

AMY WRZESNIEWSKI

William and Jacalyn Egan Professor
Professor of Management
The Wharton School
University of Pennsylvania

EDUCATION

The University of Michigan
1999

Doctor of Philosophy in Organizational Psychology

The University of Michigan
1996

Master of Arts in Organizational Psychology

The University of Pennsylvania
1994

Bachelor of Arts, Honors Degree in Psychology
magna cum laude

ACADEMIC POSITIONS

University of Pennsylvania
2012-2013
2023-present

The Wharton School
Visiting Associate Professor
William and Jacalyn Egan Professor
Professor of Management

Yale University
2006-2014
2015-2018
2018-present

Yale School of Management
Associate Professor
Full Professor
Michael H. Jordan Professor of Management

New York University
1999-2006

Leonard N. Stern School of Business
Assistant Professor

University of Michigan
1999

University of Michigan Business School
Adjunct Lecturer

University of Michigan
1994-1996

Department of Psychology
Graduate Student Instructor

RESEARCH INTERESTS

The experience and meaning of work

Creation of meaning in challenging organizational and occupational contexts

The valuing and devaluing of work

REFEREED PUBLICATIONS

- [1] Chertow, M., Reck, B. K., Wrzesniewski, A., & Calli, B. (2024). Outlook on the future role of robots and AI in material recovery facilities: Implications for U.S. recycling and the workforce. Journal of Cleaner Production, 470, 1-12.
- [2] Jiang, W. & Wrzesniewski, A. (2023). Perceiving fixed or flexible meaning: Toward a model of meaning fixedness and navigating occupational destabilization. Administrative Science Quarterly, 68, 1008-1055.
- [3] Berg, J. M., Wrzesniewski, A., Grant, A. M., Kurkoski, J., & Welle, B. (2022). Getting unstuck: The effects of growth mindsets about the self and job on happiness at work. Journal of Applied Psychology, 108, 152-166.
- [4] Jiang, W. & Wrzesniewski, A. (2021). Misaligned meaning: Couples' work orientation incongruence and their work outcomes. Organization Science, 33, 785-809.
- [5] Sangal, R. B., Wrzesniewski, A., DiBenigno, J., Reid, E., Ulrich, A., Liebhardt, B., Bray, A., Yang, E., Eun, E., Venkatesh, A. K., & King, M. (2020). Work team identification associated with less stress and burnout among front-line emergency department staff amid the COVID-19 pandemic. BMJ Leader, 5, 51-54.
- [6] Petriglieri, G., Ashford, S. J., & Wrzesniewski, A. (2019). Agony and ecstasy in the gig economy: Cultivating holding environments for precarious and personalized work identities. Administrative Science Quarterly, 64, 124-170.
- Finalist for the 2020 Responsible Research in Management Award, co-sponsored by the International Association for Chinese Management Research (IACMR) and the Community for Responsible Research in Business and Management (RRBM).
- Finalist, Best Paper Award, Managerial and Organizational Cognition (MOC) Division, Academy of Management in 2016.
- [7] Dutton, J. E., Debebe, G., & Wrzesniewski, A. (2016). Being valued and devalued at work: A social valuing perspective. In B. A. Bechky & K. D. Elsbach (Eds.), Qualitative Organizational Research: Best Papers from the Davis Conference on Qualitative Research: 9-51. Charlotte, NC: Information Age Publishing.
- [8] Cardador, M. T., & Wrzesniewski, A. (2015). Better to give and to compete? Prosocial and competitive motives as interactive predictors of citizenship behaviors. Journal of Social Psychology, 155, 255-273.
- [9] Wrzesniewski, A., Schwartz, B., Cong, X., Kane, M., Omar, A., & Kolditz, T. (2014). Multiple types of motives don't multiply the motivation of West Point cadets. Proceedings of the National Academy of Sciences, 111(30), 10990-10995.

- [10] Anteby, M., & Wrzesniewski, A. (2014). In search of the self at work: Young adults' experiences of a dual identity organization. Research in the Sociology of Work, 25, 13-50.
- Outstanding Author Award, 2015 Emerald Publishing Literati Network Award for Excellence
- [11] Drori, I., Wrzesniewski, A., & Ellis, S. (2013). One out of many? Boundaries and identities in post-merger integration. Organization Science, 24, 1717-1741.
- [12] Bartel, C. A., Wrzesniewski, A., & Wiesenfeld, B. (2012). Knowing where you stand: Physical isolation, perceived respect, and organizational identification among virtual employees. Organization Science, 23, 743-757.
- [13] Okimoto, T. G., & Wrzesniewski, A. (2012). Effort in the face of difference: Feeling like a non-prototypical group member motivates effort. European Journal of Social Psychology, 42, 628-639.
- [14] Drori, I., Wrzesniewski, A., & Ellis, S. (2011). Cultural clashes in a "merger of equals": The case of high-tech start-ups. Human Resource Management, 50, 625-649.
- [15] Rosso, B. D., Dekas, K. H., & Wrzesniewski, A. (2010). On the meaning of work: A theoretical integration and review. Research in Organizational Behavior, 30, 91-127.
- [16] Grant, A. M., & Wrzesniewski, A. (2010). I won't let you down... or will I? Core self-evaluations, other-orientation, anticipated guilt and gratitude, and job performance. Journal of Applied Psychology, 95, 108-121.
- [17] Berg, J. M., Wrzesniewski, A., & Dutton, J. E. (2010). Perceiving and responding to challenges in job crafting at different ranks: When proactivity requires adaptivity. Journal of Organizational Behavior, 31, 158-186.
- Nominated for Best Paper published in the Journal of Organizational Behavior in 2010.
- [18] Gandal, N., Roccas, S., Sagiv, L. & Wrzesniewski, A. (2005). Personal value priorities of economists. Human Relations, 58, 1227-1252.
- [19] Wrzesniewski, A., Dutton, J. E., & Debebe, G. (2003). Interpersonal sensemaking and the meaning of work. Research in Organizational Behavior, 25, 93-135.
- [20] Wrzesniewski, A. (2002). "It's not just a job": Shifting meanings of work in the wake of 9/11. Journal of Management Inquiry, 11(2), 230-234.

- [21] Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a job: Revisioning employees as active crafters of their work. Academy of Management Review, 26(2), 179-201.
- Reprinted in C. L. Cooper & W. H. Starbuck (Eds.), Work and Workers: A Three Volume Set. Thousand Oaks: Sage Publications, 2005.
- [22] Wrzesniewski, A., McCauley, C. R., & Rozin, P. (1999). Odor and affect: Individual differences in the impact of odor on liking for places, things and people. Chemical Senses, 24, 713-721.
- [23] Rozin, P., Fischler, C., Imada, S., Sarubin, A., & Wrzesniewski, A. (1999). Attitudes to food and the role of food in life in the U.S.A., Japan, Flemish Belgium, and France: Possible implications for the diet-health debate. Appetite, 33, 163-180.
- [24] Rozin, P., Wrzesniewski, A., & Byrnes, D. (1998). The elusiveness of evaluative conditioning. Learning and Motivation, 29, 397-415.
- [25] Wrzesniewski, A., McCauley, C. R., Rozin, P., & Schwartz, B. (1997). Jobs, careers, and callings: People's relations to their work. Journal of Research in Personality, 31, 21-33.
- [26] Baeyens, F., Wrzesniewski, A., de Houwer, J., & Eelen, P. (1996). Toilet rooms, body massages, and smells: Two field studies on human evaluative odor conditioning. Current Psychology, 15, 77-96.
- [27] Todrank, J., Byrnes, D., Wrzesniewski, A., & Rozin, P. (1995). Odors can change preferences for people in photographs: A cross-modal evaluative conditioning study with olfactory USs and visual CSs. Learning and Motivation, 26, 116-140.

INVITED BOOK CHAPTERS

- [28] Schwartz, B., & Wrzesniewski, A. (2019). Reconceptualizing intrinsic motivation. In K. A. Renninger & S. E. Hidi (Eds.), The Cambridge Handbook on Motivation and Learning: 373-396. Cambridge: Cambridge University Press.
- [29] Schwartz, B., & Wrzesniewski, A. (2016). Internal motivation, instrumental motivation, and eudaimonia. In J. Vitterso (Ed.), Handbook of Eudaimonic Well-Being: 123-134. New York: Springer.
- [30] Wrzesniewski, A. (2015). Callings and the meaning of work. In D. B. Yaden, T. D. McCall, & J. H. Ellens (Eds.), Being Called: Scientific, Secular, and Sacred Perspectives: 3-12. Denver: Praeger.
- [31] Wrzesniewski, A. (2014). Engage in job crafting. In G. M. Spreitzer & J. E. Dutton (Eds.), How to be a Positive Leader: Small Actions, Big Impact: 65-75. San Francisco: Berrett Koehler.

- [32] Wrzesniewski, A., LoBuglio, N., Dutton, J. E., & Berg, J. M. (2013). Job crafting and cultivating positive meaning and identity in work. In A. Bakker (Ed.), Advances in Positive Organizational Psychology: 281-302. London: Emerald.

Outstanding Author Award, 2014 Emerald Publishing Literati Network Award for Excellence

- [33] Berg, J. M., Dutton, J. E., & Wrzesniewski, A. (2013). Job crafting and meaningful work. In B. J. Dik, Z. S. Byrne, & M. F. Steger (Eds.), Purpose and Meaning in the Workplace: 81-104. Washington, DC: American Psychological Association.
- [34] Caza, B., & Wrzesniewski, A. (2012). How work shapes well-being. In S. David, I. Boniwell, & A. C. Ayers (Eds.), Oxford Handbook of Happiness: 693-710. New York: Oxford University Press.
- [35] Wrzesniewski, A. (2012). Callings. In K. S. Cameron & G. Spreitzer (Eds.), Oxford Handbook of Positive Organizational Scholarship: 45-55. New York: Oxford University Press.
- [36] Wrzesniewski, A., Dekas, K., & Rosso, B. (2009). Callings. In S. Lopez & A. Beauchamp (Eds.), Encyclopedia of Positive Psychology: 115-118. Oxford, UK: Blackwell.
- [37] Blader, S. L., Wrzesniewski, A., & Bartel, C. A. (2007). Identity and the modern organization: An invitation. In Identity and the Modern Organization: 3-13. Bartel, C. A., Blader, S., & Wrzesniewski, A. (Eds.). Mahwah, NJ: Lawrence Erlbaum.
- [38] Bartel, C. A., Wrzesniewski, A., & Wiesenfeld, B. (2007). The struggle to establish organizational membership: Newcomer socialization in remote work contexts. In Identity and the Modern Organization: 119-133. Bartel, C. A., Blader, S., & Wrzesniewski, A. (Eds.). Mahwah, NJ: Lawrence Erlbaum.
- [39] Wrzesniewski, A. & Tosti, J. (2005). Career as a calling. In J. H. Greenhaus & G. A. Callanan (Eds.), Encyclopedia of Career Development: 71-74. Thousand Oaks: Sage Publications.
- [40] Cameron, K. S., Dutton, J. E., Quinn, R. E., & Wrzesniewski A. (2003). Developing a discipline of positive organizational scholarship. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), Positive Organizational Scholarship: 361-370. San Francisco: Berrett-Koehler.
- [41] Wrzesniewski, A. (2003). Finding positive meaning in work. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), Positive Organizational Scholarship: 296-308. San Francisco: Berrett-Koehler.

- [42] Wrzesniewski, A., Dutton, J. E., & Debebe, G. (2003). Help in unexpected places: Access and assistance from within an organization. In M. Feldman, J. Bell, & M. Berger (Eds.), Gaining Access: A Practical Guide for Qualitative Researchers: 92-99. San Francisco: Altamira Press.
- [43] Worline, M., Wrzesniewski, A., & Rafaeli, A. (2002). Courage and work: Breaking routines to improve performance. In R. G. Lord, R. J. Klimoski, & R. Kanfer (eds.), Emotions in the Workplace: Understanding the Structure and Role of Emotions in Organizational Behavior: 295-330. San Francisco: Jossey-Bass.
- [44] Wrzesniewski, A., Rozin, P., & Bennett, G. (2002). Working, playing, and eating: Making the most of most moments. In C. L. M. Keyes & J. Haidt (Eds.), Flourishing: The Positive Person and the Good Life: 185-204. Washington, DC: American Psychological Association.

PAPER PROCEEDINGS

- [45] Petriglieri, G., Ashford, S. J., & Wrzesniewski, A. (2019). Agony and ecstasy in the gig economy: Cultivating holding environments for precarious and personalized work identities. Best Paper Proceedings of the Academy of Management (August 2016). (a later version of this paper appeared in Administrative Science Quarterly, see #4)
- [46] Anteby, M., & Wrzesniewski, A. (2007). Focusing on lone trees in the forest: Members' experiences of a multiple identity organization. Best Paper Proceedings of the Academy of Management (August 2007).

EDITED BOOK

- [47] Bartel, C. A., Blader, S., & Wrzesniewski, A. (Eds.). (2007). Identity and the Modern Organization. Mahwah, NJ: Lawrence Erlbaum. 285 pages.

Reviewed in American Psychological Association Review of Books, 2008.

Reviewed in Administrative Science Quarterly, 2008.

POPULAR PRESS

- [48] Dutton, J. E. & Wrzesniewski, A. (2020). What job crafting looks like. Harvard Business Review, 140-143.
- [49] Petriglieri, G., Ashford, S. J., & Wrzesniewski, A. (March-April 2018). Thriving in the gig economy. Harvard Business Review, 140-143.
- [50] Wrzesniewski, A. & Schwartz, B. (2014). The secret of effective motivation. New York Times. July 4, 2014.

- [51] Canales, R., Massey, B. C., & Wrzesniewski, A. (2010). Promises aren't enough: Business schools need to do a better job teaching students values. Wall Street Journal. August 23, 2010.
- [52] Wrzesniewski, A., Berg, J. M., & Dutton, J. E. (June 2010). Turn the job you have into the job you want. Harvard Business Review, 114-117.

TEACHING CASES

- [53] Mastercard: Marketing transformation for a new world. (2018). With Jean Rosenthal, Ravi Dhar, Vineet Kumar, and Jaan Elias. Yale SOM Case 18-013, April 6, 2018

RESEARCH IN PROGRESS

- [54] Cho, Y., Wrzesniewski, A., & Baron, J. N. Stuck in the middle? Social comparison processes in response to raising minimum pay. In revision.
- [55] Eun, E., & Wrzesniewski, A. Know better, do worse: The lagged emotional cost of holding an expert identity in a crisis. In revision.
- [56] Shandell, M. S., Wrzesniewski, A., Grant, A. M., & Berg, J. M. Called by your work or your workplace: The roles of internal and external callings in job performance. In revision.
- Cho, Y. & Wrzesniewski, A. Foothold or springboard? The complexity of extrinsic motivation. In preparation.
- Baron, J. N. & Wrzesniewski, A. Predicting persistent job satisfaction over the life course. In preparation.

HONORS, GRANTS & AWARDS

- | | |
|------|---|
| 2024 | Wharton Teaching Excellence Award Award given for teaching excellence |
| 2019 | “Inspiring Yale” School of Management Honoree Elected as the most inspiring professor among graduate students |
| 2019 | Herbert Simon Award Rajk László College for Advanced Studies, Corvinus University, Budapest, Hungary |
| 2015 | Outstanding Author Award 2015 Emerald Publishing Literati Network Award for Excellence |

- 2015 **“Inspiring Yale” School of Management Honoree**
Elected as the most inspiring professor among graduate students
- 2015 **Yale SOM Alumni Association Teaching Award**
Elected as the best professor teaching in the MBA core
- 2014 **Outstanding Author Award**
2014 Emerald Publishing Literati Network Award for Excellence
- 2010 **Google Faculty Research Grant**
Award given to support research
- 2009 **Davis Conference on Qualitative Research Best Paper Award** (with
Jane Dutton and Gelaye Debebe)
- 2008 **Representative-at-Large, Organizational Behavior Division, Academy
of Management**
Elected three year position
- 2006 **Berkley Center for Entrepreneurship, Kauffman Grant**
“Why Start-up Companies Go Green: The Role of Values and Issue
Framing” (\$10,000, with Prof. Ari Ginsberg)
- 2005 **Finalist, Professor of the Year**
NYU Stern School of Business
- 2003 **New York University Excellence in Teaching Award**
NYU Stern Executive Education Program
- 2003 **New York University Undergraduate College “Club 6”**
Award given for teaching excellence
- 2002 **IBM Faculty Award**
Award given for research excellence
- 2000 **Positive Psychology Network**
Leader of funded research group studying the “Positive Psychology of
Organizations”
- 1998 **Horace H. Rackham One-Term Dissertation Fellowship**
Rackham School of Graduate Studies, The University of Michigan
- 1996-1998 **Departmental Associate**
Elected honor among psychology department graduate students
Department of Psychology, The University of Michigan

- 1997 **OB/OMT Doctoral Consortium Participant**
Annual Meeting of the Academy of Management
- 1995 **Honorable Mention, National Science Foundation**
National Science Foundation Graduate Research Fellowship competition
- 1995, 1998 **Spring-Summer Research Fellowship**
Department of Psychology, The University of Michigan
- 1993 **Psi Chi National Psychology Honor Society**
Co-President, The University of Pennsylvania, 1994
- 1990-1994 **National Merit Achievement Scholarship, W. W. Smith Charitable
Trust Scholarship**
The University of Pennsylvania

REFEREED PRESENTATIONS

Cho, Y., Wrzesniewski, A., & Baron, J. N. (2020). Stuck in the middle: Unintended affective responses to raising minimum pay. 36th EGOS Colloquium, July 2020, Hamburg, Germany.

Cho, Y. & Wrzesniewski, A. (2019). Finding my home: Exposure to potential jobs and specialty choice of medical students. Paper presented at the Annual Meeting of the Academy of Management, August 2019, Boston, MA.

Wrzesniewski, A. (2018). Then and now: Job design, job crafting, and the meaning of work. Speaker on research panel on work design at the Annual Meeting of the Academy of Management, August 2018, Chicago, IL.

Cho, Y., Wrzesniewski, A., & Baron, J. N. (2017). What goes up must come down: Behavioral and affective responses to raising minimum pay. Paper presented at the Wharton People and Organizations Conference, October 2017, Philadelphia, PA.

Petriglieri, G., Ashford, S. J., & Wrzesniewski, A. (2017). Agony and ecstasy in the gig economy: Cultivating holding environments for precarious and personalized work identities. Paper presented in a showcase symposium at the Annual Meeting of the Academy of Management, August 2017, Atlanta, GA.

Jiang, W., & Wrzesniewski, A. (2017). Lost callings: The role of meaning in declining occupations. Presented at the 33rd EGOS Colloquium, July 2017, Copenhagen, Denmark and Annual Meeting of the Academy of Management, August 2017, Atlanta, GA.

Cho, Y., & Wrzesniewski, A. (2017). Hire for both slope and intercept: How performance feedback and motives combine to drive change in turnover intent. Paper presented at the Society for the Study of Motivation, May 2017, Boston, MA and the Annual Meeting of the Academy of Management, August 2017, Atlanta, GA.

Jiang, W., & Wrzesniewski, A. (2016). The meaning of work in employment transitions: Effects of couples' work orientation incongruence on work outcomes. Paper presented at the Annual Meeting of the Academy of Management, August 2016, Anaheim, CA.

Wrzesniewski, A., Bartel, C. A., & Wiesenfeld, B. M. (2013). Remoteness as a resource: The impact of virtual work on job crafting. Paper presented at the Annual Meeting of the Academy of Management, August 2013, Orlando, FL.

Wrzesniewski, A., Berg, J. M., Grant, A. M., Kurkoski, J., & Welle, B. (2012). Job crafting in motion: Achieving sustainable gains in happiness and performance. Paper presented at the Annual Meeting of the Academy of Management, August 2012, Boston, MA.

Wrzesniewski, A., & Tschopp, C. (2011). Predicting the future from the past: Impact of prospective plans and past employment on MBA careers. Paper presented at the Annual Meeting of the Academy of Management, August 2011, San Antonio, TX.

Cardador, M. T., & Wrzesniewski, A. (2011). Better to give and to compete? Prosocial and competitive motives as interactive predictors of citizenship behaviors. Paper presented at the Annual Meeting of the Academy of Management, August 2011, San Antonio, TX.

Tschopp, C., & Wrzesniewski, A. (2011). MBA programs as a stepping stone for career changes. 27th EGOS Colloquium, July 2011, Gothenburg, Sweden.

Okimoto, T., & Wrzesniewski, A. (2011). Effort in the face of difference: Feeling like a non-prototypical group member motivates effort. Industrial and Organisational Psychology Conference, June 2011, Brisbane, Australia.

Berg, J. M., Wrzesniewski, A., & Dutton, J. E. (2009). Overcoming challenges in crafting sustainable jobs. Symposium Chair, All-Academy Symposium presented at the Annual Meeting of the Academy of Management, August 2009, Chicago, IL.

Rosso, B., Dekas, K., & Wrzesniewski, A. (2008). Changing the questions we ask: New directions in the meaning of work. All-Academy Symposium presented at the Annual Meeting of the Academy of Management, August 2008, Anaheim, CA.

Anteby, M., & Wrzesniewski, A. (2007). Focusing on lone trees in the forest: Members' experiences of a multiple identity organization. Paper included in *Best Paper Proceedings of the Academy of Management*, presented at the Annual Meeting of the Academy of Management, August 2007, Philadelphia, PA.

Wrzesniewski, A., Bartel, C. A., & Wiesenfeld, B. M. (2007). The struggle to establish organizational membership: Newcomer socialization in remote work contexts. Symposium Co-Chair; Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, April 2007, New York, NY.

Okimoto, T. G., & Wrzesniewski, A. (2006). Inclusionary motivations and effort-based performance in groups. Symposium Co-Chair; Paper presented at the Annual Meeting of the Academy of Management, August 2006, Atlanta, GA.

Wrzesniewski, A., Tosti, J., & Landman, J. (2006). If I could turn back time: Calling orientation as a buffer against occupational regret. Symposium Co-Chair; Paper presented at the Annual Meeting of the Academy of Management, August 2006, Atlanta, GA.

Okimoto, T. G., & Wrzesniewski, A. (2006). Inclusionary concerns and effort-based performance in groups: Expectations and peripheral membership. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, January 2006, Palm Springs, CA.

Gandal, N., Roccas, S., Sagiv, L., & Wrzesniewski, A. (2005). Occupation-embedded values: The case of the personal value priorities of economists. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Berson, Y., & Wrzesniewski, A. (2005). The impact of transformational leadership and employee work engagement on team innovation. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Drori, I., Wrzesniewski, A., & Ellis, S. (2005). Miracle: How boundary work and cultural practice shape organizational integration. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Anteby, M. J., & Wrzesniewski, A. (2004). Can ideology-driven organizations tolerate multiple identities? Paper presented at the Annual Meeting of the Academy of Management, August 2004, New Orleans, LA.

Anteby, M. J., & Wrzesniewski, A. (2004). You can't study that!: Research on socially disapproved organizational behaviors. Co-chair, symposium presented at the Annual Meeting of the Academy of Management, August 2004, New Orleans, LA.

Anteby, M. J., & Wrzesniewski, A. (2003). Resolving hybrid organizational identities: Orienting the mirror from below. Paper presented at the Annual Meeting of the Academy of Management, August 2003, Seattle, WA.

Wrzesniewski, A. (2003). Status and the meaning of work: Prestige in the eye of the beholder. Research presented at the Annual Meeting of the Academy of Management, August 2003, Seattle, WA.

Anteby, M. J., & Wrzesniewski, A. (2002). Ashtrays, rockets, and love-letters: Artistic experiences in factories. Paper presented in roundtable session at the Annual Meeting of the American Sociological Association, August 2002, Chicago.

Wrzesniewski, A. (2001). Reflections on dirty work, tricks of the mind, and the meaning of work. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 2001, Washington, DC.

Wrzesniewski, A., & Dutton, J. E. (2001). Competent caring in organizations. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 2001, Washington, DC.

Worline, M., & Wrzesniewski, A. (2001). Why tell courage stories? Paper presented at the Annual Meeting of the Western Academy of Management, April 2001, Sun Valley, ID.

Wrzesniewski, A., & Dutton, J. E. (2000). Crafting a job: Revisioning employees as active crafters of their work. Paper presented at the Annual Meeting of the Academy of Management, August 2000, Toronto, Canada.

Wrzesniewski, A. (1999). Jobs, careers, and callings: How work orientation shapes job transitions. Paper presented in symposium at the Annual Meeting of the Academy of Management, August 1999, Chicago, IL.

Myers, V. L., Morgan, L. M., & Wrzesniewski, A. (1999). Calling and coping: The relationship between work orientation and well-being. Paper presented at the Annual Meeting of the American Psychological Association, August 1999, Boston, MA.

Wrzesniewski, A., & Dutton, J. E. (1998). Architecting dirty work as a blessing or a burden. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 1998, San Diego, CA.

Wrzesniewski, A. (1998). The role of work orientation in employment transitions. Paper presented at the Society of Industrial and Organizational Psychology Conference, April 1998, Dallas, TX.

Dutton, J. E., Debebe, G., & Wrzesniewski, A. (1996). The re-valuing of de-valued work: The importance of relationships for hospital cleaning staff. Paper presented at the Annual Meeting of the Academy of Management, August 1996, Cincinnati, OH.

Wrzesniewski, A., & Landman, J. (1996). Occupational choice and regret. Paper presented at the American Psychological Society Conference, July 1996, San Francisco, CA.

Wrzesniewski, A., McCauley, C. R., Rozin, P., & Schwartz, B. (1995). Jobs, careers, and callings: A tripartite categorization of people's relations to their work. Paper presented at the Interdisciplinary Students of Organizations Conference, September 1995, University of North Carolina at Chapel Hill, Chapel Hill, NC.

INVITED PRESENTATIONS

Wrzesniewski, A. (2022). Foothold or Springboard? The Complexity of Extrinsic Motivation. Management Department, The Wharton School, University of Pennsylvania, November 2022.

Wrzesniewski, A. (2022). Perceiving Fixed or Flexible Meaning: Toward a Process of Navigating Occupational Destabilization. Sociology Department, Yale University, September 2022; Management and Organizations Department, Stern School of Business, New York University, October 2022.

Wrzesniewski, A. (2016-2019). The Meaning of Work in Employment Transitions: How Couples' Work Orientation Incongruence Shapes Work Outcomes. Department of Psychology, Yale University, October 2016; INSEAD, February 2017; Amherst College, April 2017; University of Southern California, April 2017, University of California, Berkeley, October 2018; Oxford, March 2019.

Wrzesniewski, A. (2016). Teams Near and Far. Wharton People Analytics Conference, University of Pennsylvania, April 2016.

Wrzesniewski, A. (2016). On the Meaning of Work. Research presented to Framework LLC, Stamford, CT, April 2016.

Wrzesniewski, A. (2016). Job Crafting and the Meaning of Work. Psychology Conference at Poznan, Poland, May 2016.

Wrzesniewski, A. (2016). Job Crafting. Keynote, All-Yale Human Resources CareerConnect conference, February 2016.

Wrzesniewski, A. (2015). The Meaning of the Job. Flexwork Research Conference, Rotterdam, Netherlands, October 2015.

Wrzesniewski, A. (2015). On the Meaning of Work. Keynote, Management Leadership for Tomorrow conference, New Haven, CT, August 2015.

Wrzesniewski, A. (2014-2015). Mindsets at Work: Achieving Sustainable Happiness at Work. London School of Economics, October 2015; Boston University, October 2014; MIT, November 2014; The University of Virginia, December 2014; University of Zurich, February 2015; University of Toronto, April 2015; Vanderbilt University, April 2015.

Wrzesniewski, A. (2015). Predicting Performance: On Meaning and Motivation. Wharton People Analytics Conference, University of Pennsylvania, April 2015.

Wrzesniewski, A. (2015). Leadership and Motivation. Yale Leadership Institute. March 2015.

Wrzesniewski, A. (2015). Make Your Current Job Your Dream Job: Finding Positive Meaning in Work. University of Virginia School of Medicine, Center for Appreciative Practice, February 2015.

Wrzesniewski, A. (2014). Engage in Job Crafting. Center for Positive Organizations, University of Michigan, December 2014.

Wrzesniewski, A. (2014). Job Crafting: How Individuals Revision Work. Google re:Work Conference, Mountain View CA, October 2014.

Wrzesniewski, A. (2014). Work and Meaning Making. Young African Leaders Initiative (YALI). Yale University, June 2014.

Wrzesniewski, A. (2014). Crafting Meaningful Work. International Positive Psychology Association Leader Series, web talk, May 2014.

Wrzesniewski, A. (2013-2014). Multiple Motives Don't Always Multiply Motivation: Evidence from a Decade of West Point Cadets. Anderson School of Management, University of California, Los Angeles, April 2013; The University of Michigan, October 2013; London School of Economics, February 2014; Duke University, March 2014; U.S. Army Chief of Staff/Strategic Studies Group, September 2014.

Wrzesniewski, A. (2013). Secular Perspectives on Callings and the Meaning of Work. Conference on Vocation at the Canterbury Cathedral, England, September 2013.

Wrzesniewski, A. (2012). Getting What You Want and Wanting What You Get? The Impact of Prospective Plans and Past Employment on Job Search Outcomes and the Meaning of Work. The Wharton School, University of Pennsylvania, April 2012.

Wrzesniewski, A. (2012). Job Crafting in Motion: Achieving Sustainable Gains in Happiness and Performance. Columbia University, April 2012; The University of Michigan, September 2012; The University of Utah, October 2012; The University of Texas at Austin, November 2012.

Wrzesniewski, A. (2011-2012). Crafting Happiness: Sustainable Gains from Modifying Work and Self. The University of Illinois, February 2012; McGill University, November, 2011.

Wrzesniewski, A. (2010). Pathways to Meaningful Work. Boston College, November 2010.

Wrzesniewski, A. (2010). Fostering Excellence through Job Crafting. Center for School Study Councils at the Graduate School of Education, University of Pennsylvania.

Panelist. (2009). New Perspectives on Brady and Other Disclosure Obligations: What Really Works? Cardozo Law School, November 2009, New York, NY.

Wrzesniewski, A. (2009). Caring in the Context of Devalued Work. Davis Conference on Qualitative Research, University of California, Davis, March 2009; The Technion, Haifa, Israel, March 2009.

Wrzesniewski, A. (2008). Making Meaning of Meaning of Work Research. Panel for Organizational Behavior, Jones Graduate School of Management, May 2008, Rice University.

Wrzesniewski, A. (2008). Hidden Pockets of Good Work: The Competence in Caring by Hospital Cleaners. School of Industrial and Labor Relations and Johnson Graduate School of Management, January 2008, Cornell University; Harvard Business School, October 2007.

Wrzesniewski, A. (2007). Low Wage Work and Work Organizations: A Critical Research and Policy Frontier. Panel for the Interdisciplinary Committee on Organizational Studies Seminar, November 2007, University of Michigan.

Wrzesniewski, A. (2007). Individual and Organizational Journeys in the Meaning of Work. Gallup Institute for Global Well-Being, October 2007, Washington, DC.

Wrzesniewski, A. (2007). Jobs, Careers, and Callings: The Impact of Different Ways of Making Meaning in Work. Yale Faculty Seminar, February 2007, Yale School of Management.

Wrzesniewski, A. (2006). Life and Work After 40: Passion and Purpose. Yale Club of Boston, October 2006, Boston MA.

Wrzesniewski, A. (2006). Contemporary Research Issues Panel. Interdisciplinary Committee on Organizational Studies Seminar, April 2006, University of Michigan.

Wrzesniewski, A. (2006). Jobs, Careers, and Callings: Journeys in the Meaning of Work. Rutgers University and the University of Virginia.

Wrzesniewski, A. (2006). Careers and Callings: Work Orientation in Job Transitions. Yale University.

Wrzesniewski, A. (2005). Remoteness as a Resource: The Impact of Context on Job Crafting. University of British Columbia, University of Pittsburgh, University of Texas at Austin, and Boston University.

Wrzesniewski, A. (2005). When Jobs, Careers and Callings Collide: Work Orientation in Interdependent Teams. Second Annual CRITEOS research forum, Porto Alegre, Brazil.

Wrzesniewski, A. (2005). The Meaning of Work. Values-Based Leadership in High-Performance Organizations Conference, Emory University.

Wrzesniewski, A. (2004, 2005). Invited discussant. Tenth Annual Wharton Organizational Behavior Conference, University of Pennsylvania.

Wrzesniewski, A. (2004). Work Orientation and the Meaning of Work. HEC Montreal, Criteos Research Center.

Wrzesniewski, A. (2003). Careers and Callings: Work Orientation in Job Transitions. Ninth Annual Wharton Organizational Behavior Conference, University of Pennsylvania.

Wrzesniewski, A. (2003, 2004, 2006). Starting the Thesis. New Doctoral Student Consortium, Academy of Management Meetings, Seattle, WA, New Orleans, LA, & Atlanta, GA.

Wrzesniewski, A. (2003). When Jobs, Careers, and Callings Collide: The Role of Work Orientation in Teams. University of Southern California and University of Illinois.

Wrzesniewski, A. (2003). Jobs, Careers, and Callings: Creating Meaning in Work. Invited Presentation. Center for School Study Councils at the Graduate School of Education, University of Pennsylvania.

Wrzesniewski, A. (2002). Conflicted Organizational Identities: An Ongoing Field Study of "Helping Hands." New York University.

Wrzesniewski, A., Frost, P., & Worline, M. (2002). Positive Organizing. Positive Psychology Conference, January 2002, Akumal, Mexico.

Wrzesniewski, A. (2001). The Scholarship of Positive Organizing. Positive Organizational Scholarship Conference and the Interdisciplinary Committee on Organizational Studies Seminar, December 2001, University of Michigan.

Wrzesniewski, A. (2001). A Positive Psychology of Organizations. Positive Psychology Summit, October 2001, Washington, DC.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Work Orientation and Job Transitions. Department of Psychology, New York University and Teachers College, Columbia University.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Creating Meaning in Work. Positive Psychology Summit, October 2000, Washington, DC.

Wrzesniewski, A. (2000). Crafting a Job: Revisioning Employees as Active Crafters of Their Work. 2nd Annual Positive Psychology Conference, January 2000, Akumal, Mexico.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Work Orientation and Job Transitions. University of Maryland, University of California at Irvine, University of Minnesota, University of Southern California, Harvard Business School, New York University.

TEACHING INTERESTS

Organizational Psychology, Organizational Behavior, Team Dynamics in Organizations

TEACHING EXPERIENCE

Special Topics in Organizational Behavior (PhD Elective)

The Wharton School, University of Pennsylvania

Teamwork and Interpersonal Influence (Undergraduate Core)

The Wharton School, University of Pennsylvania

Negotiations (MBA Elective & Undergraduate Elective)

The Wharton School, University of Pennsylvania

Inside Organizations (PhD Core, taught with James Baron 2014-16 & Michael Kraus 2018)

Yale School of Management

Global Virtual Teams (EMBA Core and MBA Core)

Yale School of Management

Managing Groups and Teams (EMBA Core and MBA Core)

Yale School of Management

Workforce (EMBA Core and MBA Core)

Yale School of Management

Careers (MBA Core)

Yale School of Management

Executive Education

New York University, Stern School of Business (2003-2005)

University of Pennsylvania, The Wharton School (2013-2014; 2023-present)

Yale School of Management (2007-2023)

Organizational Behavior (PhD Seminar)

New York University, Stern School of Business

Managing Organizations (MBA Core)

New York University, Stern School of Business

Management and Organizational Analysis (Undergrad)

New York University, Stern School of Business

Teamwork and Interpersonal Relations in Organizations

University of Michigan Business School, Undergraduate

Introduction to Organizational Psychology (Undergraduate)

University of Michigan, Department of Psychology

Advanced Laboratory in Organizational Psychology (Undergraduate)

University of Michigan, Department of Psychology

Bargaining and Influence Behavior (MBA)

University of Michigan Business School

Teaching Assistant with Professor James P. Walsh

SPONSORED RESEARCH PROJECTS

Co-PI on National Science Foundation “Future of Work” grant, \$2,500,000 (\$1,520,000 to Yale, PI Aaron Dollar) “FW-HTF-RL: Collaborative Research: Shared Autonomy for the Dull, Dirty, and Dangerous: Exploring Division of Labor for Humans and Robots to Transform the Recycling Sorting Industry” (with Aaron Dollar (PI, Yale), Berk Calli (PI, WPI), Jacob Whitehill (Co-PI, WPI), Kate Saenko (PI, BU), Vitaly Ablavsky (Co-PI, BU), Marian Chertow (Co-PI, Yale), Barbara Reck (Co-PI, Yale), Brian Scassellati (Co-PI, Yale)) 9/01/19-8/31/23

ADVISING

Doctoral Thesis Committees

Elisabeth Yang, Yale School of Management, Yale University, “Examining Frontline Professional Work Practices and Processes in Healthcare Organizations in the Age of AI and Covid-19,” (current student).

Alexandra Bray, Yale School of Management, Yale University, “Team and Organizational Dynamics in the Healthcare Industry,” 2023, Postdoctoral Associate at The Wharton School, University of Pennsylvania.

Yuna Cho, Yale School of Management, Yale University, “Relational Architecture at Work: How Social Characteristics of Work Affect Attitudes, Behaviors, and Careers,” 2021, Chair. Assistant Professor, The University of Hong Kong.

Mustafa Yavas, Sociology, Yale University, “White Collar Blues? The Making of the Global Middle Class in Turkey,” 2020, Postdoctoral Associate in the Social Sciences Division, New York University, Abu Dhabi.

Theodore DeWitt, Ross School of Business, University of Michigan, “Mapping the Transition of Work in Labor Markets and Entrepreneurial Organizations,” 2019, Assistant Professor, University of Massachusetts, Boston.

Jon M. Jachimowicz, Columbia University, “The Dynamic Nature of Passion: Understanding the Pursuit, Experience, and Perception of Passion,” 2019, Assistant Professor, Harvard Business School.

Winnie Jiang, Yale School of Management, Yale University, “Meaning and Mobility: The Dynamics of Pursuing, Sustaining, and Leaving A Calling,” 2019, Chair. Assistant Professor, INSEAD.

Matthew Regele, Yale School of Management, Yale University, “Of Two Minds: The Adoption and Enactment of Hybrid Organizational Identities,” 2018, Co-chair. Assistant Professor, Xavier University.

Patrick Farran, Benedictine University, “Cultivating Work Meaningfulness with Appreciative Inquiry,” 2018, Assistant Professor, Notre Dame University.

Jordon Swain, Yale School of Management, Yale University, “Does Humility Make a Better Military Officer? Investigating Psychological Safety as an Explanatory Mechanism, Examining Superiors’ Perceptions of Potential and the Effect of Gender, and Exploring Humility in West Point Cadets,” 2017, Assistant Professor of Behavioral Science and Leadership, United States Military Academy at West Point.

Amer Madi, INSEAD, “Finding Self-transcendent/Existential Meaning in Work: When and Why Do People Seek Existential Meaning in Work, and how is it Maintained, Changed, or Lost?” 2017, Adjunct Professor, HEC Paris.

Rosanna Smith, Yale School of Management, Yale University, “The Creative Process and the Construction of Value,” 2017, Assistant Professor, University of Georgia.

Kira Schabram, Sauder School of Business, University of British Columbia, “The Impact of Work Orientation on Career, Creativity, and Compassion,” 2016, Assistant Professor, University of Washington.

Vincent Ogutu, Rutgers University, “Origins, Variability, and Outcomes of Calling Orientation: A Study of Social Entrepreneurs,” 2016, Vice Chancellor, Strathmore Business School, Strathmore University, Kenya.

Gabriel Grant, Yale School of Forestry and Environmental Studies, Yale University, “Employee and Organizational Flourishing in the Pursuit of Planetary Flourishing,” 2014, Breaking Through Gridlock.

Alison Gerber, Sociology, Yale University, “Art Work?: Employment, Markets, and Valuation in the Visual Arts,” 2015, Senior Lecturer, Department of Sociology, Lund University, Sweden.

Marlene Walk, School of Social Policy and Practice, University of Pennsylvania, “Schools, Teachers and their Work: Essays on Attitudes and Responses to Organizational Change,” 2015, Assistant Professor, University of Indiana, Bloomington.

Matthew Fox, Fuqua School of Business, Duke University, “Transcending Death Through Organizational Birth,” 2015. Assistant Professor, University of South Dakota.

Alia Crum, Psychology, Yale University, “ReThinking Stress: The Role of Mindsets in Determining the Stress Response,” 2011, Associate Professor, Psychology Department, Stanford University.

M. Teresa Cardador, Business Administration, University of Illinois, “Meaningful Work through Social Contribution: How, Why and When is it Realized by Employees?” 2009, Associate Professor, University of Illinois.

Jennifer Tosti, Stern School of Business, New York University, “Structuring the Void: Identity Reconstruction Following Major Career Transition,” 2009, Chair. Professor, Babson College.

Michel Anteby, Stern School of Business, New York University, “Work, Meaning, and Identity: A Study of Semi-Clandestine Factory Interactions,” 2005, Chair. Professor, Boston University.

Linda Dunn-Jensen, Stern School of Business, New York University, “Unmasking Face Time: Work, Family and Presence at the Office,” 2006, Adjunct Professor, San Jose State University.

Niary Gorjian, Alliant University, “The Virtue of Transcendence in Relation to Work Orientation, Job Satisfaction and Turnover Cognitions,” 2006, Assistant Professor, The Chicago School of Professional Psychology.

Sara Grant, Wagner Graduate School of Public Service, New York University, “Transitioning Between the Private and the Public Sector: An Exploratory Study,” 2006, Adjunct Associate Professor of Public Administration, New York University.

Patricia Hewlin, Stern School of Business, New York University, “And the Award For Best Actor Goes to . . . : Facades of Conformity in Organizational Settings,” 2001, Professor, McGill University.

Tyler Okimoto, Department of Psychology, New York University, “Outcomes as Affirmation of Membership Value: Material Compensation for Procedural Injustice,” 2005, Professor, University of Queensland.

Gregory Robbins, Management, Columbia Graduate School of Business, Columbia University, “Titles and Tasks: New Jobs for New Media in Silicon Alley?” 2001, Associate Professor, Southern Connecticut State University.

Independent Study Advisor

Danielle Stines, Stern School of Business, NYU, “Leadership and Job Crafting,” 2002.
Amanda Diamondstein, Gallatin School, NYU, “Organizational Culture,” 2001.

Faculty Mentor of Graduate and Undergraduate Students

Faculty Mentor of First-Year MBA Students, Leadership Development Program, Yale University, 2006-2010

Stern Scholars Class of 2006 Faculty Advisor, New York University, 2002-2006

University Mentorship Society, University of Michigan, 1995-1998

OTHER RESEARCH EXPERIENCE

University of Michigan Business School, Ann Arbor, MI, 1996-1999

Collaborative research with Professor Jane E. Dutton to study how people in “dirty work” jobs derive meaning in work. Conducted focus groups, interviews, and observations with hospital cleaners. Coded and analyzed data, summarized findings in two empirical papers.

Institute for Social Research, Survey Research Center, University of Michigan, Ann Arbor, MI, 1996-1998

Research assistant with Professor Richard H. Price and Dr. Amiram D. Vinokur in Michigan Prevention Research Center project on the impact of job loss on couples. Investigated the impact of the experience of work as a job, career, or calling on job seeking behaviors and eventual re-employment patterns in NIMH-funded, large, two-site, longitudinal field study. Coordinated interview and survey waves in the field; assessed field procedures; oversaw data collection; assisted with scale construction and data analyses; and authored research articles.

Department of Psychology, University of Pennsylvania, Philadelphia, PA, 1991-1994

Research assistant with Professor Paul Rozin on projects sponsored by The MacArthur Foundation and Unilever. Collaborative research on all facets of research projects. Research topics included field surveys of work orientation; evaluative conditioning of olfactory and visual stimuli in both laboratory and field contexts; and measurement of attention to and importance of sense of smell. Designed and implemented laboratory experiments and surveys; analyzed and interpreted data; presented research at weekly laboratory meetings; authored and assisted in the authoring of journal articles.

Department of Psychology, Hiroshima Shudo University, Hiroshima, Japan, 1994

Research assistant with Professor Sumio Imada. Research projects included body image perception and attitudes toward eating. Collected and analyzed survey data and made classroom presentations of collaborative research projects.

Department of Psychology, Katholieke University of Leuven, Leuven, Belgium, 1993

Research assistant with Professors Paul Eelen and Frank Baeyens on projects sponsored by Unilever. Research topics included evaluative conditioning and learning in humans in both laboratory and field contexts, and cross-cultural food and smell sensory attitudes. Aided in the design of laboratory experiments; implemented laboratory experiments and surveys;

learned psychophysiological measurement techniques and research methods; assisted in data analysis and interpretation; wrote research reports; assisted in authoring of journal articles.

PROFESSIONAL AFFILIATIONS

Academy of Management
Association for Psychological Science
Society for Personality and Social Psychology
Society for Industrial and Organizational Psychology

PROFESSIONAL SERVICE

Academy of Management Journal, Editorial Board, 2010-2015
Academy of Management Review, Editorial Board, 2012-2015
Journal of Organizational Behavior, Editorial Board, 2009-
Organization Science, Editorial Board, 2011-2020
Organization Science, Senior Editor, 2020-2023

Faculty Judge, INFORMS/Organization Science Dissertation Proposal Competition, 2017.

Research track co-convenor with Michel Anteby and Israel Drori for Reflections on New Worlds of Work. European Group on Organizational Studies (EGOS) Conference, Athens, Greece, July 2015.

Research Advisory Board, Center for Positive Organizations, University of Michigan, 2014-

Academy of Management, Lifetime Achievement Award Committee, Organizational Behavior Division, 2019

Academy of Management Journal Best Paper Award Committee, 2014

Academy of Management, Best Paper Committee, Organization Management Theory Division, 2014

Academy of Management, Most Innovative Paper Award Committee, Organizational Behavior Division, 2013

Academy of Management Review Best Paper Award Committee, 2013

Scientific Committee, 3rd World Congress of Positive Psychology, 2013
Journal of Organizational Behavior Best Paper Award Committee, 2007

Ad hoc reviewer: National Science Foundation, Journal of Personality and Social Psychology, Psychological Science, Motivation and Emotion, Current Directions in Psychological Science, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, American Behavioral Scientist, Administrative Science Quarterly, Journal of Management,

CONFERENCES ORGANIZED

“The May Meaning Meeting” (Annually, 2004 to present). Sponsored by the Positive Psychology Network, The University of Michigan, New York University, The University of Illinois, Rice University, The University of North Carolina, The University of St. Thomas, Brigham Young University, Boston College, The University of Washington, Yale University, and the University of Pennsylvania.

This meeting provides a space for psychologists and organizational scholars to share their research in the domain of meaning, defined broadly to cover the meaning of work, organizational meaning frames, task meaning, and the impact of meaningfulness in organizational contexts. The meeting facilitates the exchange and development of research in this developing area, and has begun to build a community of scholars who conduct empirical research in the broad area of meaning.

“Roundtable on Identities in Organizations” (June, 2004). Sponsored by the Stern School of Business and the Academy of Management, Organizational Behavior Division.

The workshop provided a forum for exchanging of cutting-edge ideas among leading management and social science scholars investigating processes and outcomes related to the creation, maintenance and enactment of identities in organizations. The workshop stimulated broad, multidisciplinary thinking and discussion, with the goal of surfacing promising research ideas that will help move the organizational identity literature forward in both theory and practice. The organizers co-edited a book (2007) based on the work presented in the conference.

UNIVERSITY SERVICE

The Wharton School, University of Pennsylvania
Academic Freedom and Responsibility Committee (2024-2025)

Future of Business Education Committee (2023-2024)

OB Faculty Recruiting Committee (2024-2025)

Yale University
Provost’s Standing Advisory & Appointments Committee, School of Public Health, 2020-2023

University-Wide Committee on Sexual Misconduct, 2018-2023

Council of the Women’s Faculty Forum, 2015-2020

Senior Faculty Review Committee, 2015-2023

Various tenure and review committees, 2016-2023

Freshman Advisor, Trumbull College, Yale University, 2014-2023

Sophomore Advisor, Trumbull College, Yale University, 2015-2023

Fellow, Trumbull College, Yale University, 2013-2023

Appointments, Curriculum, and Strategy Committee, 2017-2019, 2020-2023

Honor Committee, Yale School of Management, 2007-2012, 2015-2023

Faculty Recruiting Committee, Organizational Behavior, Yale University, 2006-2012, 2013-2023

Advisory Board, Program for Global Social Enterprise, Yale School of Management, 2017-2023

Advisory Board, Chief Executive Leadership Institute, Yale School of Management, 2018-2023

New York University

Research Committee, Department of Management, New York University, 2005-2006

Doctoral Program Committee, Department of Management, New York University, 2000-2003, 2004-2005

Faculty Recruiting Committee, Department of Management, New York University, 2001-2002

Course Developer and Organizer, Year-Long Ph.D. Seminar for New Students, New York University, 2001-2003

Member, Research Subcommittee, Department of Management, New York University, 2000

University of Michigan

Graduate Executive Committee, Department of Psychology, University of Michigan, 1997-1999

Executive Committee, Organizational Psychology, University of Michigan, 1995-1997

Psychology Graduate Council, Department of Psychology, University of Michigan, 1994-1996

Co-coordinator, Organizational Psychology Colloquium, University of Michigan, 1994-1995