



## Christopher G Myers, PhD

Assistant Professor of Management & Organization  
Johns Hopkins Carey Business School

### Education

#### **University of Michigan, Stephen M. Ross School of Business**

PhD in Business Administration (Management & Organizations), 2015

#### **University of North Carolina at Chapel Hill, Kenan-Flagler Business School**

BS in Business Administration with a Second Major in Asian Studies; Awarded with Highest Distinction and Highest Honors, 2010

#### **National University of Singapore**

Visiting Undergraduate Program (Singapore, Malaysia, Thailand), 2007

### Academic Positions

#### **Johns Hopkins University (Baltimore, MD)**

Assistant Professor, Management & Organization  
Carey Business School, 2016 –

Academic Director of Executive Education  
Carey Business School, August 2018 –

Core Faculty, Armstrong Institute for Patient Safety and Quality  
School of Medicine, 2016 –

#### **Harvard University (Cambridge, MA)**

Assistant Professor of Business Administration, Organizational Behavior Unit  
Harvard Business School, 2015 – 2016

#### **University of Michigan (Ann Arbor, MI)**

Doctoral Research Fellow, Center for Positive Organizations  
Stephen M. Ross School of Business, 2013 – 2015

Instructor & Graduate Research Assistant, Management & Organizations  
Stephen M. Ross School of Business, 2010 – 2015

#### **Civil Service College (Singapore)**

Research Associate, International Research Programme  
Centre for Leadership Development (now Institute of Leadership and Organisation Development), 2011 – 2012

### **Additional Faculty Affiliations**

Science of Learning Institute (Johns Hopkins University), 2016 –  
 Business in Government Initiative (Johns Hopkins Carey Business School), 2017 –  
 Center for Positive Organizations (University of Michigan Ross School of Business), 2016 –

## **Awards & Honors**

### **Academic & Career Awards**

Alumni Graduation Speaker (UM Ross School of Business PhD Celebration), 2018  
 Dean's Award for Faculty Excellence (Johns Hopkins Carey Business School), 2017  
 Visiting Education Overseas Expert (National Healthcare Group, Singapore), 2017  
 Spivey/Hall Family Fellow (UM Ross School of Business), 2014 – 2015  
 Hampton Shuping Prize (Chancellor's Award, University of North Carolina), 2010  
 Excellence in Organizational Management (UNC Kenan-Flagler Business School), 2010  
 Carolina Research Scholar (University of North Carolina), 2009  
 William Richardson Davie Scholar (University of North Carolina), 2006 – 2010

### **Research & Publication Awards**

Best Dissertation-based Paper Award (Academy of Management MOC Division), 2016  
 Likert Dissertation Award (University of Michigan ICOS), 2016  
 ProQuest Distinguished Dissertation Award Nominee (University of Michigan), 2015  
 Rackham Pre-Doctoral Fellowship Nominee (University of Michigan), 2014  
 Best Paper Award (Israel Organizational Behavior Conference), 2011  
 Making Connections Award (Academy of Management OB Division), 2011  
 Honors Excellence (Most outstanding honors thesis, UNC Kenan-Flagler), 2010

### **Teaching & Service Awards**

Outstanding Reviewer Award (Academy of Management MOC Division), 2015  
 Outstanding Reviewer Award (Academy of Management MOC Division), 2014  
 Dykstra Fellow for Teaching Excellence (UM Ross School of Business), 2013 – 2014  
 Outstanding Reviewer Award (Academy of Management OB Division), 2013  
 Leabo Memorial Award for Commitment to Teaching (UM Ross School of Business), 2012 – 2013

### **Honor Societies**

Phi Beta Kappa Society (Alpha of North Carolina Chapter)  
 Beta Gamma Sigma Business Honor Society (Alpha of North Carolina Chapter)

## Research Interests

### Topics

Individual Learning & Development  
 Vicarious Learning in Organizations  
 Leadership Development  
 Relational Dynamics & Interactions

### Domains

Health Care Teams & Organizations  
 Knowledge-intensive Work  
 Aviation & Aerospace Industries  
 Global Work Environments

## Publications

### Academic Journal Articles & Chapters in Edited Volumes

Myers, C.G. (Published online ahead-of-print). Coactive vicarious learning: Towards a relational theory of vicarious learning in organizations. *Academy of Management Review*. <https://doi.org/10.5465/amr.2016.0202>

Myers, C.G., Kudsi, O.Y., & Ghaferi, A.A. (2018). Social media as a platform for surgical learning: Use and engagement patterns among robotic surgeons. *Annals of Surgery*, 267(2), 233 – 235. <https://doi.org/10.1097/SLA.0000000000002479>

\*Lu-Myers, Y., & \*Myers, C.G. (2018). Incorporating interpersonal skills into otolaryngology resident selection and training. *Otolaryngology – Head and Neck Surgery*, 158(1), 21 – 23. <https://doi.org/10.1177/0194599817731754>

\*Authors contributed equally

Myers, C.G., & Pronovost, P.J. (2017). Making management skills a core component of medical education. *Academic Medicine*, 92(5), 582 – 584. <https://doi.org/10.1097/ACM.0000000000001627>

Response: Myers, C.G., & Pronovost, P.J. (2018). In reply to Khoo and Teo. *Academic Medicine*, 93(4), 517. <https://doi.org/10.1097/ACM.0000000000002124>

Myers, C.G. & DeRue, D.S. (2017). Agency in vicarious learning at work. In J.E. Ellingson & R.A. Noe (Eds.), *Autonomous Learning in the Workplace*, SIOP Organizational Frontiers Series (pp. 15 – 37). New York, NY: Routledge.

Myers, C.G. (2016). Where in the world are the workers? Cultural underrepresentation in I-O research. *Industrial and Organizational Psychology*, 9(1), 144 – 152. <https://doi.org/10.1017/iop.2015.127>

Kopelman, S., Hardin, A.E., Myers, C.G., & Tost, L.P. (2016). Cooperation in multicultural negotiations: How the cultures of people with low and high power interact. *Journal of Applied Psychology*, 101(5), 721 – 730. <https://doi.org/10.1037/apl0000065>

Marchiondo, L.A., Myers, C.G., & Kopelman, S. (2015). The relational nature of leadership identity construction: How and when it influences perceived leadership and decision-making. *The Leadership Quarterly*, 26(5), 892 – 908. <https://doi.org/10.1016/j.leaqua.2015.06.006>

DeRue, D.S. & Myers, C.G. (2014). Leadership development: A review and agenda for future research. In D.V. Day (Ed.), *The Oxford Handbook of Leadership and Organizations* (pp. 832 – 855). New York, NY: Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780199755615.013.040>

DeRue, D.S., Ashford, S.J., & Myers, C.G. (2012). Learning agility: In search of conceptual clarity and theoretical grounding. *Industrial and Organizational Psychology*, 5(3), 258 – 279. <https://doi.org/10.1111/j.1754-9434.2012.01444.x>

Response: DeRue, D.S., Ashford, S.J., & Myers, C.G. (2012). Learning agility: Many questions, a few answers, and a path forward. *Industrial and Organizational Psychology*, 5(3), 316 – 322. <https://doi.org/10.1111/j.1754-9434.2012.01465.x>

Chen, P., Myers, C.G., Kopelman, S., & Garcia, S.M. (2012). The hierarchical face: Higher rankings lead to less cooperative looks. *Journal of Applied Psychology*, 97(2), 479 – 486. <https://doi.org/10.1037/a0026308>

### Practice-focused Articles & Reports

Myers, C.G., Kudsi, O.Y., & Ghaferi, A.A. (2017, October). Surgeons are using social media to share and learn new skills. *Harvard Business Review*, Digital article. <https://hbr.org/2017/10/surgeons-are-using-social-media-to-share-and-learn-new-skills>

Headline article on HBR.org homepage

Translated: 克里斯托弗·迈尔斯 [Myers], 优素福·库德斯 [Kudsi], 阿米尔·加佛理等 [Ghaferi]. (2017, December). 外科医生利用社交媒体学习新技能. *Harvard Business Review China*. <http://www.hbrchina.org/2017-12-08/5715.html>

Translated: كريستوفر مايرز [Myers], يوسف قدسي [Kudsi], أمير غافيري [Ghaferi]. (2017, December). الجراحون يستفيدون من وسائل التواصل الاجتماعي لمشاركة وتعلم مهارات جديدة. *Harvard Business Review Arabia*. <https://hbrarabic.com/وسائل-التواصل-الاجتماعي-والجراحون/>

Kim, S.H., Myers, C.G., & Allen, L. (2017, August). Health care providers can use design thinking to improve patient experiences. *Harvard Business Review*, Digital article. <https://hbr.org/2017/08/health-care-providers-can-use-design-thinking-to-improve-patient-experiences/>

Headline article on HBR.org homepage

Frimpong, J.A., Myers, C.G., Sutcliffe, K.M., & Lu-Myers, Y. (2017, June). When health care providers look at problems from multiple perspectives, patients benefit. *Harvard Business Review*, Digital article. <https://hbr.org/2017/06/when-health-care-providers-look-at-problems-from-multiple-perspectives-patients-benefit/>

Pronovost, P.J., & Myers, C.G. (2017, June). How prepared are you to lead? *AM Rounds*, Blog post. <http://academicmedicineblog.org/how-prepared-are-you-to-lead/>

Myers, C.G. (2016, November). Try asking the person at the next desk. *Carey Business*, Fall 2016, 6 – 7.

- Ghaferi, A.A., Myers, C.G., Sutcliffe, K.M., & Pronovost, P.J. (2016, August). The next wave of hospital innovation to make patients safer. *Harvard Business Review*, Digital article. <https://hbr.org/2016/08/the-next-wave-of-hospital-innovation-to-make-patients-safer/>
- Translated: Ghaferi, A.A., Myers, C.G., Sutcliffe, K.M., & Pronovost, P.J. (2016, September). A nova onda de inovações hospitalares para aumentar a segurança dos pacientes. *Harvard Business Review Brasil*. <http://hbrbr.uol.com.br/a-nova-onda-de-inovacoes-hospitalares-para-aumentar-a-seguranca-dos-pacientes/>
- Kim, S., Karlesky, M.J., Myers, C.G., & Schifeling, T. (2016, June). Why companies are becoming B Corporations. *Harvard Business Review*, Digital article. <https://hbr.org/2016/06/why-companies-are-becoming-b-corporations/>
- Myers, C.G. (2015, November). Is your company encouraging employees to share what they know? *Harvard Business Review*, Digital article. <https://hbr.org/2015/11/is-your-company-encouraging-employees-to-share-what-they-know/>
- Headline article on HBR.org homepage
- Re-printed: Myers, C.G. (2016). Vicarious learning: Employees sharing what they know. *We Seek: Learning From & With Each Other, Issue Zero*, 18 – 21.
- Summarized (Management Tip): Rousmaniere, D. (2016, January). Help your employees learn from each other. *Harvard Business Review*. <https://hbr.org/tip/2016/01/help-your-employees-learn-from-each-other>
- Translated and Summarized (Management Tip): 張茂芸. (2016, February). 鼓勵員工分享知識. *Harvard Business Review Taiwan*. [https://www.hbrtaiwan.com/article\\_content\\_AR0006304.html](https://www.hbrtaiwan.com/article_content_AR0006304.html)
- Myers, C.G. (2015, April). How riding in a helicopter taught me to make a positive difference through research. *Michigan Ross Student Voices*, Blog post. <https://michiganross.umich.edu/student-voices-blog/2015/04/24/how-riding-helicopter-taught-me-make-positive-difference-through/>
- Myers, C.G. (2014, October). Finding the positives in your failures. *Inc.*, Digital article. <http://www.inc.com/christopher-myers/finding-the-positives-in-your-failures.html>
- Myers, C.G. (2014, March). What's positive about failure? *Center for Positive Organizations*, Blog post. <http://positiveorgs.bus.umich.edu/blog/whats-positive-about-failure/>
- Myers, C.G. (2014, February). Planes, pizza, and positive deviance. *Center for Positive Organizations*, Blog post. <http://positiveorgs.bus.umich.edu/blog/planes-pizza-and-positive-deviance/>
- DeRue, D.S. & Myers, C.G. (2013). *Developmental readiness and mindful engagement in the Singapore Public Service*. Research report prepared for the Civil Service College, Singapore.
- Myers, C.G. & DeRue, D.S. (2012). *Conceptions of leadership and development in the Singapore Public Service: A qualitative exploration of developmental readiness*. Research report prepared for the Civil Service College, Singapore.

## Teaching Cases & Course Materials

- Myers, C.G., Sutcliffe, K.M., & Lu-Myers, Y. (2017, February). *Dr. Jamie Thompson: Diagnosing an organizational issue*. WDI Case No. 1-430-501. Ann Arbor, MI: WDI Publishing.
- Myers, C.G., Sutcliffe, K.M., & Lu-Myers, Y. (2017, February). *Dr. Jamie Thompson: Diagnosing an organizational issue – Teaching note*. WDI Teaching Note No. 1-430-501. Ann Arbor, MI: WDI Publishing.
- Leonard, D.A., & Myers, C.G. (2016, September; Revised 2017, July). *Transferring knowledge between projects at NASA JPL (A)*. HBS Case No. 917-404. Boston, MA: Harvard Business School Publishing.
- Leonard, D.A., & Myers, C.G. (2016, September; Revised 2017, July). *Transferring knowledge between projects at NASA JPL (B)*. HBS Supplement No. 917-405. Boston, MA: Harvard Business School Publishing.
- Leonard, D.A., & Myers, C.G. (2016, September; Revised 2017, July). *Transferring knowledge between projects at NASA JPL (A) and (B)*. HBS Teaching Note No. 917-406. Boston, MA: Harvard Business School Publishing.

## Selected Manuscripts Under Review & Working Papers

- Myers, C.G. (Revise-and-resubmit, *Administrative Science Quarterly*). Title removed for blind review. Topic: Vicarious learning in teams.
- \*Quinn, R.W., \*Myers, C.G., Kopelman, S., & Simmons, S. (Revise-and-resubmit, *Academy of Management Journal*). Title removed for blind review. Topic: Learning from others' success and failure.
- | \*Authors contributed equally
- Spreitzer, G.S., \*Kopelman, S., \*Mayer, D.M., & \*Myers, C.G.. (Revise-and-resubmit, *Academy of Management Perspectives*). Title removed for blind review. Topic: Positive organizing.
- | \*Authors contributed equally
- Myers, C.G. (Working manuscript). Topic: Vicarious learning in teams.
- Myers, C.G., Sateia, H.F., & Desai, S.V. (Working manuscript). Topic: Team learning and burnout among medicine residents.
- Myers, C.G., Lu-Myers, Y., & Ghaferi, A.A. (Working manuscript). Topic: Improving surgical culture.

## Presentations

### Conference Papers & Presentations

- Quinn, R.W., Myers, C.G., & Kopelman, S. (2017, August). The impossibility threshold: Perceiving and learning from others' extreme success. Symposium presentation at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.



- Myers, C.G. (2017, August). Moments and mechanisms of learning in health care organizations. Panel symposium presentation at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.
- Quinn, R.W., Myers, C.G., Kopelman, S., & Simmons, S. (2017, May). The impossibility threshold: Perceiving and learning from others' success. Paper presentation at the 2017 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- Kudsi, O.Y., Myers, C.G., & Ghaferi, A.A. (2017, March). Facebook as a platform for coactive vicarious learning; Robotic Surgery Collaboration (RSC) experience. Poster presentation at the Society for American Gastrointestinal and Endoscopic Surgeons (SAGES) Annual Meeting, Houston, TX.
- Myers, C.G. (2016, August). Antecedents and performance benefits of reciprocal vicarious learning in teams. Paper presentation at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Received the 2016 MOC Division Best Dissertation-based Paper Award  
Included (in abridged form) as a Best Paper in the Academy of Management Proceedings
- Myers, C.G. (2016, May). The stories we tell: Vicarious learning in emergency medical care. Invited presentation at the 1<sup>st</sup> Rice University Jones Graduate School of Business Symposium on Management Research in Health Care, Houston, TX.
- Kopelman, S., Myers, C.G., Hardin, A.E., & Tost, L.P. (2015, June). Cooperation in multi-cultural resource negotiations: The influence of high power others' culture on low power group members. Paper presentation at the 28<sup>th</sup> Annual International Association for Conflict Management Conference, Clearwater Beach, FL.
- Myers, C.G., Penini, G., Kopelman, S., & Carmeli, A. (2015, June). A positive interpersonal view of motivation to learn: Auditor style, prior experience, and learning from audits. Paper presentation at the 7<sup>th</sup> Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL.
- Myers, C.G. (2014, August). The stories we tell: Vicarious learning in air medical transport teams. Symposium presentation at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- DeRue, D.S. & Myers, C.G. (2014, August). Telling the story of learning as it happens: The impact of self-narratives on leadership development. Symposium presentation at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- Staats, B.R. & Myers, C.G. (2014, August). My bad: Effects of internal attribution on learning from failure. Symposium presentation at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- Myers, C.G. & DeRue, D.S. (2013, August). Learning for me or for you: How motives impact learning and transfer for innovation. Symposium presentation at the 73<sup>rd</sup> Annual Meeting

*of the Academy of Management, Lake Buena Vista, FL.*

Myers, C.G. (2013, August). Tell me who you want me to be: The role of collective endorsements in leader identity development. Paper presentation at the *73<sup>rd</sup> Annual Meeting of the Academy of Management, Lake Buena Vista, FL.*

| Included (in abridged form) as a *Best Paper* in the *Academy of Management Proceedings*

Myers, C.G. & Kopelman, S. (2013, July). Building cross-cultural bridges or burning them? The moderating influence of high-power others' culture in social dilemmas. Paper presentation at the *15<sup>th</sup> International Conference on Social Dilemmas, Zurich, Switzerland.*

Myers, C.G. (2013, June). Toward a relational model of vicarious learning in organizations. Workshop paper at the *2013 May Meaning Meeting, Ann Arbor, MI.*

Myers, C.G. & DeRue, D.S. (2013, April). Learning motives and their implications for development and performance. Symposium presentation at the *28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.*

Myers, C.G. (2013, February). So that others may learn: Three views on vicarious learning in organizations. Poster presentation at the *10<sup>th</sup> Biannual ICOS Likert Dissertation Poster Session, Ann Arbor, MI.*

Myers, C.G. & Kopelman, S. (2012, August). Cooperation between cultures in the commons: Implications for cross-cultural interactions. Cross-divisional paper presentation at the *72<sup>nd</sup> Annual Meeting of the Academy of Management, Boston, MA.*

Myers, C.G. & Kopelman, S. (2011, December). Building bridges or burning them? How cultural differences and power dynamics impact relationships and cooperative outcomes in a social dilemma. Paper presentation at the *Israel Organizational Behavior Conference, Tel Aviv, Israel.*

| Received the 2011 IOBC *Best Paper Award*

Chen, P., Myers, C.G., Kopelman, S., & Garcia, S. (2011, November). Higher rankings lead to less cooperative looks. Poster presentation at the *Society for Judgment & Decision Making 32<sup>nd</sup> Annual Conference, Seattle, WA.*

DeRue, D. S. & Myers, C.G. (2011, August). What is your motivation for learning? Cultural differences and the impact on leader development. Symposium presentation at the *71<sup>st</sup> Annual Meeting of the Academy of Management, San Antonio, TX.*

Myers, C.G. (2009, November). Failing to learn: The effects of experiential learning on knowledge transfer in management education. Paper presentation at the *State of North Carolina Undergraduate Research and Creativity Symposium, Wilmington, NC.*

### **Chaired Conference Symposia & Workshops**

Kundro, T., Myers, C.G., & Nurmohamed, S. (2017, August). Inconceivable: Recasting barriers as opportunities for individuals and firms. Symposium at the *77<sup>th</sup> Annual Meeting of the*



*Academy of Management, Atlanta, GA.*

Devine, B., Myers, C.G., Bednar, J., Fan, Y., Janardhanan, N., & Park, K. (2016, August). Reviewing in the rough: A PDW for doctoral students and junior faculty members. Professional Development Workshop at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.

Myers, C.G., Bednar, J., & Cruz, K.S. (2015, August). Reviewing in the rough: A PDW for doctoral students and junior faculty members. Professional Development Workshop at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, Canada.

Barton, M.A., Stephens, J.P. & Myers, C.G. (2015, August). The cognition in the rough workshop. Professional Development Workshop at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, Canada.

Myers, C.G. (2014, August). Narrative approaches to learning and development in organizations. Symposium at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.

Selected for the *All Academy Theme Program*

MOC Division *Showcase Symposium*

Bednar, J., Cruz, K.S., Lepisto, D.A., & Myers, C.G. (2014, August). Reviewing in the rough: A PDW for doctoral students and junior faculty members. Professional Development Workshop at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.

Barton, M.A., Christianson, M.K. & Myers, C.G. (2014, August). Cognition in the rough workshop. Professional Development Workshop at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.

Myers, C.G. & DeRue, D.S. (2011, August). New directions in global leadership development. Symposium at the 71<sup>st</sup> Annual Meeting of the Academy of Management, San Antonio, TX.

Received the 2011 OB Division *Making Connections Award*

OB Division *Showcase Symposium*

DeRue, D.S. & Myers, C.G. (2011, August). Understanding scholarly impact: What is a scholarly home run, and how do I hit one? Professional Development Workshop at the 71<sup>st</sup> Annual Meeting of the Academy of Management, San Antonio, TX.

### **Invited Scholarly Presentations & Panels**

American Society of Histocompatibility & Immunogenetics, National Meeting, October 2018

Department of Defense & Defense Information Systems Agency, Global Knowledge Integration Symposium, May 2018

University of Michigan Institute for Healthcare Policy and Innovation, April 2018

Johns Hopkins Medicine GYN/OB Reproductive Scientist (GORS) Career Development Seminar, November 2017

National Healthcare Group Singapore, July 2017  
 Johns Hopkins Medicine Combined Multidisciplinary Grand Rounds, September 2016  
 NASA Growing Emerging Leaders Workshop, April 2016  
 Suffolk University Sawyer Business School, March 2016  
 University of Michigan ICOS, February 2016  
 University of Michigan Center for Positive Organizations, February 2015  
 Washington University in St. Louis Olin Business School, December 2014  
 Harvard Business School Organizational Behavior Unit, November 2014  
 New York University Stern School of Business, November 2014  
 University of Texas at Austin McCombs School of Business, November 2014  
 Cornell University School of Industrial and Labor Relations, October 2014  
 Johns Hopkins University Carey Business School, October 2014  
 University of Washington Foster School of Business, October 2014  
 Georgia Institute of Technology Scheller College of Business, October 2014  
 Northeastern University D'Amore-McKim School of Business, October 2014  
 University of Michigan Center for Positive Organizations, June 2014  
 University of Michigan Center for Positive Organizations, January 2014  
 Singapore Civil Service College & Public Service Division, July 2012

## Teaching

### **Johns Hopkins University, Carey Business School**

*Management and Organizational Behavior* (MBA required course), 2017 –  
*Leadership Development Expedition* (MBA elective course/expedition), 2017 –  
*Leading High Reliability Health Care Organizations* (MS in HCM elective course), 2017 – 2018  
*Effective Teams and Sensemaking* (MBA elective course), 2017

### **Harvard Business School**

*Leadership and Organizational Behavior* (MBA required course), 2015

### **University of Michigan, Stephen M. Ross School of Business**

*Behavioral Theory in Management* (BBA required course), 2012

### **Executive Education Courses & Certificate Programs**

*Executive Certificate in Health Care Leadership and Management*, Johns Hopkins Carey Business School (5-day Executive Certificate program), 2017 –  
*High Reliability Leadership*, Johns Hopkins Carey Business School (2-day course), 2017  
*Effective Selection and Hiring Strategies*, Johns Hopkins Carey Business School (1-day course), 2016 – 2017

## Custom Executive Education Seminars & Workshops

*Effective Teams and Leadership for a Healthcare Organization*, National Healthcare Group Singapore, (multiple workshops delivered as part of Education Overseas Experts Programme), July 2017

*Strengthening Culture at JHH: Inquiry vs. Advocacy*, Johns Hopkins Medicine Multidisciplinary Grand Rounds, March 2017

*Becoming an Architect of Effective Decision-Making*, Livingston County (MI) Government, December 2016

*Managing Knowledge in the Next Generation of CCT*, Association of Critical Care Transport Leadership Development Series, October 2016

*Teams and Decision-Making*, JHU Office of Donor & Volunteer Engagement, July 2016

*Decision-Making and Vicarious Learning*, University of Michigan Health System Survival Flight, June 2016

*Selecting and Hiring Effectively*, Medical Transport Leadership Institute, May 2015

*Unlocking Motivation at Work*, Medical Transport Leadership Institute, May 2014

*Becoming an Architect of Effective Decision-making*, Medical Transport Leadership Institute, May 2013

## Grants & External Funding

### Principal Investigator

*Reciprocity in team learning networks: Antecedents and performance benefits of reciprocal vicarious learning* (\$3,000). University of Michigan, Rackham Graduate School, 2014.

*Organizing for vicarious learning* (\$4,000). University of Michigan, Stephen M. Ross School of Business, 2014.

*Graduate student research grant* (\$1,500). University of Michigan, Rackham Graduate School, 2012.

### Co-Investigator

*Unpacking leader identity construction in teams* (\$3,000). University of Michigan, Interdisciplinary Committee on Organizational Studies, 2012. Co-Principal Investigator with Susan J. Ashford.

## University Service & Advising

### Dissertation Committees

Alden Lai, PhD in Health Policy & Management (expected 2019), Johns Hopkins University Bloomberg School of Public Health

### Johns Hopkins University, Carey Business School

Faculty Co-Chair, *Executive Certificate in Health Care Leadership & Management*, 2017 –

GMBA Program Implementation Committee, 2017 –

Course Lead, *Management & Organizational Behavior*, 2017 –

Course Lead, *Leadership Development Expedition*, 2017 –

Course Lead, *Effective Teaming*, 2016 –  
 Panel Moderator, Carey HBA Business in Healthcare Conference, 2018  
 Course Lead, *Leading High Reliability Health Care Organizations*, 2017 – 2018  
 Organizing Committee, Organization Theory in Health Care Conference, 2017 – 2018  
 Invited Faculty Speaker, Online Student ‘Leadership in Organizations’ Residency, 2017  
 Facilitator (Effective Teaching Strategies), Carey New Faculty Orientation, 2017  
 Instructor (Effective Case Discussions), Flex MBA Student Orientation, 2017  
 Panelist, Global MBA Student Orientation, 2017  
 Panelist, MS Health Care Management Orientation, 2017  
 Invited Speaker, Carey Connect “Fireside Chat,” 2017

### **Harvard Business School**

Faculty Recruiting Committee, Organizational Behavior, 2015 – 2016

### **University of Michigan, Stephen M. Ross School of Business**

PhD Panelist, 7<sup>th</sup> Biennial Positive Organizational Scholarship Research Conference, 2015  
 Faculty Judge for Positive Business Award, Ross Positive Business Conference, 2014  
 Ross Leadership Initiative (RLI) Facilitator, BBA & MBA Orientation, 2012 – 2014  
 Grants Committee Chair, Ross School of Business PhD Forum, 2013 – 2014  
 Coordinator, 6<sup>th</sup> Positive Organizational Scholarship Research Conference, 2013  
 Coordinator, 10<sup>th</sup> Biannual ICOS Likert Dissertation Poster Session, 2013  
 Team Leadership Workshop Instructor, Barger Leadership Institute, 2011  
 PhD Recruiting Committee, Management & Organizations, 2010 – 2011

### **University of North Carolina, Kenan-Flagler Business School**

Member, OB Department Research Lab (Prof. Francesca Gino), 2009 – 2010  
 Summer Undergraduate Research Fellowship Advisor, 2009 – 2010  
 Member, Impact Lab Research Team (Prof. Adam M. Grant), 2008 – 2009

## **Professional Service**

### **Editorial Board Member**

*Academy of Management Learning & Education*, 2017 –

### **Ad-hoc Reviewing**

*Academy of Management Learning & Education*, 2014 – 2017  
*Administrative Science Quarterly*, 2015 –  
*Human Relations*, 2015 –  
*Journal of Occupational and Organizational Psychology*, 2017 –

*Journal of Organizational Behavior*, 2016 –  
*Organizational Behavior & Human Decision Processes*, 2014 –  
*PLOS ONE*, 2018 –  
 Academy of Management Annual Meetings, 2011 –  
 IPPA World Congress, 2016  
 Positive Organizational Scholarship Research Conference, 2016 –

### **Academy of Management**

Facilitator, MOC Division “Cognition in the Rough” PDW, 2017, 2018  
 Facilitator, MOC Division “Reviewing in the Rough” PDW, 2017, 2018  
 Facilitator, OB Division “Acing the Job Talk” PDW, 2017  
 Panelist, MOC Division “Teaching in the Rough” PDW, 2015  
 Doctoral Student Representative-at-Large (Elected Position), MOC Division, 2013 – 2015

### **Professional Association Memberships**

Academy of Management, 2010 –  
 Society for Industrial and Organizational Psychology, 2011 –

## **Selected Press & Media**

### **Traditional Print/Online Media & Popular Press Books**

*ACS Surgery News; Becker's Hospital Review; BizEd; The Boston Globe; Business Insider; Carey Business; CFO.com; Changing Business (Carey Business School); CNN; Education Dive; Fortune; Forbes; Harvard Business Review; Harvard Gazette; the HUB (Johns Hopkins University); Human Resource Executive; The Industrial & Organizational Psychologist; KMWorld; The Marker; Medical Xpress; MetroMBA; Nonsense: The Power of Not Knowing (Jamie Holmes); PM360; Training Magazine; The University Record (University of Michigan); Work Rules! Insights from Inside Google That Will Transform How You Live and Lead (Laszlo Bock)*

### **Radio, Newsletters, Podcasts, & Blogs**

*Accepted podcast; Advisory Board; AHRQ Patient Safety Network; American Data Network; Be the Change blog; Capital City Recap (WILS 1320); Carey the Torch; Center for Positive Organizations blog & video series; Community Sector Banking; ExpertKnowledge blog; FierceHealthcare; Finance Matters blog; The Future Leadership Initiative blog; Glassdoor blog; Global Learning Partners blog; HealthCanal; Healthcare Training and Education; HealthImaging; HumIntell blog; Ideas for Leaders; I/O at Work; Jhana blog; Konnect blog; NASA CKO News; National Affairs “Findings” blog; NewsUCanUse; Nordens blog; Oregon Patient Safety Commission blog; Patients Rising blog; Ross Thought in Action; Trello blog; UMHS Headlines; Unlocking People's Potential podcast; Vocoli blog*

## Other Professional Experience

### **Carolina Outdoor Education**

Lead Expedition Instructor, 2007 – 2010

- Led expedition groups on multi-day backpacking, climbing, & kayaking excursions
- Facilitated group development via adventure activities, debriefing, & reflection
- Taught new instructors and staff in Outdoor Leadership workshops
- Attained Wilderness First Responder certification (NOLS Wilderness Medicine Institute)

### **Office of Undergraduate Admissions, UNC Chapel Hill**

Tour & Visitation Coordinator, 2008 – 2009

- Managed 100 student ambassadors & oversaw tour operations (~200 visitors/day)
- Redesigned training program & materials for undergraduate student ambassadors

## Personal Interests

### **Practicing & Teaching Martial Arts (Retired)**

- Instructor/Coach, UNC Chapel Hill Tae Kwon Do Team
- Master Instructor, You Brothers Martial Arts Academy (North Carolina)
- 5<sup>th</sup> degree black belt in Tae Kwon Do (Kukkiwon)
- Black belts in Hap Ki Do and Hae Dong Shim Keum Do
- Instructor of the Year, Eagle Tae Kwon Do Federation
- Letter of Commendation, Kukkiwon (World Tae Kwon Do Headquarters)

### **Other Interests**

- Traveling, backpacking, aviation, & Carolina basketball