CURRICULUM VITAE

Michael G. Pratt

Boston College
Carroll School of Management
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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:

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

Best Paper Award Finalist for 2019, *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 of the Academy of Management (2018)

Managerial and Organization Cognition Distinguished Scholar (2016)

Academy of Management Fellow (2014 -)

"Diamond in the Rough" 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)

O'Connor 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 (UIUC): 1995- 2007

James F. Towey Fellowship, College of Business, University of Illinois (2006-2008)

Paper named to list of 17 most interesting publications in organizational and management literature from the past 100 years. *Academy of Management Journal* Editorial Board Survey (2006)

"The Best Lecturer" Award, UIUC-University of Warsaw Executive MBA Program, University of Warsaw (2006)

Outstanding Reviewer Award, *Organizational Research Methods* (2006, 2003)

Outstanding Service to the Research Methods Division of the Academy of Management (2003)

Outstanding Reviewer Award, *Academy of Management Journal* (2001)

Best Paper Award, *Managerial and Cognition Interest Group*, Academy of Management (1999)

Department of Psychology Predoctoral Fellowship, University of Michigan (1992)

Reverend Raymond A. Roesch Award of Excellence in Psychology, University of Dayton (1988)

Presidential Scholarship, University of Dayton (1984-1988)

TEACHING & RESEARCH POSITIONS:

8/08 - present	Full Professor, Organizational Studies Department, Boston College. [Select Courses: MGMT 2127 *Leadership* (Undergraduate); MGMT 2123 *Negotiation* (Undergrad); MB702 *Management Practice II: Leadership Workshop* (MBA); MGMT8850 *Organizational Behavior* (Ph.D.); MGMT8870 *Qualitative Research Methods* (Ph.D.)].
5/09 - present	Center for the Advancement of Research Methods and Analysis (CARMA). (Course: *Ethnography*).
3/23-5/23	Visiting Scholar, Frankfurt School of Finance and Management
1/23-3/23	Visiting Scholar, Tel Aviv University
10/22-1/23	Visiting Scholar, Singapore School of Management
1/15 – 6/15	Visiting Scholar, Harvard Business School.
8/07 – 8/08	Full Professor, Department of Business Administration, University of Illinois at Urbana Champaign. (Select Courses: BADM 511 *Human Resource Management* (MBA); BADM 510, *Foundations in Organizational Behavior* (Ph.D.), BADM 590, *Qualitative Research Methods* (Ph.D.)).
08/01 – 07/07	Associate Professor, Department of Business Administration, University of Illinois at Urbana Champaign. (Select Courses: BADM 313 *Human Resource Management* (undergraduate); MBA503, *Managing People in Organizations* (MBA core); BADM 510, *Foundations in Organizational Behavior* (Ph.D.), BADM 590, *Qualitative Research Methods* (Ph.D.)).
08/94 – 07/01	Assistant Professor, Department of Business Administration, University of Illinois at Urbana Champaign. (Select Courses: BADM 321 *Individual Behavior in Organizations* (undergraduate); MBA403, *Managing People in Organizations* (MBA core); BADM 410, *Organization Science* (Ph.D.), BADM 490, *Advanced Topics in Organizational Behavior* (Ph.D.)).

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 – 2003)

JOURNAL EDITOR:

Associate Editor, *Administrative Science Quarterly,* (2013-2022)

Inaugural Qualitative Research Associate Editor*, Academy of Management Journal* (2007 - 2010)

Nontraditional Research Editor, Journal of Management Inquiry (2005 - 2009)

Guest Associate Editor, *Organizational Research Methods* (2007,

2015-2016)

EDITORIAL BOARDS:

Editorial Board (2013-2020)/ Distinguished Editorial Review Board Member (2021-) *Academy of Management Discoveries*

Editorial Board of *Oxford Research Reviews* (2012)

Editorial Board of *Corporate Reputation Review* (2005 – 2023)

Editorial Board of the *Academy of Management Journal* (1999 – 2013); Editorial Advisory Committee (2001 – 2004)

Editorial Board of the *Administrative Science Quarterly* (2003 – 2007)

Editorial Board of *Organization Research Methods* (1998 – 2007;)

Editorial Board of *Organization Science* (1999 – 2005)

AD HOC REVIEWING (EXAMPLES):

Academy of Management Review
Culture and Organization
Group Processes and Intergroup Relations
Human Relations
Journal of Applied Social Psychology
Journal of Management
Journal of Management Studies
Management Learning
Organizational Behavior and Human Decision Processes,
Organizational Psychology Review
Organizational Studies
Sloan Management Review
Social Problems
Social Psychology Quarterly
Studies in Cultures, Organizations and Societies

Academy of Management National Meetings:
Organizational and Management Theory Division &
Managerial and Organizational Cognition Division,
Research Methods Division

RECURRING CONFERENCE/ MEETING ORGANIZING

Work, Identity and Meaning Group [Founder] (2014-present)

Boston Field Research Conference Organizing Committee [Inaugural Committee] (2010-present)

May Meaning Meeting (member since 2003; co-organizer 2021,

2020, 2017, 2010, 2006)

Identity Research Meeting [Co-Founder] (2018-present)

PUBLICATIONS:

BOOKS:

Pratt, M. G., Shultz, M., Ashforth, B. & Ravasi, D. (Eds.) 2016. Oxford Handbook of Organizational Identity. Oxford, UK: Oxford University Press.

Rafaeli, A. & Pratt, M.G. (Eds.) 2006. Artifacts and Organizations: Beyond Mere Symbolism. Lawrence Erlbaum Associates.

ARTICLES:

Pratt, M.G., Hedden, L.N, Kahn, H., Sala, G & Sciarappa, S. (forthcoming). Identity in and of Organizations: Docents' Guide Through the Academy of Management Journals. Academy of Management Collections.

Sala, G. & Pratt, M.G. 2023. How Organizations Influence Interpersonal Trust Repair: The Case of a French Antiterrorist Unit. Academy of Management Journal, 66(4): 1263-1293. https://journals.aom.org/doi/abs/10.5465/amj.2020.1093

[Invited] Pratt, M.G. & Hedden, L.N. 2023. Accounts and Accountability: On Organizational Purpose, Organizational Identity, and Meaningful Work. Strategy Science, 8(2): 182-192. https://doi.org/10.1287/stsc.2023.0189

Pratt, M.G., Sonenshein, S. & Feldman, M. S. 2022. Moving Beyond Templates: A Bricolage Approach to Conducting Trustworthy Qualitative Research. Organizational Research Methods, 25(2): 211-238.

Pratt, M.G., Lepisto, D. & Dane, E. 2019. Exploring the Hidden Side of Trust: Supporting and Sustaining Leaps of Faith among Firefighters. Administrative Science Quarterly, 64(2): 398-434.

Crosina, L. & Pratt, M.G. 2019. Toward a Model of Organizational Mourning: The Case of Former Lehman Brothers Bankers. Academy of Management Journal, 62(1): 66-98.

Cardador, T. & Pratt, M.G. 2018. Becoming Who We Serve: A Model of Multi-Layered Employee-Customer Identification. Academy of Management Journal, 61(6): 2053-2080.

LeBaron. C., Jarzabkowski, P., Pratt, M.G., & Fetzer, G. 2018. An Introduction to Video Methods in Organizational Research. Organizational Research Methods, 2(2): 239-260.

Lepisto, D. A., & Pratt, M. G. 2017. Meaningful work as realization and justification Toward a dual conceptualization. Organizational Psychology Review, 7(2): 99-121.

Pratt, M.G. & Bonaccio, S. 2016. "Qualitative Research in I/O Psychology: Myths, Maps and Moving Forward." Industrial and Organizational Psychology: Perspectives on Science and Practice, 94(4): 693-715.

Hekman, D., van Knippenberg, D. & Pratt, M.G. 2016. Channeling Identification: How Perceived Regulatory Focus Moderates the Influence of Organizational and Professional Identification on Professional Employees' Diagnosis and Treatment Behaviors. Human Relations, 69(3): 753-780.

Rockmann, K. & Pratt, M.G. 2015. Contagious offsite work and the lonely office?: The Unintended Consequences of Distributed Work. Academy of Management Discoveries, 1: 150-164.

Elstak, M., van Riel, C., Bhatt, M., Pratt, M.G. & Berens, G., 2015. Organizational Identification during Change: The Role of Self-Enhancement and Uncertainty Reduction Motives, Journal of Management Studies, 51(1): 32-62

Ashforth, B., Rogers, K. & Pratt, M.G., Pradies, C. 2014. Ambivalence in Organizations: A Multilevel Approach. Organization Science, 25(5): 1453-1478.

Michaelson, C., Pratt, M.G., Grant, A. & Dunn, C. P. 2014. Meaningful Work: Connecting Business Ethics and Organizational Studies. Journal of Business Ethics, 121: 77-90.

Vough, H., Bednar, J., Cardador, T., Dane, E. & Pratt, M.G. 2013. What Clients Don't Get about my Profession: A Model of Perceived Role-Based Image Discrepancies. Academy of Management Journal, 56(4): 1050-1080.

Vadera, A., Pratt, M.G., & Mishra, P. 2013. Constructive Deviance in Organizations: Integrating and Moving Forward. Journal of Management, 39(5): 1221-1276.

Vadera, A.K. & Pratt, M.G. 2013. Love, Hate, Ambivalence, or Indifference?: A Conceptual Examination of Workplace Crime and Organizational Identification. Organization Science, 24(1): 172-188.

Dane, E., Rockmann, K. & Pratt, M.G. 2012. When Should I Trust My Gut?: Linking Domain Expertise to Intuitive Decision-Making Effectiveness. Organizational Behavior and Human Decision Processes, 119: 187-194.

Cardador, M.T., Dane, E. & Pratt, M.G. 2011. Linking Calling Orientations to Organizational Attachment via Organizational Instrumentality. Journal of Vocational Behavior, 79: 67-378.

Dane, E., Baer, M., Pratt, M.G., & Oldham, G. 2011. Rational Versus Intuitive Problem Solving: How Thinking "Off the Beaten Path" Can Stimulate Creativity. The Psychology of Aesthetics, Creativity, and the Arts, 5(1): 3-12.

Obloj, Tomasz, Obloj, Krzysztof, & Pratt, M.G. 2010. Dominant Logic and Entrepreneurial Firms' Performance in a Transition Economy. Entrepreneurship Theory and Practice, 34(1): 151- 170.

Fiol, C.M., Pratt, M.G., & O'Connor, E. 2009. Managing Intractable Identity Conflicts. Academy of Management Review, 34 (1): 32-55.

Pratt, M.G. 2008. Fitting Oval Pegs into Round Holes: Tensions in Evaluating and Publishing Qualitative Research in Top-Tier North American Journals. Organizational Research Methods, 11 (3): 481-509.

> Reprinted in E. Bell & H. Willmott (Eds.) Qualitative Research in Business and Management, Volume 4. Sage.

Rockmann, K.W., Pratt, M.G., & Northcraft, G. 2007. "Divided Loyalties:" Determinants of Identification in Inter-Organizational Teams. Small Group Research, 38(6): 727-751. *Finalist for Best Paper of the Year.*

Gunsalus, C., Bruner, E., Burbules, N., Dash, L., Finkin, M., Goldberg, J., Greenough, W., Miller, G., Pratt, M., Iriye, M. & Aronson, D. 2007. "The Illinois White Paper - Improving the System for Protecting Human Subjects: Counteracting IRB Mission Creep." Qualitative Inquiry, 13(5): 617-649.

Dane, E. & Pratt, M.G. 2007. Intuition: Its Boundaries and Role in Organizational Decision-Making. Academy of Management Review, 32(1): 33-54. *Best paper of the Year Award Winner.*

Cooper, D., Doucet, L. & Pratt, M.G. 2007. Understanding "Appropriateness" in Multinational Organizations. Journal of Organizational Behavior, 28: 303-325.

Pratt, M.G., Rockmann, K, & Kaufmann, J. 2006. Constructing Professional Identity: The Role of Work and Identity Learning Cycles in the Customization of Identity among Medical Residents. Academy of Management Journal, 49(2): 235-262.

Corley, K.G., Harquail, C.V., Pratt, M.G., Glynn, M.A., Fiol, C.M. & Hatch, M.J. 2006. Guiding Organizational Identity through Aged Adolescence. Journal of Management Inquiry 15(2): 85-99.

Brown, T., Dacin, P., Pratt, M.G., & Whetten, D. 2006. Identity, Intended Image, Construed Image, and Reputation: An Interdisciplinary Framework and Suggested Terminology. Journal of the Academy of Marketing Science, 34(2): 95-106.

Cardador, M.T. & Pratt, M.G. 2006. Identification Management and its Bases: Bridging Management and Marketing Perspectives through a Focus on Affiliation Dimensions. Journal of the Academy of Marketing Science, 34(2): 174-184.

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. Studies in Cultures, Organizations and Societies, 6(1): 35 – 69.

Barnett, C.K. & Pratt, M.G. 2000. From Threat-Rigidity to

Flexibility: Toward a Learning Model of Autogenic Crisis in Organizations. Journal of Organizational Change Management, 13(1): 74 – 88.

Pratt, M.G. & Rafaeli, A. 1997. Organizational Dress as a Symbol of Multilayered Social Identities. Academy of Management Journal, 40(4): 862 - 898.

Reprinted in Hatch, M.J. & Schultz, M. 2004. Organizational Identity: A Reader (pp. 275-312). Oxford: Oxford University Press.

Pratt, M.G. & Barnett, C.K. 1997. Emotions and Unlearning in Amway Recruiting Techniques: Promoting Change Through "Safe" Ambivalence. Management Learning, 28(1): 65 - 88.

Rafaeli, A. and Pratt, M.G. 1993. Tailored Meanings: A Look at Organizational Dress. Academy of Management Review, 18(1): 32-55.

PUBLSHED
COMMENTARIES,
EDITORIALS & DIALOGUES

Pratt, M.G., Kaplan, S. & Whittington, R. 2020. Editorial Essay: The Tumult over Transparency: Decoupling Transparency from Replication in Establishing Trustworthy Qualitative Research. Administrative Science Quarterly, 65(1): 1-19.

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:

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

PRACTITIONER-FOCUSED

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-business.com/article/Why-corporate-purpose-statements-often-miss-their-mark?gko=e6d01

Crosina, L. & Pratt, M.G. 2019. How people redirect their careers after getting laid off. HBR.org (April 10th) https://hbr.org/2019/04/how-people-redirect-their-careers-after-getting-laid-off

CONFERENCE PROCEEDINGS/ PUBLISHED ABSTRACTS

Rockmann, K. W. & Pratt, M.G. 2011. Rethinking Telecommuting and the Distributed Work Organization. Academy of Management

Proceedings

Finalist for the Best Boundary Spanning Paper for the *Managerial & Organizational Cognition Division*

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

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

Pratt, M.G., Rock, K.W., & Kaufmann, J. 2001. Making Sense of Socialization: How Multiple Social Identities Shape Members' Experiences of Work. Academy of Management Proceedings (MOC: A1-A6).

Brandon, D. & Pratt, M.G. 1999. Managing the Formation of Virtual Team Categories and Prototypes by Managing Information: A SIT/SCT Perspective. Academy of Management Proceedings (pp. D1 – D6).

Pratt, M., Rosa, J., & Moe, C. 1999. On Expanding the Role-Aptitude-Skill-Motivation Model of Salesperson Performance: Evidence from Direct Sales Organizations. AMA Winter Educators' Conference: Proceedings, 10, 144.

Pratt, M.G. 1997. Spirituality, Sensemaking, and Identity Change: The Case of Amway Distributors. The Empty Space Report: 15th Standing Conference on Organisational Symbolism (pp. 37-39).

Pratt, M.G. 1995. Creating Commitment from Contradiction: The Transformation of Ambivalence into Attachment among Dreamco Distributors. 12th European Group for Organizational Studies Colloquium (p. 136).

INVITED CHAPTERS / PARTS OF BOOKS/ RESEARCH SERIES:
(*INDICATES RESEARCH SERIES/ +INDICATES PEER REVIEW)

* Pratt, M.G., Kohler. T., Welch, C. & Rumyantseva, M. (in press) Trustworthiness in Qualitative Research: Reconsidering Replication. Flick, U. (Ed.) SAGE Handbook of Qualitative Research Quality.

* Kahn, H., Proctor, J., & Pratt, M. G. (in press). Managing Multiple Leader Identities through the Formation of a Self. In Oxford Handbook of Leadership, Followership and Identity

*,+ 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 Arbeit und Kreativität: Ein Weg nach vorne. https://doi.org/10.1007/978-3-031-31333-2_13

Pratt, M.G. 2020. Identity saves the world. In A. Brown's (Ed.) Oxford Handbook of Identities in Organizations (pp. 881-895). Oxford: Oxford University Press.

Boova, L., Pratt, M.G., & Lepisto, D. 2019. Exploring work orientations and cultural accounts of work. In R. Yeoman, C. Bailey, & M. Thompson (Eds.) Oxford Handbook of Meaningful Work (pp. 186-207). Oxford: Oxford University Press.

*,+ Rothman, N., Pratt, M.G., Rees, L. & Vogus, T. 2017. Understanding the dual nature of ambivalence: Why and when ambivalence leads to good and bad outcomes. Academy of Management Annals, 11: 33-72.

*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.) Research in Organizational Behavior, 36: 157-183.

Pratt, M.G., 2016. The power of addressing "Why": Catholic education as a source of meaningfulness and competitive advantage. Integritas 7 (3): 1-16.

Pratt, M.G., Shultz, M., Ashforth, B. & Ravasi, D. 2016. Introduction: Organizational identity, mapping where we have been, where we are, and where we might go. In M.G. Pratt, M. Shultz, B. Ashforth & D. Ravasi (Eds.) Oxford Handbook of Organizational Identity (pp. 1-18). Oxford, UK: Oxford University Press.

Pratt, M.G. 2016. Hybrid and multiple organizational identities. In M.G. Pratt, M. Shultz, B. Ashforth & D. Ravasi (Eds.) Oxford Handbook of Organizational Identity (pp. 106-120). Oxford, UK: Oxford University Press.

Pratt, M.G., Ashforth, B., Schultz, M. & Ravasi, D. 2016. Conclusion: The identity of organizational identity, looking backwards towards the future. In M.G. Pratt, M. Shultz, B. Ashforth & D. Ravasi (Eds.) Oxford Handbook of Organizational Identity (pp.494-500). Oxford, UK: Oxford University Press.

* Pratt, M.G. & Crosina, E. 2016. The Nonconscious at Work. Annual Review of Organizational Psychology and Organizational Behavior, 3: 321-347.

Pratt, M.G. 2016. Crafting and Selecting Research Questions and Contexts in Qualitative Research. In K. Elsbach & R. Kramer's (Eds.) The Handbook of Qualitative Organizational Research (pp. 177-185). New York: Taylor & Francis/Routledge.

Vadera, A. & Pratt, M.G. 2016. "Is it me, or is it me?" The role of coactivated multiple identities and identifications in promoting or discouraging workplace crimes. In D. Palmer, K. Smith-Crowe & R. Greenwood (Eds). Organizational Wrongdoing: Key Perspectives and New Directions (pp. 337-369). Cambridge University Press.

Lepisto, D. A., Crosina, E., & Pratt, M. G. 2015. Identity Work Within and Beyond the Professions: Toward a Theoretical Integration and Extension. In A. Desilva and M. Aparicio (Eds.), International Handbook of Professional Identities (pp. 11-37). Rosemead, CA: Scientific & Academic Publishing.

Pratt, M.G. 2013. Intuitive Decision Making. In E. Kiesler (Ed), Encyclopedia of Management Theory, Volume 1 (pp. 401-404), Thousand Oaks, CA: Sage Publications.

Pratt, M.G., Pradies, C. & Lepisto, D. 2013. Doing Well, Doing Good, and Doing With: Organizational Practices for Effectively Cultivating Meaningful Work. In B. Dik, Z. Byrne & M. Steger's (Eds.) Purpose and Meaning in the Workplace (pp. 173-196), Washington, D.C., APA Books.

Pratt, M.G., Fiol, C.M., O'Connor, E., & Panico, P. 2012. Promoting Positive Change in Physician-Administrator Relationships: Lessons for Managing Intractable Identity Conflicts. In K. Golden-Biddle & J. Dutton (Eds) Exploring Positive Social Change and Organizations (pp. 267-288). New York: Routledge, Taylor & Francis Group.

Briner, R.B., Engwall, L., Juillerat, T.L., Mintzberg, H., Morgeson, F.P., Pratt, M.G. & Tengblad, S. 2012. Bridging the management theory and practice gap. In S. Tengblad (Ed.), The Work of Managers (pp. 318-336). Oxford: Oxford University Press.

Pratt, M.G. & Kim, N. 2012. Designing for Drift: Planning Ethnographic Qualitative Research on Groups. In A. Hollingshead and M.S. Poole (Eds.) Research Methods for Studying Groups and Teams: A Guide to Approaches, Tools, and Technologies (pp. 6-29). New York: Routledge, Taylor & Francis Group.

* Pratt, M.G. 2012. Rethinking Identity Construction Processes in Organizations: Three Questions to Consider. In M. Schultz, S. Maguire, A. Langley, & H. Tsoukas (Eds). Perspectives on Process Organization Studies: Constructing Identity In and Around Organizations (pp. 21-49). London: Oxford University Press.

Pratt, M.G. & Pradies, C. 2011. Just a Good Place to Visit?: Exploring Positive Responses to Ambivalence. K. Cameron & G. Spreitzer (Eds.), Handbook of Positive Organizational Scholarship (pp. 924-937). Oxford University Press.

Lepisto, D. & Pratt, M.G. 2011. Politics in Perspective(s): On the Theoretical Challenges and Opportunities in Studying Organizational Politics. In G. Ferris & D. Treadway (Eds.) Politics in Organizations: Theory and Research Considerations (67-96). New York: Routledge Publishing.

Pratt, M.G. 2011. Spiraling to Hope after Years of Struggle. In A. Carlsen & J. Dutton (Eds.) Generativity in Doing Qualitative 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. Brief's (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. 2007. Rebuilding Trust and Restoring Positive Relationships: A Commitment-Based View of Trust. In J. Dutton & B. Baggins, (Eds.) Exploring Positive Relationships at

Work: Building a Theoretical and Research Foundation (pp. 117-158). Mahway, NJ: Erlbaum.

* Kaufmann, J. & Pratt, M.G. 2005. Re-examining the Link between Organizational Image and Member Attraction: On the Positive Uses of Negative Organizational Stories in Recruiting Medical Residents. In K. Elsbach (Ed.) Qualitative Organizational Research (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. Bettis' (Ed.) Strategy in Transition (pp. 81-104). Oxford, England: Blackwell.

Pratt, M.G. 2004. Reflections on a Renaissance Scholar. In P. Frost and R. Stablein (Eds.) Researcher Renewal (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.) Positive Organizational Scholarship (pp. 309 – 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.) Gaining Access: A Practical and Theoretical Guild for Qualitative Researchers (pp. 150- 154). New York, NY: Altamira Press.

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

Reprinted in R.A. Giacalone & C.L. Jurkiewicz, 2010. (Eds.), The Handbook of Workplace Spirituality and Organizational Performance, 2nd Edition (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.), Corporate and Organizational Identities:

Integrating Strategy, Marketing, Communication and Organizational Perspectives (pp. 51-71). New York: Routledge.

* Pratt, M.G. & Rafaeli, A. 2001. Symbols as a Language of Organizational Relationships. B. Staw & R. Sutton (Eds.) Research in Organizational Behavior, Vol. 23 (pp. 93 – 132). Stanford, CA: JAI Press, Inc.

Pratt, M.G. 2001. Social Identity Dynamics in Modern Organizations: An Organizational Psychology / Organizational Behavior Perspective. In M. Hogg & D. J. Terry (Eds.) Social Identity Processes in Organizational Contexts (pp. 13 – 30). Philadelphia: Psychology Press.

* Pratt, M. G., Fuller, M. & Northcraft, G.B. 2000. Media Selection and Identification in Distributed Groups: The Potential Cost of "Rich" Media. T. Griffith, E. Mannix, & M. Neale (Eds.), Research in Managing Groups and Teams, Vol. III (pp. 231 – 255). Stamford, CT: JAI Press.

Pratt, M.G. & Dutton, J.E. 2000. Owning Up or Opting Out: The Role of Identities and Emotions in Issue Ownership. N. Ashkanasy, C. Hartel, and W. Zerbe, (Eds.), Emotions in the Workplace: Research, Theory, and Practice (pp. 103 – 129). London: Quorum Books.

Pratt, M.G. and Doucet, L. 2000. Ambivalent Feelings in Organizational Relationships. In S. Fineman (Ed.), Emotions in Organizations, Volume II (pp. 204 – 226). Thousand Oaks, CA: Sage.

Pratt, M.G. 1998. To Be or Not To Be: Central Questions in Organizational Identification. D. Whetten, and P. Godfrey(Eds.), Identity in Organizations: Developing Theory Through Conversations (pp. 171 – 207). Thousand Oaks, CA: Sage Publications.

Dutton, J.E. & Pratt, M.G. 1997. Merck & Co, Inc.: From Core Competence to Community Involvement. In N. Tichy, A. McGill, & L. Sinclair (Eds.) In The Public's Eye: Best Practices of Global Corporate Citizenship (pp. 81 - 93). Lexington Press.

WEB PUBLICATIONS:

Pratt, M.G. 2000. Some thoughts on publishing qualitative research. Research Methods Forum. Research Methods Division (http://division.aomonline.org/rm/joomla/index.php?option=com_frontpage&Itemid=1)

BOOK REVIEWS:

Dutton, J.E. & Pratt, M.G. 1995. The Cultures of Work Organizations. Administrative Science Quarterly, 40(3): 534 – 536.

CASE STUDIES:

Pratt, M.G. 1993. NAC Re (A): Crystallizing Visions. Ann Arbor, Michigan: University of Michigan Business Administration.

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

UNDER REVIEW/
WORK IN PROGRESS:

Crosina, E., Lifshitz-Assaf, H. & Pratt, M.G., Title redacted due to blind-review process. Submitted for third submission at *Organization Science.*

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

Hedden, L. & Pratt, M.G. Title redacted due to blind review process. Revising for second submission, *Administrative Science Quarterly.*

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

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

Bhatt, M., Berens, G., Pratt, M.G., Van Riel, C. Examining How Church Members' Ambivalent Identification with the Vatican Influences how They Practice Their Faith. 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 21st Century (C21) Advisory Board (2018-)

Mentoring Committee, Management & Organization Department (2017-)

Faculty Recruiting Chair, Management & Organization Department (2016-)

Strategic Planning Committee-Student Life, Culture and Formation, Boston College (2016)

Promotion & Tenure Committee, Carroll School of Management (2013-present)

Faculty Recruiting Co-Chair, Management & Organization Department (2013)

Co-Organizer, Boston Field Researchers Conference, Boston College (2012, 2014, 2015, 2017)

4th Year Review Committee Chair, Spencer Harrison (2012-2013)

Teaching Review Committee, Henrik Hagtvedt (2012-2013)

Ph.D. Director/ Ph.D. Committee Chair (2009 - present)

Faculty mentor for Spencer Harrison (2009-present)

Excellence in Teaching Panel: Connecting with Students (Carroll School of Management (2011)

Fourth Year Review Committee, Linda Salisbury (2009)

Management & Organization "Summer Camps"

- Intractable Conflicts 101 (2018)
- Dissertating 101 (2014, 2017)
- So You Want to Get an Academic Job?: Job Market 101 (2012, 2022)
- (with S. Harrison) Surviving (Thriving?) Your Dissertation Proposal (2011)
- Managing Your Dissertation Committee (2010)

- Ethnography (2009)

Organizational Studies Recruiting Committee (2008 - 2012)

UNIVERSITY OF ILLINOIS:

Faculty Senate (2002 – 2004; 2005 – 2008)

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

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

Organizational Behavior Recruiting Co-Chair (2005-2007)

MBA Structure Committee (2006-2007)

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

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

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

MBA Program Faculty Advisory Committee (1999 –2002)

Human Subjects Committee (1999 – present)

Undergraduate Studies Committee (2000 - 2001)

Graduate Studies Committee (1998)

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

DISSERTATION COMMITTEES (Alphabetical):

CHAIR

M. Teresa Cardador (2009); Eliana Crosina (2018); Stephanie Creary (2015); Erik Dane (2007); Greg Fetzer (2021); Peter Foreman (2001); Lydia Hagtvedt (2019); Luke Hedden (2023); Hamza Khan (2023); Najung Kim (2013); Doug Lepisto (2015); Camille Pradies (2014); Kevin Rockmann (2004); Bess Rouse (2013); Gabriel Sala (2022); Heather Vough (2008)

MEMBER/
EXTERNAL READER

Weylin Burlingame (2016); Bo Ram Do (2016); Mirdita Elstak (2007); Erin Frey (2018); Guohong Han (2007); Elise Jones (2020); Bret Kloos (1999); Ken Linfield (1999); Nora Madjar (2002); Felipe Masa (2012); Eric McDaniel (2004); Neil Paulsen (2002); Matthew Regele (2018); Laura Singleton (2011); Laura Sonday (2021); Jelena Spanjol (2003); Abhijeet Vadera (2010)

COMMUNITY SERVICE:

Board President, Ten Thousand Villages, Champaign, IL (1999 – 2005)

PROFESSIONAL MEMBERSHIPS:

Academy of Management (1991 – present)
Association for Psychological Science (1996 – present)
Society for Industrial and Organizational Psychology (2005 – present)

CONFERENCES: PRESENTATIONS AND OTHER ROLES

2023

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

[Moderator] *Long Live the Past!: Exploring Lingering Attachments, Identity, and Grief in Post Death Organizing.* Academy of Management Meetings (August, 2023, Boston, MA)

[Panelist] *Identification and Disruptors of the Digital Era.* Academy of Management Meetings (August, 2023, Boston, MA)

[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 from the Experts.* Academy of Management Meetings (August, 2021, virtual meeting)

[Invited Presenter] *Reviewing in the Rough.* Academy of Management Meetings (August, 2021, virtual meeting)

[Invited Expert] *MOC Connecting.* Academy of Management Meetings (August, 2021, virtual meeting)

[Invited Discussant] *Identity Dynamics in Crisis Contexts.* Academy of Management Meetings (August, 2021, virtual meeting)

[Invited Panelist] Critical Questions in Qualitative Research: Addressing Who, What, Where, and Why. Academy of Management Meetings (August, 2021, virtual meeting)

[Co-Organizer] May Meaning Meeting (May, 2020, virtual meeting)

[Presenter] *Moralized Identities*. May Meaning Meeting (May, 2020, virtual meeting)

[Co-Author] *Reputation Work and Swift Trust in the Occupation of Linemen.* May Meaning Meeting (May, 2020, virtual meeting)

2020

[Discussant] *The Meaning of Work Across Levels of Analysis:*

Tensions, Dynamics and Future Directions. Academy of Management Meetings (August, 2020, virtual meeting)

[Discussant] *Participant-Observation in the Modern Era of Organization Studies.* Academy of Management Meetings (August, 2020, virtual meeting)

[Invited Panelist] *Researching Ambivalence: Broadening our Sight by Accounting for Complexity in Human Experience*. Academy of Management Meetings (August, 2020, virtual meeting)

[Invited Presenter] *Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty*. Academy of Management Meetings (August, 2020, virtual meeting)

[Invited Facilitator] *Diamonds in the Rough.* Academy of Management Meetings (August, 2020, virtual meeting)

[Invited Panelist] *Meaning of Work in the Fourth Industrial Revolution.* Society for Business Ethics (August, 2020, virtual meeting)

[Conference Co-Organizer] *May Meaning Meeting*, virtual meeting)

(with L. Hedden & H. Kahn) [Presenter] *Moralized Identities in Organizations*. Identity Research Meeting (Boston College, March, 2020)

[Conference Co-Organizer]. Identity Research Meeting. (Boston College, March, Chestnut Hill, MA).

(with E. Micelotta, G. Cappellaro, C. Gabbioneta) [Presenter] *It Doesn't Take a Rocket Scientist?: Examining the Identity Construction of the American Astronaut (1959-1974)*. Work Identity and Meaning Research Group. (Boston College, January, Chestnut Hill, MA)

2019

[Invited Panelist] *Working across Boundaries: Geographical, Disciplinary and Methodological*. The Boston Field Research Conference, Harvard Business School (December, Cambridge, MA)

[Invited Panelist] *Keeping the "O" in OB: How to Assure that OB Theory Survives.* The 25th Annual Wharton Organizational Behavior Conference (November, Philadelphia, PA)

[Invited Participant] 6th Economic Sociology Conference. University of North Carolina (October, Chapel Hill, NC).

[Invited Panelist] *How Work Identity Affects and Reflects Our Work Behaviors.* Conference on the Climate of Conference, University of Maryland (October, College Part, MD)

[Invited Panelist] *The Componential Model.* The Componential Theory of Creativity (Research): Uncovering New Skills, Experts, and Motivations in the Field. Harvard Business School. (August, 2019, Boston, MA)

(with S. Sonenshein and M. Feldman) [Presenter] *Moving Beyond Templates: A Bricolage Approach to Conducting Qualitative Research.* Academy of Management Meetings (August, 2019, Boston, MA)

[Invited Discussant] Identity and Meaningful Work. Academy of Management Meetings (August, 2019, Boston, MA)

[Invited Panelist, Facilitator] *Diamonds in the Rough.* Academy of Management Meetings (August, 2019, Boston, MA)

[Invited Panelist] *Inductive Coding.* Academy of Management Meetings (August, 2019, Boston, MA)

[Invited Presenter] *Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty*. Academy of Management Meetings (August, 2019, Boston, MA)

(with G. Fetzer) *In Search of Lost Time: Tradition as a Source of Meaningfulness in Craftwork.* European Group on Organization Studies (July, Edinburgh, Scotland)

(with G. Sala) *Bending But not Breaking: Maintaining and Repairing Interpersonal Trust in High-Risk Organizations.* European Group on Organization Studies (July, Edinburgh, Scotland)

(with L. Hedden & H. Khan) *Moralized Identities*

- [Presenter] May Meaning Meeting (May, Seattle, WA)
- [Author] Work, Identity, and Meaning Working Group (April, Boston College)

[Invited Panelist] "Professors in the Pews." 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: Exploring the Adoption of a Mission Statement of an UnderSupported Hybrid Identity Organization*. Academy of Management Meetings (August, Atlanta, GA)

[Discussant] *Navigating Close Relationships at Work: Challenges of Connecting in a Boundaryless World*. Academy of Management Meetings (August, Atlanta, GA)

[Invited Panelist] *INSIDE/OUT: How Authors and Editors Collaborate on Theoretical Contribution*. Academy of Management Meetings (August, Atlanta, GA)

[Invited Panelist] *From Coding to Construction*. Academy of Management Meetings (August, Atlanta, GA)

[Invited Panelist] *Organization Development and Change Doctoral Consortium.* Academy of Management Meetings (August, Atlanta, GA)

[Invited Presenter] *Behind the Scenes of Highly Cited Ethnographic Studies in Organizational Studies. Academy of Management Meetings* (August, 2017, Atlanta, GA)

[Invited Presenter] *Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty.* Academy of Management Meetings (August, 2017, Atlanta, GA)

[Presenter] (with L. Boova & D. Lepisto) *Toward a Research Agenda for Examining the Role of Culture in Meaningful Work*. May Meaning Meeting (April, 2017, Dover, MA).

2016

[Author] (with L. Boova, R. Alcadipani da Silveira & T. Cardador) *Looking for Meaning in All the Wrong Places?: On the Importance of Meaning Displacement for Police Officers.* Academy of Management Meetings (August, 2016, Anaheim, CA)

[Author] (with M. Bhatt, G. Berens & C. van Riel) *Preaching to the Choir?: The Role of Leader Identification for Different Groups within the Catholic Church.* Academy of Management Meetings (August, 2016, Anaheim, CA)

[Invited Panelist] *Authenticity, Meaning, and Organizations: Challenges and Channels for Advancing Authenticity Scholarship from Multiple Perspectives.* Academy of Management Meetings (August, 2016, Anaheim, CA)

[Invited Panelist] *From Coding to Construction: Building and Elaborating Theoretical Models in Qualitative Research* Academy of Management Meetings (August, 2016, Anaheim, CA)

[Invited Presenter] *Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty.* Academy of Management Meetings (August, 2016, Anaheim, CA)

[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) *Religious Identity in Organizations*. May Meaning Meeting (May, 2014, Minneapolis, MN)

[Lead Organizer] *Handbook of Organizational Identity Conference* Boston College (March, 2014, Chestnut Hill, MA)

2013

[Invited Panelist] *New Frontiers of Organizational Scholarship: Practices, Processes, and Creativity.* Academy of Management Meetings (August, 2013, Orlando, FL.)

[Invited Presenter] *Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty.* Academy of Management Meetings (August, 2013, Orlando, FL.)

(with S. Creary) *Seeing More of Me in More of You: How offsite Interactions Foster Identity Growth and Adaptation at Work.* Academy of Management Meetings (August, 2013, Orlando, FL.)

(with D. Lepisto) *Trust Under Fire: Trustworthiness as a Product of Sensemaking.* Academy of Management Meetings (August, Orlando, FL., 2013)

(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 Meetings (August, 2012, Boston, MA).

[Conference Co-Organizer]. The 4th Boston Community Field Research Conference (June, 2012, Chestnut Hill, MA).

(with T. Cardador) *Becoming who you serve? Occupational Identity Expansion through Customer Service.* May Meaning Meeting (May, 2012, Falls Village, CT)

(with D. Lepisto and E. Dane) *Paycheck, Book Smart, Spark, or Worker: The Role of Work Orientation in the Process of Trust Building Among Firefighters.* May Meaning Meeting (May, 2012, Falls Village, CT)

Cultivating Meaningfulness in and at Work: A Cornerstone of Conscious Culture. Fourth Annual International Conference on Conscious Capitalism. (April, 2012, Waltham, MA).

(with D. Lepisto & E. Dane) *Sparks, Workers, and Slugs: On the Relationship between Work Orientation and Trust among 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).

(with C. Pradies) *Ex Uno Plures: Conceptualizing Group Ambivalence*. Academy of Management Meetings (August, 2010, Montreal, Canada)

[Co-Organizer/ Panelist] *The Role of Organizational Theory and Practice in Poverty Alleviation: Of Compassion and Commerce*. Academy of Management Meetings (August, 2010, Montreal, Canada).

(with C. Pradies) *Entre Les Deux Nos Cœurs Balancent: Conceptualizing Group Ambivalence with Illustrations from a French Veterinary Practice.* European Group for Organizational Studies (June, 2010, Lisbon, Portugal)

(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-Administrator Relationships: Lessons for Managing Intractable Identity Conflicts.* Positive Social Change and Organizations Conference (March, Boston, MA)

2009

[Invited Speaker] *New Doctoral Student Consortium*. Academy of Management Meetings (August, 2009, Chicago, IL).

[Invited Panelist] *Approaching Qualitative Research.* Academy of Management Meetings (August, 2009, Chicago, IL).

[Invited Panelist] *Managerial Work in Modern Organizations: New Work or New Challenges?* Academy of Management Meetings (August, 2009, Chicago, IL).

(with N. Kim) *The Role of Multiple Boundary Crossings on Identification When Changing Organizational Affiliations.* Academy of Management Meetings (August, 2009, Chicago, IL).

Trusting "Equally" Some More than Others: Firefighters' Callings Attributions. Meaning Meeting (April, 2009; Top Sail Island, NC)

2008

[Invited Panelist] *Not Mickey Mouse: Methodological Writing to Address Qualitative Questions.* Academy of Management Meetings (August, 2008, Anaheim, CA).

[Invited Panelist] *Have Asked, Now Ask, and Should Ask The Questions We Ask [in Managerial and Organizational Cognition]*. Academy of Management Meetings (August, 2008, Anaheim, CA).

[Invited Panelist] *Changing the Questions We Ask: New Directions in the Meaning of Work.* Academy of Management Meetings (August, 2008, Anaheim, CA).

(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 Work: A Comparative Analysis*. Academy of Management Meetings (August, 2007, Philadelphia, PA).

(with T. Cardador & E. Dane) *Meaning Matters: The Implications of Calling vs. Career Orientations Toward Work.* Academy of Management Meetings (August, 2007, Philadelphia, PA).

(with A. Vadera) *Love, Hate, Confusion, or Indifference?: A Conceptual Examination of Organizational Identification and White-Collar Crime*. Academy of Management Meetings (August, 2007, Philadelphia, PA).

(with T. Cardador) *The Role of Occupations in Shaping Personal Work Schemas and the Meaning of Work*. May Meaning Meeting. (March, New Haven, CT).

2006

(with T. Cardador and E. Dane). *Do Callings Matter for Medical Professionals? The Influence of Callings versus Careers on Connections to One's Job, Profession and Organization.* Positive Organizational Scholarship Conference (December, 2006, Ann Arbor, MI).

(with T. Cardador) *Occupational Identity and Meaning of Work: Toward an Expanded Understanding of Work Orientation.* Academy of Management Meetings (August, 2006, Atlanta, GA).

(with L. Wang) *Identity-Based Emotional Ambivalence: The Sources of Emotional Ambivalence and its Management.* Academy of Management Meetings (August, 2006, Atlanta, GA).

[Invited Panelist] *Pushing the Frontiers of Organizational Identity: Creative & Multi-Level Research.* Academy of Management Meetings (August, 2006, Atlanta, GA).

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] *Artifacts and Organization: Extending the Tip of the Cultural Iceberg.* Academy of Management Meetings (August, Honolulu, HI).

(with T. Cardador and E. Dane) *Sources of Meaningfulness as Antecedents to Workplace Identification Among Healthcare Professionals.* Academy of Management Meetings (August, Honolulu, HI).

(with E. Dane and K. Rockmann) *Giving Intuition a Fair Shot: The Role of Expertise and Task Type on Decision-Making Effectiveness*. Academy of Management Meetings (August, Honolulu, HI).

Multiple Identities & Identifications at Work: How, When, and So What? KNAW/EAESP Symposium Social Identity in Organizations (June, Amsterdam, Netherlands)

(with T. Cardador) *Meaning of Work: Updates and New Journeys* May Meaning Meeting (May, St. Louis, MO).

[Discussant] *Volitional and Nonvolitional Effects of Identification on Employee Behavior.* Society for Industrial and Organizational Psychology Conference. (April, Los Angeles)

2004

Out of Sight, Out of Mind: Organizational Attachment and Dispersed Workers. Center for Human Resource Management Meetings (September, Chicago, IL).

Consumers of Meaning. Academy of Management Meetings (August, New Orleans, LA).

(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* (June, New York, NY).

(with K. Obloj) *Follow the Leader: The Strategy of Simple Rules in Emerging Markets.* European Academy of Management (May, St. Andrews, Scotland)

(with T. Cardador). *Work, Meaning, and Multiple Identities*. May Meaning Meeting (May, Ann Arbor, MI)

(with T. Cardador) *Bases of Organizational Identity Formation and Their Relationship to Dimensions of Affiliation.* CI-ARG Conference (April, Los Angeles, CA)

2003

[Organizer with K. Corley and K. Rock]. *Planning Research on Identity: Issues in Measurement and Design.* Academy of Management Meetings (August, Seattle, WA).

[Panelist, and Organizer with K. Corley and K. Rock]. *Publishing Research on Identity and Identification).* Annual Academy of Management Meetings (August, Seattle, WA).

[Discussant] *Is Organizational Democracy Inevitable? A Social Identity Perspective.* Academy of Management Meetings (August, Seattle, WA).

[Discussant] *The Role of Technology in Creating and Managing Identity in Organizations.* Academy of Management Meetings (August, Seattle, WA).

(with D. Cooper and L. Doucet) *I'm Not Smiling Because I Like You: Cultural Differences in Emotional Displays at Work.* Academy of Management Meetings (August, Seattle, WA).

Managing Multiple Organizational Identities: Predicting Members' Responses to Identity Interventions. European Academy of Management (April, Milan, Italy)

2002

[Discussant] *How to Define, Assess and Balance Concepts of Risk?* Center for Advance Study Human Subject Policy Conference (December, Champaign, Illinois).

(with K. Rock & G. Northcraft) *Can Us Vs. Them Be a Good Thing? The Importance of Fault Line Identities in Group Decision Making.* Academy of Management Meetings (August, Denver, CO.).

(with B. Ashforth) *Institutionalized Spirituality: An Oxymoron?* Presented at the Annual Meeting of the American Society for Public Administration, (March, Phoenix, AZ).

2001

(with K. Rock & Jeffrey Kaufmann). *Making Sense of Socialization: How Multiple Social Identities Shape Members' Experiences of Work.* Presented at the Academy of Management Meetings (August, Washington, D.C.).

(with K. Rock & Jeffrey Kaufmann). *Socialization, Divestiture, and Experienced Emotions in Residency Training.* Presented at the 61st Annual Academy of Management Meetings (August, Washington, D.C.).

[Discussant] *"Virtual" Employees, Energized Workers, and Interaction Ritual Chains: Relational Perspectives on Collective Accomplishment in Organizations.* Academy of Management Meetings (August, Washington, D.C.).

(with K. Rock) *Narratives We Identify By: The Role of Stories and Sensemaking in Professional Socialization*. European Group for Organizational Studies Conference (July, Lyon, France)

[Panelist] *Job Search Panel.* Participated in the HR Division Doctoral Student Consortium at the Academy of Management Meetings (August, Washington, D.C.).

Untangling Identity. Presented at the Fifth Annual Research on Managing Groups and Teams Conference. (Ithaca, NY, April, 2001)

Technologically Mediated Identification: Linking Technological Change with Identity Change. Presented at the First Annual Davis Conference on Qualitative Research (March, Davis, CA).

2000

(with N. Madjar, & K. Rock, & J. Kaufmann) *Good Doctors – Bad Symbols?: The Role of Negative Stories in the Presocialization Process of Physicians.* Presented at the 60th Annual Academy of Management Meetings (August, Toronto).

(with N. Madjar & G. Oldham) *There's No Place Like Home: The Contributions of Work and Non-Work Support to Employees' 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 Annual Research on Managing Groups and Teams Conference. (May, New York, NY).

1998 *Commitment to a Morally Tainted Occupation*. Presented at the 58th Annual Academy of Management Meetings (August, San Diego)

(with J. Kaufmann) *Exploring Socialization-Affect-Performance Linkages*. Presented at the 58th Annual Academy of Management Meetings (August, San Diego)

"Sense-breaking," Encapsulation, and Identification: On the Successes and Failures of an Identity Transforming Organization. Presented at the 58th Annual Academy of Management Meetings (August, San Diego)

(with J. Dutton) *Identities, Emotions and Issue Ownership: Linking Interpretation and Action.* Presented at the First "Emotions in Organizational Life" Conference. (August, San Diego)

1997 [Symposium Chair with Peter Foreman] *Rumblings from an "Institutional Parliament of Selves": Multiple Identities and Identity Conflicts in the Health Care Industry.* Symposium presented at the 57th Annual Academy of Management Meetings (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. Presented at the European Group for Organizational Studies Conference (July, Istanbul, Turkey)

1994

The Happiest, Most Dissatisfied People on Earth: Ambivalence and Attachment Among Amway Distributors. Presented at the 54th Annual Meeting of the Academy of Management (August, Dallas).

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).

INVITED PRESENTATIONS, KEYNOTE ADDRESSES, LECTURES & WORKSHOPS:

2023

[Keynote Speaker] *New Developments in Qualitative Research*, Aalto University, Helsinki (September, 2023)

[Invited Speaker] The Road to Hell: The Impact of Moralized Issues on Intra- and Inter-Group Identity Dynamics in Organizations.

- HEC, Paris, France (May, 2023)
- Tel Aviv University, Tel Aviv, Israel (January, 2023)
- Technion University, Haifa, Israel (January, 2023)

2022

[Invited Commentator] Adderley Positive Research Incubator, Center for Positive Organizations, University of Michigan (May, 2022, virtual)

[Invited Speaker] *Managing Moralized Identities in Organizations*. Oregon State University (May, 2022, Corvallis, OR)

[Invited Speaker] *A Methodological Bricolage Approach to Conducting Qualitative Research*. Rutgers University (April, 2022, virtual)

[Invited Panelist] *Writing (and Re-Writing) a Draft*. ASQ Blog. (March, 2022, virtual)

[Invited Panelist] *Handling an R&R*. Conflict Management Division, AoM (February, 2022, virtual)

2021

[Invited Speaker] *A Methodological Bricolage Approach to Conducting Qualitative Research*. Cranfield School of Management (November, 2021, virtual)

[Invited Speaker] *Managing Moralized Identities in Organizations.* Geiss College of Business, University of Illinois at Urbana-

Champaign (September, 2021, Champaign, IL)

[Invited Speaker] *Qualitative Research: Myths, Maps & Stumbling Blocks to Publication*. Frankfurt School of Finance and Management (April, 2021, virtual)

[Invited Moderator] *Transitioning to the Editor Role.* Transition Research Group. (February, 2021, virtual)

[Invited Speaker] *Restoring Impersonal Trust: The Role of the Organization.*

- Frankfurt School of Finance and Management (April, 2021, virtual)
- London Business School (February, 2021, virtual)
- University of Edinburgh Business School (February, 2021, virtual)

[Invited Panelist] *Publishing in ASQ.* Harvard Business School Junior Faculty Brown Bag Lunch (January, 2021, virtual)

2019

[Invited Speaker] *Moralized Identities.* Harvard's Learning and Innovation Laboratory Summit. (June, 2019, Cambridge MA)

[Invited Speaker] Making Your Work (More) Meaningful. CASE Summit for Leaders in Advancement (July, 2019, Boston, MA]

[Invited Panelist] Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium (June, 2019, Virtual Session)

[Invited Speaker] *Using Interorganizational Identity Work to Manage Protracted Conflicts in a Hospital Merger*

- March, 2019, University College of London, London, UK
- March, 2019 Cambridge University, Cambridge, UK

[Invited Speaker] *How Can I Trust You? Rethinking Qualitative Methods.* Consortium for the Advancement of Research Methods and Analysis (CARMA). (January, 2019, University of Nebraska, Lincoln, NE)

[Invited Ph.D. Seminar Speaker] Identity Dynamics in Organizations

- May 2019, LUISS, Rome, Italy
- January, 2019, University of Utah, Salt Lake City, UT

2018

[Presenter] (with S. Creary) *Managing Intractable Conflicts via Multiple Identity Resourcing.*

- May, 2019, Drexel University, Philadelphia, PA
- March, 2018, IESE, Barcelona Spain

[Workshop] Qualitative Research: *Myths, Maps, and Stumbling Blocks.* (March, 2018, IESE, Barcelona Spain)

[Keynote] *Mike's Musings on Identity.* Micro Meets Macro Conference (February, 2018, Arizona State University)

[Presenter for University-Wide Talk]. *United We Fall & Divided We Stand?: Unconventional Lessons for Addressing Intractable Conflicts*. (February, 2018. Southern University Illinois at Edwardsville).

2017

[Presenter] (with S. Creary) *Managing Intractable Conflicts via Multiple Identity Resourcing.* (November, 2017, Warwick Business School, Coventry, UK).

[Presenter] (with G. Fetzer) *Exploring How Approaches to Work Influence Creativity Dynamics in Organization.* (June, 2017, Learning Innovations Laboratory Summit Meeting, Somerville, MA).

[Keynote] *Leadership as Identity and Self-Process.* (May, 2017, Interdisciplinary Perspectives on Leadership Symposium in Mykonos, Greece).

(with D. Lepisto & E. Dane). *Keeping the Faith: How 'Leaps of Faith' are Constituted and Sustained among Firefighters*.

- (February, 2017, Wharton Business School, Philadelphia, PA).
- (March, 2017, ESSEC, Singapore).

2016

(Distinguished Scholar Address) *What's your problem? What's 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).
- Organizational Behavior Brown Bag Series (April, 2015, Harvard Business School, Cambridge, MA.)

Qualitative Research Methods: What They Are and How to Publish them in Top Management and Organization Journals (May, 2015, Cass Business School, City University of London, London, UK)

Qualitative Research: *Myths, Maps, and Stumbling Blocks*
- INSEAD (May, 2015, INSEAD, Fontainebleau, France)
- Harvard Business School (February & March, 2015, Harvard Business School, Cambridge, MA)

(with E. Crosina) *The Road Less Traveled?: On the Identity Work and Career Paths of Former Lehman Brother Bankers*. (February, 2015, Isenberg School of Management, University of Massachusetts at Amherst, Amherst, MA)

2014

[Conference Keynote] *Using Identity Insights to Create an Authentic Enterprise. Past, Present, and Future of Reputation Management* (September, 2014, Erasmus University, Rotterdam, Netherlands)

[Conference Keynote] *Multiple Identities: Potential Profits and Perils for Family Businesses.* IFERA Conference (July, 2014, Lappeenranta, Finland)

[PDW Keynote] *Publishing Qualitative Research in Top-Tier Journals.* IFERA Conference (July, 2014, Lappeenranta, Finland)
[Invited Presenter] *Incorporating Identity in Family Business Research*. Faculty Development Consortium, IFERA Conference (July, 2014, Lappeenranta, Finland)

Authentic Leadership. University of Warsaw (April, 2014, Warsaw, Poland)

2013

(with D. Lepisto & E. Dane) *Trust Under Fire: The Social Construction of Trustworthiness among Firefighters*

- M.I.T., Organizational Studies Group Colloquium (November, 2013)
- University of Toronto, Rotman School of Management (May, 2013)
- University of British Columbia, Sauder School of Business (March, 2013)
- Case Western Reserve University, Weatherhead School of Management (March, 2013)

Managing Your Career. University of British Columbia, Sauder School of Business (March, 2013)

Publishing Qualitative Research. Weatherhead School of Management (March, 2013)

(with D. Lepisto & E. Dane) *Trust under Fire: Judgments of Trustworthiness as Occupationally-Situated Labeling.* Management & Organization Speaker Series, Boston College, (February, 2013, Chestnut Hill, MA).

2012

[Conference Keynote] *The Sparrow May Be Small…': Deep Learning from Longitudinal Case Studies within Single Contexts.* Forum on Case-Based and Qualitative Research, Renmin University (November, 2012)

[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

- Australian School of Business (February, 2012)
- Indian School of Business (February, 2012)

2011

[Max D. Richards Distinguished Speaker] *What People Don't Get about my Job: Toward a Model of Construed Occupational Image Discrepancy Management.* Smeal College of Business, The Pennsylvania State University (University Park, PA, November, 2011).

[Panelist/Paper Development Workshop Leader] Passion and Compassion for Sustainability: PhD Sustainability Academy. Richard Ivey School of Business. (London, ON, November, 2011)

What Lies Behind: Towards a Better Understanding of What Makes Work Worth Doing.

- Boston College (Chestnut Hill, MA, May, 2011)
- Institute for Work and Employment Research, M.I.T. (Cambridge, MA, April, 2011)

[with panel] *Meaningful Work in Academe*. Brigham Young University (Salt Lake City, UT, May, 2011)

Not Just a Laughing Matter: On the Importance of Professional Image Management.

- Bocconi School of Management, Bocconi University (Milan, Italy, May, 2011)
- BOS Seminar Series, Boston University School of Management, Boston University (April, 2011)
- Alberta School of Business, University of Alberta (Edmonton, Canada, March, 2011)

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 Management's 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). Qualitative Research Group (April, Champaign, IL, University of Illinois)

2003 *The Role of the Ethnographic Interview in Positive Organizational Scholarship.* Second Positive Organizational Studies Conference (December, Ann Arbor, University of Michigan)

The Consumption and Mass Customization of Identity in the Creation of Meaningful Work: The Case of Medical Residents. (December, Stern, New York University)

Making Work Meaningful in Organizational Settings. The Second International Positive Psychology Summit (October, Washington, D.C.)

[Keynote Speaker]. *Managing Identification: Covering the Bases.* Corporate Associations/Identity Research Group Conference (June, Kingston, Ontario).

2002 *Why am I Doing This? Work-Identity Integrity among Medical Residents.* Washington University, Olin School of Business (September, St. Louis, MO.)

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)