



## Christopher G Myers, PhD

Assistant Professor of Management and Medicine  
Academic Director of Executive Education

### 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 Appointments

#### **Johns Hopkins University**

Academic Director of Executive Education  
Carey Business School, 2018 –

Joint Faculty Appointment, Anesthesiology & Critical Care Medicine  
School of Medicine, 2018 –

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

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

#### **Harvard University**

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

#### **University of Michigan**

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

## Additional Positions & Affiliations

### Visiting Appointments

Visiting International Research Associate, Centre for Leadership Development  
Civil Service College Singapore, 2011 – 2012

### Elected Professional Positions

Representative-at-Large, Managerial & Organizational Cognition Division  
Academy of Management, 2018 –

Doctoral Student Representative-at-Large, Managerial & Organizational Cognition Division  
Academy of Management, 2013 – 2015

### Faculty Affiliations & Professional Memberships

Business in Government Initiative, Johns Hopkins Carey Business School, 2017 –

Science of Learning Institute, Johns Hopkins University, 2016 –

Center for Positive Organizations, University of Michigan Ross School of Business, 2016 –

Society for Industrial and Organizational Psychology, 2011 –

Academy of Management, 2010 –

## Awards & Honors

### Academic & Career Awards

Dean's Award for Faculty Excellence (Johns Hopkins Carey Business School), 2018

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

- Spreitzer, G.S., \*Kopelman, S., \*Mayer, D.M., & \*Myers, C.G. (Conditionally accepted). The conceptual and empirical value of a positive lens: An invitation to organizational scholars to develop novel research questions. *Academy of Management Perspectives*.
- | \*Authors contributed equally
- Myers, C.G., Lu-Myers, Y., & Ghaferi, A.A. (Provisionally accepted). Excising the “Surgeon Ego”: Progress made and paths forward for enhancing the culture of surgery. *BMJ*.
- Myers, C.G., Sateia, H.F., & Desai, S.V. (Published online ahead-of-print). Association between team learning behavior and reduced burnout among medicine residents. *Journal of General Internal Medicine*. <https://doi.org/10.1007/s11606-018-4596-2>
- Myers, C.G. (2018). Coactive vicarious learning: Toward a relational theory of vicarious learning in organizations. *Academy of Management Review* 43(4), 610–634. <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>

| Author Response to Letter: 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.

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>

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>

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>

| Author Response to Commentary: 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

Zhang, C., Myers, C.G., & Mayer, D.M. (2018, September). To cope with stress, try learning something new. *Harvard Business Review*, Digital article. <https://hbr.org/2018/09/to-cope-with-stress-try-learning-something-new>

Headline article on HBR.org homepage

Translated: Zhang, C., Mayer, D.M., & Myers, C.G. (2018). Chcesz poradzić sobie ze stresem? Naucz się czegoś nowego. *Harvard Business Review Polska*. <https://www.hbrp.pl/b/chcesz-poradzic-sobie-ze-stresem-naucz-sie-czegos-nowego/P15XquYpw>

Myers, C.G., & Sutcliffe, K.M. (2018, August). How discrimination against female doctors hurts patients. *Harvard Business Review*, Digital article. <https://hbr.org/2018/08/how-discrimination-against-female-doctors-hurts-patients>

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.



### Published Conference Proceedings

- Myers, C.G. (2016). Antecedents and performance benefits of reciprocal vicarious learning in teams. *Academy of Management Proceedings, 2016*. <https://doi.org/10.5465/ambpp.2016.55>
- Myers, C.G. (2013). Tell me who you want me to be: The role of collective endorsements in leader identity development. *Academy of Management Proceedings, 2013*. <https://doi.org/10.5465/ambpp.2013.28>

### 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.
- Myers, C.G. (Under review). Title removed for blind review. Topic: Vicarious learning networks in teams.
- \*Quinn, R.W., \*Myers, C.G., Kopelman, S., & Simmons, S. (Working manuscript). Topic: Learning from others' successful and failed experiences.
- | \*Authors contributed equally
- Nurmohamed, S., Kundro, T., & Myers, C.G. (Working manuscript). Topic: How underdog and favorite narratives shape experiences with discrimination.

## 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*  
 Published 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.
- | Published 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

University of Michigan Department of Surgery Grand Rounds, November 2018  
 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 & Programs

*Executive Certificate in Health Care Leadership and Management*, Johns Hopkins Carey Business School (5-day Executive Certificate program), 2017 –

*Foundations of Leadership & Management* (3-day course), 2018 –

*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 –

Facilitator (Effective Teaching Strategies), Carey New Faculty Orientation, 2018

Facilitator (Teaming) & Panelist, GMBA Orientation, 2018

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, GMBA 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 –

*Health Affairs*, 2018 –

*Human Relations*, 2015 –

*Journal of General Internal Medicine*, 2018 –

*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

## Selected Press & Media

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

*ACS Surgery News; Becker's Hospital Review; BizEd; The Boston Globe; Business Insider; Business Insider Australia; Carey Business; CFO.com; Changing Business (Carey Business School); CNN; The Conversation; Curiosity; Dataversity; Education Dive; Entrepreneur; 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; Never Stop Learning: Stay Relevant, Reinvent Yourself, and Thrive (Bradley R. Staats); Nonsense: The Power of Not Knowing (Jamie Holmes); PM360; Ross Thought in Action; 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; *BYU Radio* (SiriusXM 143); *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; *Psychological Science Update*; *SPSP Psychology News Roundup*; *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