

Amazing Recent Accomplishments of M&O PhD Students

We have a wonderful and accomplished cohort of 15 current doctoral students in the Management and Organizations department. Our students have won many awards and fellowships, have published in A-level journals, have collaborated with each other and faculty to develop conferences, symposia and interdisciplinary forums, held leadership roles in the scholarly community, and still managed to enrich their lives with athletics, family and community activities. Below is just a sampling of some of their academic accomplishments in the last *two* years.

2008- 2009 Awards, Fellowships, and Honors (in alphabetical order)

- **Clarence J. Hicks Memorial Fellowship:** Michelle Barton and Olenka Kacperczyk won this award in 2008, which is given by the M&O faculty to students for academic achievement.
- **Edward A. Bouchet Graduate Honor Society:** Flannery Stevens was recently selected to join this international honor society, which recognizes outstanding scholarly achievement and promotes diversity and excellence in doctoral education and the professoriate.
- **Gerald and Lillian Dykstra Fellowship:** Kathryn Dekas and Brent Rosso won the Dykstra Fellowship for Teaching Excellence in 2008 after teaching MO300, the introductory Management course in the Ross School's BBA program. (This award also comes with 1 year of funding). In fact, M&O students have won this award many times: Dan Gruber, Marlys Christianson, Eric Neuman, Emily Heaphy, Chris Marquis, Tim Vogus, and Klaus Weber are just a subset from recent years.
- **INFORMS Organization Science Dissertation Proposal Competition:** Marlys Christianson was a runner-up for this award in 2008, which is one of the most prestigious international awards available to doctoral students studying organizations. Proposals are judged on the basis of soundness of theory, methodological rigor, and contribution to the field of organization science.
- **Karen and Paul Van Weelden Award:** Kathryn Dekas was selected as the 2008-2009 Van Weelden Award recipient by Rackham. This award is given to one doctoral student in the field of business or engineering each year for academic excellence. Eric Neuman (former M&O student) was also given this award in 2006.
- **Robert and Janet Neary Fellowship:** Michelle Barton won this fellowship in 2008, which is awarded by the Ross School's Doctoral Studies Committee for excellent progress and academic excellence.
- **Rackham Outstanding Graduate Student Instructor:** Brent Rosso was selected as one of Rackham's outstanding GSIs for 2008-2009! These awards are designed to honor Graduate Student Instructors (GSIs) who have demonstrated: exceptional ability and creativity as teachers; continuous growth as teachers; service as outstanding mentors and advisors to their students and colleagues; growth as scholars in the course of their graduate programs.
- **Rackham Pre-Doctoral Fellowship:** Michelle Barton won a 2009-2010 Rackham Pre-Doctoral Fellowship award. This award is the most prestigious our university offers and it has frequently been won by M&O students. (It also comes with 1 year of funding.) In recent years, Marlys Christianson, Eric Neuman, Ruth Blatt, Scott Sonenshein, Chris Marquis, Tim Vogus, and Klaus Weber also won Rackham Pre-Docs.

- **Ross School of Business Teaching Excellence Award, BBA Program:** We were very proud to have two of our PhD students (Michelle Barton and Dan Gruber) nominated for this award by the members of the Ross School's BBA class of 2007 (there are only 4 nominees across the entire business school faculty). Dan Gruber was selected as the overall winner!
- **Thomas William Leabo Memorial Award:** Several current students (Kathryn Dekas, Olenka Kacperczyk, Marlys Christianson) have won this award, which is given by the Ross School to a doctoral student in his/her third year for academic achievement.

Publications (2008-Present)

Barton, M. & Sutcliffe, K. Overcoming dysfunctional momentum: Organizational safety as a social achievement. Forthcoming in *Human Relations*.

Christianson, Marlys K., Farkas, Maria T., Sutcliffe, Kathleen M., & Weick, Karl E. (2008) Rare Events as Catalysts for Learning: The Case of the Baltimore & Ohio Railroad Museum. Forthcoming in *Organization Science*.

Grant, A.M., Christianson, M.K., & Price, R.H. (2007) Happiness, health, or relationships? Managerial practices and employee well-being tradeoffs. *Academy of Management Perspectives*, 21:51-63. **Finalist for AMP's 2008 Best Paper Award

Davis, G. F. & Cobb, J. A. (2009) Resource dependence theory: past and future. Forthcoming in *Research in the Sociology of Organizations*.

DeRue, D. S., & Wellman, N. (in press) Developing leaders via experience: The role of developmental challenge, learning orientation, and feedback availability. *Journal of Applied Psychology*.

Grant, A. M., Dutton, J. E., & Rosso, B. (2008). Giving commitment: Employee support programs and the prosocial sensemaking process. *Academy of Management Journal*.

Kacperczyk, A. With Greater Power Comes Greater Responsibility? Takeover Protection and Corporate Attention to Stakeholder. Forthcoming in *Strategic Management Journal*.

Lam, C. F., & Gurland, S. T. (2008). Self-determined Work Motivation Predicts Job Outcomes, but What Predicts Self-determined Work Motivation? *Journal of Research in Personality*, 42: 1109-1115.

Stevens, F. G., Plaut, V. C., Sanchez-Burks, J. (2008). Unlocking the benefits of diversity: All-inclusive multiculturalism and positive organizational change. *Journal of Applied Behavioral Science*, 44, 116-133.

Papers under Review (2008-Present)

DeRue, D. S., Nahrgang, J. D., Wellman, N., & Humphrey, S. E. (Manuscript under review). Trait and behavioral theories of leadership: A meta-analytic test of their relative validity.

Dutton, J., Roberts, L. & Bednar, J. Positive Work-Related Identities and Why They Matter: A Prism for Understanding. (First revision, *Academy of Management Review*)

Kacperczyk, A., Sanchez-Burks, J., Baker, W.E. (Manuscript under review) Social Isolation in the Workplace: A Cross-Cultural and Longitudinal Analysis.

Owen-Smith, J., Buhr, H., & Cotton, N.C. (Manuscript under review) What is a Network Effect? Mechanisms and Context in Structural Influences on IPO Decision-Making.

Book Chapters (2008-Present)

Ashford, S.J., Sutcliffe, K.M., & Christianson, M.K. Leadership, voice, and silence. Forthcoming in Greenberg, J., Edwards, M.S., & C. T. Brinsfeld (Eds.), *Voice and Silence in Organizations*.

Christianson, M. K., & Sutcliffe, K. M. Sensemaking, high reliability organizing, and resilience. Forthcoming in P. Croskerry, K. Crosby, S. Schenkel, & R. L. Wears (Eds.), *Patient Safety in Emergency Medicine*.

DeRue, D.S., Ashford, S.J., & Cotton, N.C. Assuming the Mantle: Unlocking the Process by which Individuals Internalize a Leader Identity. Forthcoming in Dutton, J.E. & Roberts, L.M. (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*.

DeRue, D.S. & Rosso, B. (forthcoming). Toward a theory of efficient creativity in teams. In M.A. Neale, E.A. Mannix, & J.A. Goncalo (Eds.), *Research on Managing Groups and Teams*.

Dutton, J., Roberts, L., & Bednar J. Positive Identities and Organizations: An Introduction and Invitation. Forthcoming in Dutton, J.E. & Roberts, L.M. (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*.

Roberts, L., Dutton, J., & Bednar, J. "Forging Ahead: Positive Identities and Organizations as a Research Frontier," forthcoming in *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation* (eds. Roberts, L. and Dutton, J.)

Spreitzer, G. M., Lam, C. F., & Fritz, C. (forthcoming). Engagement and human thriving: Complementary perspective on energy and connections to work. In Bakker, and Leiter's *Work Engagement: Recent developments in theory and research*. Routledge.

Wrzesniewski, A., Dekas, K., & Rosso, B. "Calling," 115-118. *The encyclopedia of Positive Psychology* (ed. Lopez), Wiley-Blackwell (Malden, MA), 2009.

2008 Academy of Management Conference

Like every year, M&O students had a great number of symposia and papers accepted to the 2008 National Academy of Management conference in Anaheim, CA.

- Michelle Barton and Marlys Christianson co-organized a Professional Development Workshop entitled “Studying complex interdependent work: A methodological toolkit”
- Michelle Barton presented a paper, entitled “Dysfunctional momentum,” with Kathleen Sutcliffe.
- Adam Cobb and Flannery Stevens presented “Individual thriving: Measurement, validation, and implications for organizations” as part of the symposium, “Toward Theory Refinement: Advancement of Positive Organizational Scholarship Through Measure Development.”
- Jeff Bednar presented a paper, entitled “The Effects of Ideological Work Beliefs on Organizational Influence: Shaping Social Networks through the Psychological Contract” with J. Thompson, J. Bingham, J. Oldroyd, & S. Bunderson.
- Jeff Bednar co-organized a symposium with Jane Dutton, entitled “Looking Through the Lens of Positive Identity.”
- Jeff Bednar presented “A Prism for Understanding the Generative Possibilities of Positive Identity,” as part of his symposium (with Jane Dutton), “Looking Through the Lens of Positive Identity.”
- Kathryn Dekas co-organized a showcase symposium (with Jennifer Tosti from the Stern School of Business at NYU), entitled "Reinforcing and reorienting work orientation research: Beyond jobs, careers and callings.”
- Kathryn Dekas presented a symposium paper, "Work Orientation: A Theoretical Review and Elaboration," as part of her showcase symposium with Jennifer Tosti, entitled “Reinforcing and reorienting work orientation research: Beyond jobs, careers and callings.”
- Dan Gruber presented a symposium paper, "Dollars and Sensemaking," as part of his showcase symposium with Klaus Weber and Daniel Buenza, entitled ““Market Devices: Understanding the Underbelly of Financial Markets.”
- Dan Gruber presented a symposium paper, entitled “Bouncing Back: A case study about tennis player James Blake's resilience,” as part of Brianna Caza and Lu Wang's showcase symposium, entitled "The Quest to Resilience: Examining the Role of Emotions and Relationships."
- Dan Gruber co-organized a showcase symposium (with Klaus Weber and Daniel Beunza) entitled "Market Devices: Understanding the Underbelly of Financial Markets."
- Aleksandra Kacperczyk co-organized a symposium with Jerry Davis, entitled “When Financiers Become Entrepreneurs: Understanding Institutional Entrepreneurship in Finance.”
- Aleksandra Kacperczyk presented a symposium paper, entitled “Old Boys’ Networks and Financial Innovation: Internal and External Entrepreneurship in Mutual Funds” as part of her

symposium with Jerry Davis, entitled “When Financiers Become Entrepreneurs: Understanding Institutional Entrepreneurship in Finance.”

- Brent Rosso presented "A Relational Lens on the Meaning of Work" as part of his All-Academy symposium (with Kathryn Dekas) entitled “Changing the questions we ask: New directions in the meaning of work.”
- Brent Rosso and Kathryn Dekas co-organized an All-Academy symposium (with Amy Wrzesniewski from the Yale School of Management), entitled "Changing the questions we ask: New directions in the meaning of work."
- Flannery Stevens presented “Innovation at work: Integrating regulatory focus, support, and thriving” as part of the symposium, “Furthering the Study of Regulatory Focus Theory in Organization Studies.”
- Ned Wellman presented a paper, entitled “Leadership Development and the Lessons of Experience.”

Additional Conference Presentations during 2008

Our doctoral students were also active at other academic conferences. Citations include:

Gruber, D. & Patriotta, G. (2009). *Newsbreaking and Sensemaking*. Paper presented at the 2009 European Group of Organizational Studies (EGOS) Colloquium, Amsterdam, the Netherlands.

Lam, C. & Gurland, S. *Causality Orientations and Basic Need Satisfaction as Predictors of Self-determination*. Paper presented at the Society for Industrial and Organizational Psychology (SIOP) 2008 Annual Conference, San Francisco, CA:

Owen-Smith, J., Buhr, H., & Cotton, N.C. *Know When to Hold ‘Em: Multiple Networks, Market Sentiment, and IPO Decisions*. Paper presented at the 2008 American Sociological Association Annual Meeting, Boston, MA.

Thompson, J., Bunderson, S., Bingham, J., Oldroyd, J., & Bednar, J., *Psychological Contracts and Social Network Centrality: How Does ‘Buying Into’ Organizational Ideology Influence One’s Social Status?*, accepted for the 2008 International Association for Business and Society Conference in Tampere, Finland.

Stevens, F. G. (2009). *Privileging one while excluding another: Organizational initiatives and the case for diversity*. 15th Annual Multicultural Conference, Towson University, Towson, MD.

Wellman, N. *Corporate Social Responsibility and the nature of managerial work*. Poster presentation at the Society for Industrial and Organizational Psychology (SIOP) 2009 Annual Conference, New Orleans, LA.

Wellman, N. *Trait and Behavioral Theories of Leadership: A Meta-Analytic Test of Their Relative Validity*. Poster presentation at the Society for Industrial and Organizational Psychology (SIOP) 2009 Annual Conference, New Orleans, LA

Service to the Academic Community (2008-Present)

Many of our students have held recent leadership roles in the academic community, both at Michigan and more broadly.

- Michelle Barton, Student representative, M&O Department Faculty Recruiting Committee, 2007-2008.
- Natalie Cotton, Student representative-at-large, PhD Forum, Ross School of Business, 2007-2008
- Marlys Christianson, Student representative-at-large, Health Care Management (HCM) Division, Academy of Management, 2006-2009.
- Kathryn Dekas, Student representative-at-large, PhD Forum, Ross School of Business, 2007-2008
- Kathryn Dekas, Co-organizer, Management & Organizations Department Brownbag Seminars, 2009.
- Dan Gruber, Co-Organizer, Sensemaking Interdisciplinary Forum, Ross School of Business, 2006-Present.
- Dan Gruber, Co-organizer, Management & Organizations Department Brownbag Seminars, 2008.
- Dan Gruber, Student representative-at-large, Managerial and Organizational Cognition (MOC) Division, Academy of Management, 2007-2009.
- Chak Fu Lam, Social Chair, PhD Forum, Ross School of Business, 2008-2009.
- Brent Rosso, Student representative, M&O Department Faculty Recruiting Committee, 2008-2009.
- Flannery Stevens, Vice President of the PhD Project Management Doctoral Students Association (MDSA), 2007-2009