pp. 309 ó 327.) San Francisco: Berrett-Koehler Publishers.

Pratt, M.G. 2003. Access as Relating: On the Relationship Aspects of Different Types of Access. In M. Feldman, J. Bell, & M. Berger (Eds.) <u>Gaining Access: A Practical and Theoretical Guild for Qualitative Researchers</u> (pp. 150- 154). New York, NY: Altamira Press.

*Pratt, M.G. 2003. Disentangling Collective Identity. In J. Polzer, E. Mannix, & M. Neale (Eds.), <u>Identity Issues in Groups: Research in Managing Groups and Teams, Vol. V</u> (pp. 161-188). Stamford, CT: Elsevier Science Ltd.

Ashforth, B.E. & Pratt, M.G. 2003. Institutionalized Spirituality: An Oxymoron? In R.A. Giacalone & C.L. Jurkiewicz (Eds.), <u>The Handbook of Workplace Spirituality and Organizational Performance,</u> (pp. 93-107). Armonk, NY: M.E. Sharpe.

> Reprinted in R.A. Giacalone & C.L. Jurkiewicz, 2010. (Eds.), <u>The Handbook of Workplace Spirituality and Organizational Performance, 2nd Edition</u> (pp. 44-58). Armonk, NY: M.E. Sharpe.

Rock, K.W. & Pratt, M.G. 2002. Where Do We Go from Here?: Predicting Identification among Dispersed Employees. G. Soenen and B. Moingeon (Eds.), <u>Corporate and Organizational Identities: Integrating Strategy, Marketing, Communication and Organizational Perspectives</u> (pp. 51-71). New York: Routledge.

Ann Arbor, Michigan: University of Michigan Business Administration.

Pratt, M.G. 1993. <u>NAC Re (B)</u>: <u>Skytop Retreat</u>. Ann Arbor, Michigan: University of Michigan Business Administration.

UNDER REVIEW/
WORK IN PROGRESS:

Pratt, M.G., Hedden, L.* & Khan, H.* (* shared second authorship). Title redacted due to blind review process. Revising for fourth round submission, *Academy of Management Review*.

Hedden, L. & Pratt, M.G. Title redacted due to blind review process. Under third review, *Administrative Science Quarterly.*

Micelotta, E., Gabioneta, C., Cappellaro, G, & Pratt, M.G., Title redacted due to blind-review process. Revising for third round submission. *Administrative Science Quarterly.*

Bhatt, M., Berens, G., Pratt, M.G., Van Riel, C. Title redacted due to blind review process. *Academy of Management Discoveries*.

Crosina, E., Sciarappa, S. & Pratt, M.G., Title redacted due to blind review process. *Academy of Management Perspectives*.

Fetzer, G. & Pratt. M.G. Craftsmanship and meaningful work. Working paper.

INTERNAL
SERVICE:

BOSTON COLLEGE:

Student Affairs Workshop: Making Work More Meaningful for Yourself and Others. (December, 2023)

Leading for Meaning: Making Work More Meaningful for Yourself and Others. ACC ALN Program (June, 2022)

Evaluating Student Performance Panel. The Wilson Faculty Teaching Seminar. (March 23, 2022)

BC Employment Development Workshop [Making Your Work (More) Meaningful] (February 26, 2020)

BC Employment Development Workshop [Negotiation] (April 30, 2019)

Church in the 21

Educational Policy Committee (2005 ó 2007); Educational Policy Chair (2006-2007)

Organizational Behavior Group Coordinator (2000 ó 2001; 2004-2007)

Organizational Behavior Recruiting Co-Chair (2005-2007)

MBA Structure Committee (2006-2007)

Department of Business Administration Faculty Advisory Committee (2002 ó 2003; 2004-2005)

Affirmative Action / Equal Employment Opportunity Committee (2001 ó 2002)

Behavioral Research Laboratory, Department of Business Administration (Member, 1996 ó 1999, Director / Chair, 1999 ó 2002)

MBA Program Faculty Advisory Committee (1999 ó2002)

Human Subjects Committee (1999 ó present)

Undergraduate Studies Committee (2000 - 2001)

Graduate Studies Committee (1998)

Advisor, Management and Human Resources Club, University of Illinois at Urbana-Champaign (1995 ó 2001)

DISSERTATION COMMITTEES (Alphabetical):

CHAIR

M. Teresa Cardador (2009); Eliana Crosina (2018); Stephanie

COMMUNITY SERVICE:	Board President, Ten Thousand Villages, Champaign, IL (1999 ó 2005)
PROFESSIONAL MEMBERSHIPS:	Academy of Management (1991 ó present) Association for Psychological Science (1996 ó present) Society for Industrial and Organizational Psychology (2005 ó present)

CONFERENCES:
PRESENTATIONS
AND OTHER ROLES

2024

[Discussant] *Building the Walls & Bridges: The Critical Role 'Who', 'Why', 'How' & Where.* Academy of Management Meetings (August, 2024, Chicago, IL)

[Roundtable] *Identity, Technology and Meaningful Work.* Academy of Management Meetings (August, 2024, Chicago, IL)

[Panelist] *Trust and Ambivalence.* Academy of Management Meetings (August, 2024, Chicago, IL)

[Panelist] *Visual Maps and other Drawings.* Academy of Management Meetings (August, 2024, Chicago, IL)

[Panelist] *Ethnography in Entrepreneurship: On Challenges and Building Trust.* Academy of Management Meetings (August, 2024, Chicago, IL)

[Co-Author/ Presenter with R. Alcadipani] *The Role of Technology in Finding and Keeping Meaningful Work/ Technologically Mediated Meaningful Work? The Case of Brazilian Police Officers*
 Work, Identity and Meaning Working Group. (May, 2024, Boston, MA)
 May Meaning Meeting (May, 2024, Wallingford, Pennsylvania)

2023

[Discussant] *Putting the Worker Identity Front and Center: Identity Construction Beyond the Organizational Scaffold.* Academy of Management Meetings (August, 2023, Boston, MA) nBT/F1 12 Tf1 0

Visual Maps and other Drawings

[Invited Moderator] *Organizational Behavior Research Roundtable: Identity and Identification.* Academy of Management Meetings (August, 2023, Boston, MA)

[Invited Speaker] *Craft and Organizations*. Academy of Management Meetings (August, 2023, Boston, MA)

2022

[Discussant] *Meaningful Work Across Levels of Analysis* (Finalist, MOC Best Symposium). Academy of Management Meetings (August, 2022, Seattle, WA)

[Discussant] *Moving to the Next Stage: Clarifying Constructs and Integrating Theory in Identity Research* (Finalist, Careers Division Michael Driver Best Symposium Award). Academy of Management Meetings (August, 2022, Seattle, WA)

[Presenter] *Reconsidering Template Use in Qualitative Research: Where Do We Go from Here?* Academy of Management Meetings (August, 2022, Seattle, WA)

[Invited Speaker] *Reviewing in the Rough: Professional Development Workshop for Doctoral Students and Junior Faculty.* Academy of Management Meetings (August, 2022, Seattle, WA)

[Invited Speaker] Leading for Meaning: Making Work More Meaningful for Yourself and Others. ACC Academic Leaders Network. (June, 2022, Boston College)

[Invited Panelist] *Qualitative Research for I-Os: Opportunities and Approaches.* SIOP Annual Conference (April, 2022, Virtual)

2021

[Invited Panelist] *Navigating Qualitative Dissertations: Advice*

2019
[Invited Panelist]

January, 2025

[Author] Work, Identity, and Meaning Working Group (April, Boston College)

[Invited Panelist] õProfessors in the Pews.ö C21 (April, Boston College)

[Conference Co-Organizer]. Identity Research Meeting. (Wharton, University of Pennsylvania, March, Philadelphia, PA).

[Invited Participant] Leadership Roundtable. (February, Washington, D.C.)

2018

[Invited Panelist/ Conference Co-Organizer]. *What Objectivity Means for Conducting Field Research.* Boston Community Meeting of Field Researchers. (November, Chestnut Hill, MA).

[Invited Panelist] *Looking Up: The Impact of Individuals' Multiple Identities on Groups and Organizations. Academy of Management Meetings* (August, 2018, Chicago, IL)

[Discussant] *The Ups and Downs of Meaningful Work.* Academy of Management Meetings (August, 2018, Chicago, IL)

[Invited Presenter and Participant] *Into the Unknown: How to Transition from Empirical Insights into Theoretically Meaningful Contributions* Academy of Management Meetings (August, 2018, Chicago, IL)

[Invited Presenter] *Behind the Scenes of Highly Cited Ethnographic Studies in Organizational Studies.* Academy of Management Meetings (August, 2018, Chicago, IL)

[Invited Presenter] R*eviewing in the Rough: A PDW for Doctoral Students and Junior Faculty.* Academy of Management Meetings (August, 2018, Chicago, IL)

[Author] (with D. Lepisto and C. Michaelson). *Communicating Purpose: Exploring CEO statements of purpose.* May Meaning Meeting (April, Houston, TX).

[Conference Co-Organizer] Identity Research Meeting (March, INSEAD).

2017

[Presenter] (with G. Fetzer). *Work Orientation and Creative Persistence.* Creativity Collaboratorium (September, Storrs, CT).

[Presenter] (with S. Creary) Managing Intractable Conflicts via Multiple Identity Resourcing. Work, Identity, and Meaning Community (September, 2017).

[Author] (with L. Boova). *We are not in Kansas Anymore:*

January, 2025

[Co-Author with D. Lepisto & C. Michaelson] *The purpose of purpose*. May Meaning Meeting (May, Muir Beach, CA)

[Invited Panelist] *Building trust in organizations through meaningful work.* Fourth Annual IECO-RCC International Colloquium at Harvard University. (April, 2016, Cambridge, MA)

2015   [Invited Panelist] *Getting from Here to There: A Beginner's Guide to Distributed Fieldwork*. Boston Field Researchers Conference, MIT (November, 2015, Cambridge, MA)

[Invited Response] *Response to Mark Bosco's "Shades of Greene"* Boston College Roundtable (November, 2015, Dover, MA)

[Invited Panelist] *Theorizing from Unusual Settings*: Academy of Management Meetings (August, 2015, Vancouver, BC, Canada)

(with E. Crosina). *Exploring the Generative Possibilities of Identity Work.* Academy of Management Meetings (August, 2015, Vancouver, BC, Canada)

[Invited Panelist] *Collective Identity from the Bottom-Up:* Academy of Management Meetings (August, 2015, Vancouver, BC, Canada)

[Invited Panelist] *Organization and Management Theory (OMT) Dissertation Workshop*: Academy of Management Meetings (August, 2015, Vancouver, BC, Canada)

[Invited Presenter] *Publishing 101* (for the Organizational Behavior Doctoral Student Consortium): Academy of Management Meetings (August, 2015, Vancouver, BC, Canada)

[Invited Panelist] *Navigating Qualitative Dissertations: Advice from the Experts:* Academy of Management Meetings (August, 2015, Vancouver, BC, Canada)

[Invited Presenter] *Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty.* Academy of Management Meetings (August, 2015, Vancouver, BC, Canada)

[Editor Panel]. Getting Published. Boston Field Research Conference, HBS (May, 2015, Cambridge, MA).

(with R. Hsu). *The Confucian Tao of Meaningful Work.* May Meaning Meeting (May, 2015, Litchfield, CT).

2014   (with E. Crosina) *The Accidental Entrepreneur? Unconscious Identity Work in the Context of an Organizational Bankruptcy:* Academy of Management Meetings (August, 2014, Philadelphia, PA.)

(with S. McArdle) *Religious Identity and Its Role in Individual Workplace Experiences*: Academy of Management Meetings (August, 2014, Philadelphia, PA.)

(with D. Lepisto & E. Crosina) *Identity Work Within and Beyond the Professions: Toward a Theoretical Integration and Extension:* Academy of Management Meetings (August, 2014, Philadelphia, PA.)

[Invited Presenter] *An Editor's Perspective on Publishing from Video Data:* Academy of Management Meetings (August, 2014, Philadelphia, PA.)

[Invited Presenter] *Publishing 101* (for the Organizational Behavior Doctoral Student Consortium): Academy of Management Meetings (August, 2014, Philadelphia, PA.)

[Invited Panelist] *Navigating Qualitative Dissertations: Advice from the Experts:* Academy of Management Meetings (August, 2014, Philadelphia, PA.)

[Invited Presenter] *Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty.* Academy of Management Meetings (August, 2014, Philadelphia, PA.)

[Invited Presenter] *What Makes a Good Doctoral Student.* Doctoral Consortium, IFERA Conference (July, 2014, Lappeenranta, Finland)

(with S. McArdle)

(with S. McArdle & S. Harrison) *"Broaden-and-Build" or "Constrain and Maintain?" Daily Emotions, Daily Learning, and the Moderating Effects of Resources.* Academy of Management Meetings (August, 2013, Orlando, FL.,)

(with D. Lepisto & C. Pradies) *Leading for Meaningful Work.*

- New Directions in Leadership Conference (June, 2013, Fontainebleau, France)
- May Meaning Meeting (June, 2013, Ann Arbor, MI)

[Workshop Provider] *Qualitative Research Methods 101.* Society for Industrial and Organizational Psychology (April, 2013, Houston, TX)

2012   [Chair/ Panelist] *Finding Meaning in the Economic Sphere: Revisiting and Advancing a Core Question.* Academy of Management Meetings (August, 2012, Boston, MA).

(with D. Lepisto & C. Pradies) *The Work of Worth: Toward a Reorientation of the Meaning of Work.* Academy of Management Meetings (August, 2012, Boston, MA).

[Discussant] *Institutions and Individual, Organizational and Field-level Identities.* Academy of Management Meetings (August, 2012, Boston, MA).

[Invited Panelist] *Video Recording: New Avenues for Studies of Practice and the Practice of Ethnography.* Academy of Management Meetings (August, 2012, Boston, MA).

[Invited Presenter] *Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty.* Academy of Management Meetinte

Firefighters. Positive Relationships Workshop (March, 2012, Ashland, MA).

2011   [Invited Panelist] OMT/ MOC Doctoral Student Consortium, Academy of Management Meetings (August, 2011, San Antonio, TX).

[Invited Presenter] *Reviewing in the Rough: A Professional Development Workshop for Doctoral Students.* Academy of Management Meetings (August, 2011, San Antonio, TX).

[Invited Panelist] *Being There/Being Them: Producing Ethnographies.* Academy of Management Meetings (August, 2011, San Antonio, TX).

(with D. Lepisto & C. Pradies) *Reconceptualizing Work Orientation: On Its Origins, Meanings, and Outcomes.* Academy of Management Meetings (August, 2011, San Antonio, TX).

(with D. Lepisto) Politics in Perspectives(s): *Re-Energizing Research on Organizational Politics.* Academy of Management Meetings (August, 2011, San Antonio, TX).

(with K. Rockmann) *Rethinking Telecommuting and the Distributed Work Organization.* Academy of Management Meetings (August, 2011, San Antonio, TX).

(with D. Lepisto) What Makes Work Worth Doing? *May Meaning Meeting* (May, 2011, Sundance, UT).

2010   [Invited Panelist]. Boston Community Meeting of Field Researchers. (October, 2010, Cambridge, MA).

How Organizations Foster Meaningfulness In and At Work (And Should They)? Society for Business Ethics (August, 2010, Montreal, Canada).e, UT).

(with C.M. Fiol & E. O∅Connor) *Intractable Identity Conflicts among Physicians and Administrators: A Process Model*. International Symposium on Process Organizational Studies (June, Rhodes, Greece)

(with H. Vough, T. Cardador, J. Bednar, E. Dane). *Do you see what I see? Implications and responses to perceived discrepancies between how outsiders view professionals and how professionals view themselves.* May Meaning Meeting (May, Duxbury, MA).

(with D. Lepisto & C. Pradies) *Doing Well, Doing Good, and Doing With: Linking Sources of Meaningfulness with Work Orientation.* May Meaning Meeting (May, Duxbury, MA).

(with Fiol, C.M., O∅Connor, E., & Panico, P.). *Promoting Positive Change in Physician*

(with N. Kim) *Exploring How Lower and Higher Order Attachments Interact: The Case of "Group Transplants."* Academy of Management Meetings (August, 2008, Anaheim, CA).

(with K. Rockmann) *The Nature of Physical Separation: A Study of a Distributed Workplace.* Academy of Management Meetings (August, 2008, Anaheim, CA).

(with T. Cardador) *Meaning and Occupations.* May Meaning Meeting (April, Houston, TX).

2007   [Invited Panelist] *The Yellow Brick Road to Doing Well by Doing Good: Finding Our Brain, Heart, and Courage -- Organizational Images and the Emotional Consequences of "Doing Good."* Academy of Management Meetings (August, 2007, Philadelphia, PA).

(with T. Cardador) *Occupations and the Sources of Meaningful*

Co-Organizer [with E. Dane] *Fostering and Assessing Managerial Intuition: On the Importance of Managing from the 'Gut.'* Academy of Management Meetings (August, 2006, Atlanta, GA).

(with C.M. Fiol and E. O∅Connor) *Managing Entrenched Identity Conflicts. Organizational Identities,* Knowledge and Strategy Workshop. (June, Stockholm, Sweden).

[Co-Organizer] May Meaning Meeting. (May, Champaign, IL).

(with E. Dane, M. Baer & G. Oldham) *Off the Beaten Path: Non-Typical Thinking and Creativity.* Society for Industrial and Organizational Psychology Conference (May, Dallas, TX).

2005   [Invited Panelist] *Culture and Cognition*. Academy of Management Meetings (August, Honolulu, HI).

[Chair]

(with E. Dane) *Intuition: Its Boundaries and Role in Organizational Decision-Making*. Academy of Management Meetings (August, New Orleans, LA).

[Session Chair] *Action Research and Actionable Knowledge.* Academy of Management Meetings (August, New Orleans, LA).

[Session Organizer] *Best Student Papers in the Managerial and Organizational Cognition Division.* Academy of Management Meetings (August, New Orleans, LA).

[Discussant] *New York University's "Roundtable on Identities in Organizations" Workshop*

Creative Performance. Presented at the 60th Annual Academy of Management Meetings (August, Toronto).

[Chair] *Ask the Experts, Qualitative (Methods).* Chaired and was a panelist in this session at the 60th Annual Academy of Management Meetings (August, Toronto).

[Panelist] *Managing (and Surviving) Your Dissertation*. Participated in the OMT/OB/OD Doctoral Student Consortium at the 60th Annual Academy of Management Meetings (August, Toronto).

1999   [Panelist] *Ask the Experts, Qualitative (Methods).* Participated at the 59th Annual Academy of Management Meetings (August, Chicago).

(with A. Rafaeli) *Symbols of Identity and Relating Work.* Presented at the 59th Annual Academy of Management Meetings (August, Chicago).

(with D. Brandon) *Managing the Formation of Virtual Team Categories and Prototypes by Managing Information: A SIT / SCT Perspective.* Presented at the 59th Annual Academy of Management Meetings (August, Chicago).

(with M. Fuller & G. Northcraft). *Identification and the Media Selection Dilemma in Distributed Groups.* Presented at the Third

(August, Boston).

(with S. Nair). *Identity and Identity Conflict in
 a Environments (MIE): The Case of Rural Physicians.* Presented
at the 57th Annual Academy of Management Meetings (August,
Boston).

*Spirituality, Sensemaking, and Identity Change: The
Case of Amway Distributors.* Presented at the 15th Annual
Standing Conference on Organizational Symbolism (SCOS) (July,
Warsaw, Poland).

(with S. Nair & J. Howell) *Commitment and Conflict in Multiple
Identity Environments: The Case of Rural Physicians in a
Managed Care Organization.* Presented at the Midwest Academy
of Management (April, Ann Arbor, MI).

1996   *Let the Feelings Move You: The Use of Relationships
in Creating and Transforming Ambivalence in Amway.* Presented
at the 56th Annual Meeting of the Academy of Management
(August, Cincinnati)

(with C. K. Barnett) *From Threat-Rigidity to Flexibility: Toward a
Model of Autogenic Crisis.* Presented
at the 56th Annual Meeting of the Academy of Management
(August, Cincinnati, Ohio)

1995   *Linking Ownership and Identity*. Presented at the Identity II
Conference (September, Deer Valley, Utah).

*How to Write Up Qualitative Research While Doing Minimal
Violence to Experience*. Pre-Conference Workshop Presentation at
the 55th Annual Meeting of the Academy of Management (August,
Vancouver, Canada).

[Symposium Chair with Peter Foreman, and Discussant]. Pratt,
M.G. *Beyond "Central, Enduring, and Distinct:"
Reconceptualizing Organizational Identity.* Presented at the 55th
Annual Meeting of the Academy of Management (August,
Vancouver, Canada).

*Creating Commitment from Contradiction: The
Transformation of Ambivalence into Attachment Among Dreamco
Distributors.* Presen

1993	(with A. Rafaeli) *The Janus Symbol: The Multiple Meanings of Organizational Dress.* Presented at the 53rd Annual Meeting of the Academy of Management (August, Atlanta).
	[Session Chair] *Organizational Sensemaking: Making the Best of a Bad Situation.* 53rd Annual Meeting of the Academy of Management (August, Atlanta).
1992	(with J.E. Dutton) *Owning Up or Opting Out: The Role of Interpretation and Emotion in Creating Issue Ownership.* Presented at the 52nd Annual Meeting of the Academy of Management (August, Las Vegas) and at the Rackham Graduate School Interdisciplinary Committee on Organizational Studies Seminar (March, Ann Arbor).
	(with A. Rafaeli) *Vested Interests: Organizational Dress as a Medium for Citizenship Behavior.* Presented at the 52nd Annual Meeting of the Academy of Management (August, Las Vegas).

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our problems?: Reimagining how we see the field (and ourselves).
(August, 2016, Academy of Management National Meetings, Anaheim, CA).

(with E. Crosina) *Understanding Organizational Mourning among Former Lehman Bankers: A Tale of Two Pathways*
(September, 2016, University of Edinburgh Business School, Edinburgh, Scotland)
(June, 2016, HEC, Montreal, Canada)

(with E. Crosina) *Bouncing Back or Bouncing Elsewhere?: On the Paths to Career Resilience of Former Lehman Bankers*
(March, 2016, Said Business School, University of Oxford, Oxford, UK.)
INSEAD Speaker Series (March, 2015, INSEAD, Fontainebleau, France)

Qualitative Research: *Myths, Maps, and Stumbling Blocks*
(September, 2016, University of Edinburgh Business School, Edinburgh, Scotland)
(June, 2016, HEC, Montreal, Canada)
(February, 2016, Carl H. Linder College of Business, University of Cincinnati, Cincinnati, OH)

(with D. Lepisto and E. Dane) *Trust by Proxy?: Making Sense of Trust among Firefighters* (February, 2016, Carl H. Linder College of Business, University of Cincinnati)

2015

(with D. Ravasi) *Organizational Identity and Cultural Change* (May, 2015, House of Commons, Westminster, UK)

(with D. Lepisto and E. Dane) *Trust Under Fire: Trustworthiness as Temporal-Spatial Sensemaking in Early Work Relationships among Firefighters.*

INSEAD Speaker Series (May, 2015, INSEAD, Fontainebleau, France)
Cass Business School Research Series (May, 2015, Cass Business School, City University of London, London, UK).
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[Conference Keynote] *Designing and Publishing Qualitative Case Studies*. Forum on Case-Based and Qualitative Research, Renmin University (November, 2012)

Sparks, Workers, Book Smart & Paychecks: How Firefighters Gauge Trust by Determining Work Orientation.
Carlson School of Business, University of Minnesota (October, 2012)

Designing for Drift: Ethnography 101
Imperial College of London (April, 2012)

Sparks, Workers, and Slugs: On the Relationship between Work Orientation and Trust among Firefighters
  Australian School of Business (February, 2012)
  Indian School of Business (February, 2012)

Qualitative Research "Primer:" What It Is and How to Publish It

2010   *Managing Intractable Conflicts among Physicians and Administrators.* Eller College of Management, University of Arizona (October, 2010).

Engaging employees by creating meaningfulness in and at work. Engagement and Retention Conference. (Waltham, MA October, 2010)

[Keynote Speaker] *Identity Processes in Organizations: Constructing, Practicing, or Building Castles in the Sand?* International Symposium on Process Organizational Studies (Rhodes, Greece, June 2010).

"Why am I Doing This?" How Occupations Shape the Meaningfulness of Work. University of Pittsburgh. (May, 2010)

2009   *Creating Works that Last: Publishing in Top Management Journals.* Erasmus Research Institute of Managementøs Second Lustrum: Dual Impact of Management Research. (October, 2009)

Capping the Wellsprings of Meaning?: How Occupations Shape and Obstruct Sources of Meaningfulness in and at Work. McGill University, Desautels Faculty of Management (September, 2009)

Webs of Significance: How Occupations Shape Work Meaning. University of North Carolina, Kenan-Flagler Business School (April, 2009)

From Organizational Dress to Professional Identity: A Research Overview and Sample. Boston College, Carroll School of Management, CSOM Seminar Series (April, 2009).

"Work Meaning and Occupations: A Multi-Method, Multi-Case Examination." Harvard Business School. (March, 2009)

"Who Am I?," "Why Am I Here?" and "So What?": Why Callings and Work Meanings Matter. University of Western Ontario, Richard Ivey School of Business (March, 2009)

2008   *Work, Self & Other: Meaning of Work in Professions and Occupations.* Rice University, Jones School of Management (May, 2008).

Occupations, Professions, and the Meaning of Work, INSEAD (April, 2008)

Fitting Oval Pegs into Round Holes: Tensions in Evaluating & Publishing Qualitative Research in Top-Tier North American Journals, Consortium for the Advancement of Research Methods and Analysis (CARMA) (April, 2008, Virginia Commonwealth

University).

2007	*Putting Your Arms around Intractable Identity Conflicts,* Boston College, Carroll School of Business (July, 2007)
	University of Virginia, Darden Business School's Management Proseminar (April, 2007)
	University of Southern California, Marshall Business School's Distinguished Speaker Series (April, 2007)
	George Mason University, School of Management's Seminar Series (February, 2007)
2006	*Identity and Sensemaking.* University of Maryland (November, 2006)
2005	[Hightower Distinguished Lecture Series] *Identity and Work.* (April, Atlanta, Emory University).
2004	*Identity Syncretism: Making Work Meaningful through Identity Customization.* Personality, Social, and Organizational Psychology Brownbag Series. (April, Champaign, University of Illinois). Qualitativit Rse p- PlETQq0.00000912 0 612 792 reW* nQq0.00000912 0 612 792

2001	*Making Sense of Work: The Role of Identity Menus During Medical Residencies.* University of Michigan (October, Ann Arbor, Michigan)
	Qualitative Methods Workshop. University of Michigan (October, Ann Arbor, Michigan)
	Continuing Challenges for Identification Research: Multiple Identities and Distributed Groups. Erasmus University (April, Rotterdam, Netherlands)
2000	*Multiple Identities and Socialization: Lessons from a Longitudinal Study of Medical Residents.* EAESP Small Group Meeting: Social Identity Processes in Organizations. (July, Amsterdam, Netherlands)
1996	*Emotion-Driven Sensemaking and Identity Transformation Among Amway Distributors: Micro-, Meso-, and Macro-Dynamics.* Wharton's Second Annual Organizational Behavior Mini Conference (November, Philadelphia, PA.)
	Creating Commitment the AM(bivalence) WAY. Presented at Northwestern University (May, Chicago)
	Organizational Commitment the AM(bivalence) WAY. Presented at Carnegie Mellon University (April, Pittsburgh)