



## Christopher G. Myers, PhD

Assistant Professor of Management and Medicine  
Academic Director of Executive Education  
Johns Hopkins Carey Business School

### Education

#### University of Michigan

PhD in Business Administration (Management & Organizations), 2015

#### University of North Carolina at Chapel Hill

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

#### National University of Singapore

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

### Academic Appointments

#### Johns Hopkins University

Carey Business School

Assistant Professor of Management & Organization, 2016 –  
Academic Director of Executive Education, 2018 –  
Faculty Co-Director, The Academy for Health Care Leadership & Management, 2019 –

School of Medicine

Joint Appointment in Anesthesiology and Critical Care Medicine, 2018 –  
Core Faculty, Armstrong Institute for Patient Safety and Quality, 2016 –

#### Harvard University

Harvard Business School

Assistant Professor of Business Administration (Organizational Behavior Unit), 2015 – 2016

#### University of Michigan

Stephen M. Ross School of Business

Doctoral Research Fellow, Center for Positive Organizations, 2013 – 2015  
Instructor & Graduate Research Assistant, Management & Organizations, 2010 – 2015

## Research Interests

### Topics

Individual & Social Learning at Work  
 Narratives & Storytelling in Organizations  
 Relational Dynamics & Interactions  
 Leadership Development

### Domains

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

## Publications

### Academic Journal Articles & Chapters in Edited Volumes

Spreitzer, G.S., \*Myers, C.G., \*Kopelman, S., & \*Mayer, D.M. (Published online ahead-of-print). The conceptual and empirical value of a positive lens: An invitation to organizational scholars to develop novel research questions. *Academy of Management Perspectives*. <https://doi.org/10.5465/amp.2015.0056>

| \*Authors contributed equally

Myers, C.G., Sutcliffe, K.M., & Ferrari, B.T. (2019). Treating the “Not-Invented-Here Syndrome” in medical leadership: Learning from the insights of outside disciplines. *Academic Medicine*, 94(10), 1416–1418. <https://doi.org/10.1097/ACM.0000000000002860>

Myers, C.G., Sateia, H.F., & Desai, S.V. (2018). Association between team learning behavior and reduced burnout among medicine residents. *Journal of General Internal Medicine*, 33(12) 2037–2039. <https://doi.org/10.1007/s11606-018-4596-2>

Myers, C.G., Lu-Myers, Y., & Ghaferi, A.A. (2018). Excising the “surgeon ego” to accelerate progress in the culture of surgery. *BMJ*, 363, k4537. <https://doi.org/10.1136/bmj.k4537>

| Author Reply to Rapid Responses: Myers, C.G., Lu-Myers, Y., & Ghaferi, A.A. (2018). Responding to the “Surgeon Ego”: Progress made and paths forward. *BMJ*, 363, k4537. <https://www.bmj.com/content/363/bmj.k4537/rr-6>

Myers, C.G. (2018). Coactive vicarious learning: Toward a relational theory of vicarious learning in organizations. *Academy of Management Review*, 43(4), 610–634. <https://doi.org/10.5465/amr.2016.0202>

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

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

| \*Authors contributed equally

- Myers, C.G., & Pronovost, P.J. (2017). Making management skills a core component of medical education. *Academic Medicine*, 92(5), 582–584. <https://doi.org/10.1097/ACM.0000000000001627>
- Author Response to Letter: Myers, C.G., & Pronovost, P.J. (2018). In reply to Khoo and Teo. *Academic Medicine*, 93(4), 517. <https://doi.org/10.1097/ACM.0000000000002124>
- Myers, C.G. & DeRue, D.S. (2017). Agency in vicarious learning at work. In J.E. Ellingson & R.A. Noe (Eds.), *Autonomous Learning in the Workplace*, SIOP Organizational Frontiers Series (pp. 15–37). New York, NY: Routledge.
- Kopelman, S., Hardin, A.E., Myers, C.G., & Tost, L.P. (2016). Cooperation in multicultural negotiations: How the cultures of people with low and high power interact. *Journal of Applied Psychology*, 101(5), 721–730. <https://doi.org/10.1037/apl0000065>
- Myers, C.G. (2016). Where in the world are the workers? Cultural underrepresentation in I-O research. *Industrial and Organizational Psychology*, 9(1), 144–152. <https://doi.org/10.1017/iop.2015.127>
- Marchiondo, L.A., Myers, C.G., & Kopelman, S. (2015). The relational nature of leadership identity construction: How and when it influences perceived leadership and decision-making. *The Leadership Quarterly*, 26(5), 892–908. <https://doi.org/10.1016/j.leaqua.2015.06.006>
- DeRue, D.S. & Myers, C.G. (2014). Leadership development: A review and agenda for future research. In D.V. Day (Ed.), *The Oxford Handbook of Leadership and Organizations* (pp. 832–855). New York, NY: Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780199755615.013.040>
- DeRue, D.S., Ashford, S.J., & Myers, C.G. (2012). Learning agility: In search of conceptual clarity and theoretical grounding. *Industrial and Organizational Psychology*, 5(3), 258–279. <https://doi.org/10.1111/j.1754-9434.2012.01444.x>
- Author Response to Commentary: DeRue, D.S., Ashford, S.J., & Myers, C.G. (2012). Learning agility: Many questions, a few answers, and a path forward. *Industrial and Organizational Psychology*, 5(3), 316–322. <https://doi.org/10.1111/j.1754-9434.2012.01465.x>
- Chen, P., Myers, C.G., Kopelman, S., & Garcia, S.M. (2012). The hierarchical face: Higher rankings lead to less cooperative looks. *Journal of Applied Psychology*, 97(2), 479–486. <https://doi.org/10.1037/a0026308>

### Practice-Focused Articles & Reports

- Zhang, C., Myers, C.G., & Mayer, D.M. (2018, September). To cope with stress, try learning something new. *Harvard Business Review*, Digital article. <https://hbr.org/2018/09/to-cope-with-stress-try-learning-something-new>
- Headline article on HBR.org homepage
- Reprinted: Zhang, C., Myers, C.G., & Mayer, D.M. (2019). To cope with stress, try learning something new. *Harvard Business Review Special Issue*. Forthcoming.

Reprinted: Zhang, C., Myers, C.G., & Mayer, D.M. (2018, November). To cope with stress, try learning something new. *Ascend, from Harvard Business Review*. <https://hbrascend.org/topics/to-cope-with-stress-try-learning-something-new/>

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

Summarized (Management Tip): Learn something new to relieve some stress (2018, November). *Harvard Business Review*. <https://hbr.org/tip/2018/11/learn-something-new-to-relieve-some-stress>

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

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

Headline article on HBR.org homepage

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

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

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

Headline article on HBR.org homepage

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

Ghaferi, A.A., Myers, C.G., Sutcliffe, K.M., & Pronovost, P.J. (2016, August). The next wave of hospital innovation to make patients safer. *Harvard Business Review*, Digital article. <https://hbr.org/2016/08/the-next-wave-of-hospital-innovation-to-make-patients-safer/>

Translated: Ghaferi, A.A., Myers, C.G., Sutcliffe, K.M., & Pronovost, P.J. (2016, September). A nova onda de inovações hospitalares para aumentar a segurança dos pacientes. *Harvard Business Review Brasil*. <http://hbrbr.uol.com.br/a-nova-onda-de-inovacoes-hospitalares-para-aumentar-a-seguranca-dos-pacientes/>

Kim, S., Karlesky, M.J., Myers, C.G., & Schifeling, T. (2016, June). Why companies are becoming B Corporations. *Harvard Business Review*, Digital article. <https://hbr.org/2016/06/why-companies-are-becoming-b-corporations/>

Myers, C.G. (2015, November). Is your company encouraging employees to share what they know? *Harvard Business Review*, Digital article. <https://hbr.org/2015/11/is-your-company-encouraging-employees-to-share-what-they-know/>

Headline article on HBR.org homepage

Reprinted: Myers, C.G. (2016). Vicarious learning: Employees sharing what they know. *We Seek: Learning From & With Each Other, Issue Zero*, 18 – 21.

Summarized (Management Tip): Rousmaniere, D. (2016, January). Help your employees learn from each other. *Harvard Business Review*. <https://hbr.org/tip/2016/01/help-your-employees-learn-from-each-other>

Translated and Summarized (Management Tip): 張茂芸. (2016, February). 鼓勵員工分享知識. *Harvard Business Review Taiwan*. [https://www.hbrtaiwan.com/article\\_content\\_AR0006304.html](https://www.hbrtaiwan.com/article_content_AR0006304.html)

DeRue, D.S. & Myers, C.G. (2013). *Developmental readiness and mindful engagement in the Singapore Public Service*. Centre for Leadership Development, Civil Service College, Singapore.

Myers, C.G. & DeRue, D.S. (2012). *Conceptions of leadership and development in the Singapore Public Service: A qualitative exploration of developmental readiness*. Centre for Leadership Development, Civil Service College, Singapore.

### Teaching Cases & Course Materials

Myers, C.G., Sutcliffe, K.M., & Lu-Myers, Y. (2017, February). *Dr. Jamie Thompson: Diagnosing an organizational issue*. WDI Case No. 1-430-501. Ann Arbor, MI: WDI Publishing.

Myers, C.G., Sutcliffe, K.M., & Lu-Myers, Y. (2017, February). *Dr. Jamie Thompson: Diagnosing an organizational issue – Teaching note*. WDI Teaching Note No. 1-430-501. Ann Arbor, MI: WDI Publishing.

Leonard, D.A., & Myers, C.G. (2016, September; Revised 2017, July). *Transferring knowledge between projects at NASA JPL (A)*. HBS Case No. 917-404. Boston, MA: Harvard Business School Publishing.

Leonard, D.A., & Myers, C.G. (2016, September; Revised 2017, July). *Transferring knowledge between projects at NASA JPL (B)*. HBS Supplement No. 917-405. Boston, MA: Harvard Business School Publishing.

Leonard, D.A., & Myers, C.G. (2016, September; Revised 2017, July). *Transferring knowledge between projects at NASA JPL (A) and (B)*. HBS Teaching Note No. 917-406. Boston, MA: Harvard Business School Publishing.

## Editorials & Blog Posts

Myers, C.G. (2019). A new start or business as usual? *Carey Business, Fall 2019*.

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

Myers, C.G. (2016, November). Try asking the person at the next desk. *Carey Business, Fall 2016*, 6–7. <http://careybusiness.carey.jhu.edu/fall2016/blog/2016/11/09/try-asking-the-person-at-the-next-desk/>

Revised and Reprinted: Myers, C.G. (2018, October). Learning from others in the digital age. *Chief Learning Officer, Industry Insights*.

Myers, C.G. (2015, April). How riding in a helicopter taught me to make a positive difference through research. *Michigan Ross Student Voices*, Blog post. <https://michiganross.umich.edu/student-voices-blog/2015/04/24/how-riding-helicopter-taught-me-make-positive-difference-through/>

Myers, C.G. (2014, March). What's positive about failure? *Center for Positive Organizations*, Blog post. <http://positiveorgs.bus.umich.edu/blog/whats-positive-about-failure/>

Revised and Reprinted: Myers, C.G. (2014, October). Finding the positives in your failures. *Inc.* <http://www.inc.com/christopher-myers/finding-the-positives-in-your-failures.html>

Myers, C.G. (2014, February). Planes, pizza, and positive deviance. *Center for Positive Organizations*, Blog post. <http://positiveorgs.bus.umich.edu/blog/planes-pizza-and-positive-deviance/>

## Selected Manuscripts Under Review & Working Papers

\*Quinn, R.W., \*Myers, C.G., Kopelman, S., & Simmons, S. (Under fourth round review, *Academy of Management Discoveries*). Title removed for blind review. Topic: Learning from others' more and less successful experiences.

\*Authors contributed equally

Myers, C.G. (Under third round review, *Administrative Science Quarterly*). Title removed for blind review. Topic: Learning from narratives of others' experiences.

Myers, C.G. (Second revise-and-resubmit, *Academy of Management Journal*). Title removed for blind review. Topic: Vicarious learning in teams.

Helzer, E.G., Myers, C.G., Fahim, C., Sutcliffe, K.M., & Abernathy, J.H. (Under first round review). Topic: Physician reliance on social heuristics in decision-making.

Mayo, A.T., Myers, C.G., & Sutcliffe, K.M. (Proposal under review). Topic: Organization theory and health care.

Nurmohamed, S., Kundro, T., & Myers, C.G. (Working manuscript). Topic: Narratives as a tool for shaping performance under adversity.

Lu-Myers, Y., Myers, C.G., & Taylor, R. (Working manuscript). Palliative care perceptions among head and neck cancer surgeons: Results of a national survey.

Myers, C.G., Staats, B.R., & Gino, F. (Working manuscript). "My bad?" The impact of internal attribution and ambiguity on learning from failure.

## Presentations

### Conference Papers & Presentations

Nurmohamed, S., Kundro, T., & Myers, C.G. (2019, June). Started from the bottom? The role of underdog and favorite narratives in shaping the effects of prior discrimination on performance. Paper presentation at the *2019 Positive Organizational Scholarship Research Conference*, Ann Arbor, MI.

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

Myers, C.G. (2017, August). Moments and mechanisms of learning in health care organizations. Panel symposium presentation at the *77<sup>th</sup> Annual Meeting of the Academy of Management*, Atlanta, GA.

Quinn, R.W., Myers, C.G., Kopelman, S., & Simmons, S. (2017, May). The impossibility threshold: Perceiving and learning from others' success. Paper presentation at the *2017 Positive Organizational Scholarship Research Conference*, Ann Arbor, MI.

Kudsi, O.Y., Myers, C.G., & Ghaferi, A.A. (2017, March). Facebook as a platform for coactive vicarious learning; Robotic Surgery Collaboration (RSC) experience. Poster presentation at the *Society for American Gastrointestinal and Endoscopic Surgeons (SAGES) Annual Meeting*, Houston, TX.

Myers, C.G. (2016, August). Antecedents and performance benefits of reciprocal vicarious learning in teams. Paper presentation at the *76<sup>th</sup> Annual Meeting of the Academy of Management*, Anaheim, CA.

Received the 2016 MOC Division *Best Student/Dissertation-based Paper Award*

Included as an abridged "Best Paper" in the *Academy of Management Proceedings, 2016*

Myers, C.G. (2016, May). The stories we tell: Vicarious learning in emergency medical care. Invited presentation at the *1<sup>st</sup> Rice University Jones Graduate School of Business Symposium on Management Research in Health Care*, Houston, TX.

Kopelman, S., Myers, C.G., Hardin, A.E., & Tost, L.P. (2015, June). Cooperation in multi-cultural resource negotiations: The influence of high power others' culture on low power group members. Paper presentation at the *28<sup>th</sup> Annual International Association for Conflict Management Conference*, Clearwater Beach, FL.

- Myers, C.G., Penini, G., Kopelman, S., & Carmeli, A. (2015, June). A positive interpersonal view of motivation to learn: Auditor style, prior experience, and learning from audits. Paper presentation at the 7<sup>th</sup> *Biennial Positive Organizational Scholarship Research Conference*, Lake Buena Vista, FL.
- Myers, C.G. (2014, August). The stories we tell: Vicarious learning in air medical transport teams. Symposium presentation at the 74<sup>th</sup> *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- DeRue, D.S. & Myers, C.G. (2014, August). Telling the story of learning as it happens: The impact of self-narratives on leadership development. Symposium presentation at the 74<sup>th</sup> *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Staats, B.R. & Myers, C.G. (2014, August). My bad: Effects of internal attribution on learning from failure. Symposium presentation at the 74<sup>th</sup> *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Myers, C.G. & DeRue, D.S. (2013, August). Learning for me or for you: How motives impact learning and transfer for innovation. Symposium presentation at the 73<sup>rd</sup> *Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.
- Myers, C.G. (2013, August). Tell me who you want me to be: The role of collective endorsements in leader identity development. Paper presentation at the 73<sup>rd</sup> *Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.
- | Included as an abridged "Best Paper" in the *Academy of Management Proceedings*, 2013
- Myers, C.G. & Kopelman, S. (2013, July). Building cross-cultural bridges or burning them? The moderating influence of high-power others' culture in social dilemmas. Paper presentation at the 15<sup>th</sup> *International Conference on Social Dilemmas*, Zurich, Switzerland.
- Myers, C.G. (2013, June). Toward a relational model of vicarious learning in organizations. Workshop paper at the 2013 *May Meaning Meeting*, Ann Arbor, MI.
- Myers, C.G. & DeRue, D.S. (2013, April). Learning motives and their implications for development and performance. Symposium presentation at the 28<sup>th</sup> *Annual Conference of the Society for Industrial and Organizational Psychology*, Houston, TX.
- Myers, C.G. (2013, February). So that others may learn: Three views on vicarious learning in organizations. Poster presentation at the 10<sup>th</sup> *Biannual ICOS Likert Dissertation Poster Session*, Ann Arbor, MI.
- Myers, C.G. & Kopelman, S. (2012, August). Cooperation between cultures in the commons: Implications for cross-cultural interactions. Cross-divisional paper presentation at the 72<sup>nd</sup> *Annual Meeting of the Academy of Management*, Boston, MA.



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

| Received the 2011 IOBC *Best Paper Award*

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

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

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

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

Hamilton, A.L., Myers, C.G., & Nguyen, H. (2019, August). The cognition in the rough workshop. Professional Development Workshop at the *79<sup>th</sup> Annual Meeting of the Academy of Management*, Boston, MA.

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

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

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

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

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

| Selected for the *All Academy Theme Program*

| MOC Division *Showcase Symposium*

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

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

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

Received the 2011 OB Division *Making Connections Award*

OB Division *Showcase Symposium*

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

### Invited Presentations, Lectures, & Panels

Hong Kong Polytechnic University Faculty of Business, May 2020

Hong Kong University of Science and Technology (HKUST) Business School, May 2020

KA Connect 2020, Annual Knowledge Management Conference, April 2020

Consero Corporate Learning & Development Forum (Panel Moderator), January 2020

Johns Hopkins Medicine Department of Dermatology Resident Seminar, October 2019

Northwestern University Feinberg School of Medicine, Graduate Programs in Healthcare Quality and Patient Safety, July 2019

Defense Information Systems Agency, Department of Defense and Federal Knowledge Management Symposium, May 2019

Association of Critical Care Transport Spring Education Meeting, March 2019

Johns Hopkins Medicine Department of Dermatology Resident Seminar, January 2019

University of Michigan Department of Surgery Grand Rounds, November 2018

American Society of Histocompatibility & Immunogenetics National Meeting, October 2018

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

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

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

National Healthcare Group Singapore, July 2017

Association of Critical Care Transport Leadership Development Series, October 2016

Johns Hopkins Medicine Combined Multidisciplinary Grand Rounds, September 2016

NASA Growing Emerging Leaders Workshop, April 2016

Suffolk University Sawyer Business School, March 2016

University of Michigan ICOS, February 2016  
 University of Michigan Center for Positive Organizations, February 2015  
 Washington University in St. Louis Olin Business School, December 2014  
 Harvard Business School, November 2014  
 New York University Stern School of Business, November 2014  
 University of Texas at Austin McCombs School of Business, November 2014  
 Cornell University School of Industrial and Labor Relations, October 2014  
 Johns Hopkins University Carey Business School, October 2014  
 University of Washington Foster School of Business, October 2014  
 Georgia Institute of Technology Scheller College of Business, October 2014  
 Northeastern University D'Amore-McKim School of Business, October 2014  
 University of Michigan Center for Positive Organizations, June 2014  
 University of Michigan Center for Positive Organizations, January 2014  
 Singapore Civil Service College & Public Service Division, July 2012

## Awards & Honors

### Academic & Career Awards

Dean's Award for Faculty Excellence (Johns Hopkins Carey Business School), 2019  
 Dean's Award for Faculty Excellence (Johns Hopkins Carey Business School), 2018  
 PhD Graduation Keynote Speaker (University of Michigan Ross School of Business, 19<sup>th</sup> Annual Doctoral Studies Celebration), 2018  
 Visiting Education Overseas Expert, National Healthcare Group, Singapore, 2017  
 Dean's Award for Faculty Excellence (Johns Hopkins Carey Business School), 2017  
 W. Allen Spivey / Valerie and William Hall Family Fellowship (University of Michigan Ross School of Business), 2014 – 2015  
 Hampton Shuping Prize (Chancellor's Award, University of North Carolina), 2010  
 Excellence in Organizational Management (University of North Carolina Kenan-Flagler Business School), 2010  
 Carolina Research Scholar (University of North Carolina), 2009  
 North Carolina Fellow (University of North Carolina), 2007 – 2010  
 William Richardson Davie Scholar (University of North Carolina), 2006 – 2010

### Research & Publication Awards

Best Student/Dissertation-based Paper Award (Academy of Management, Managerial and Organizational Cognition Division), 2016  
 Likert Dissertation Prize (University of Michigan Interdisciplinary Committee on Organizational Studies), 2016

ProQuest Distinguished Dissertation Award Nominee (University of Michigan), 2015  
 Rackham Pre-Doctoral Fellowship Nominee (University of Michigan), 2014  
 Best Paper Award (Israel Organizational Behavior Conference), 2011  
 Making Connections Award (Academy of Management, Organizational Behavior Division), 2011  
 Honors Excellence (for most outstanding honors thesis, University of North Carolina Kenan-Flagler Business School), 2010

### Teaching & Service Awards

Carey Teamwork Award (for development of Executive Education program, Johns Hopkins Carey Business School), 2019  
 Outstanding Reviewer Award (Academy of Management, Managerial and Organizational Cognition Division), 2015  
 Outstanding Reviewer Award (Academy of Management, Managerial and Organizational Cognition Division), 2014  
 Gerald and Lillian Dykstra Fellowship for Teaching Excellence (University of Michigan Ross School of Business), 2013 – 2014  
 Outstanding Reviewer Award (Academy of Management, Organizational Behavior Division), 2013  
 Thomas William Leabo Memorial Award (for commitment to teaching, University of Michigan Ross School of Business), 2012 – 2013

### Honor Societies

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

## Grants & External Funding

### Grants from National & International Organizations

Collaborator (2.5% effort), PIs: Sanjay V. Desai & Brian T. Garibaldi. (2019 – 2024). The graduate medical training “laboratory”: An innovative program to generate, implement and evaluate interventions to improve resident burnout and clinical Skill. *American Medical Association, Reimagining Residency Initiative*. \$1,800,000.

### University Grants & Awards

Principal Investigator, with Erik G. Helzer & Kathleen M. Sutcliffe. (2018 – 2019). Exploring how heuristics influence complex decision-making in anesthesiology. *Johns Hopkins University, Carey Business School, Black & Decker Research Fund*. \$2,500.  
 Principal Investigator. (2014 – 2015). Reciprocity in team learning networks: Antecedents and performance benefits of reciprocal vicarious learning. *University of Michigan, Rackham Graduate School*. \$3,000.

Principal Investigator. (2014 – 2015). Organizing for vicarious learning. *University of Michigan, Stephen M. Ross School of Business*. \$4,000.

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

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

## Teaching

### Degree Program (MBA, MS, BBA) Courses

*Management & Organizational Behavior* (Johns Hopkins Carey Business School; MBA required course), 2017 –

*Leadership Development Expedition* (Johns Hopkins Carey Business School; MBA elective course and expedition to Belize or Norway), 2017 –

*Leading High Reliability Health Care Organizations* (Johns Hopkins Carey Business School; MS in Health Care Management elective course), 2017 – 2018

*Effective Teams & Sensemaking* (Johns Hopkins Carey Business School; MBA elective course), 2017

*Leadership & Organizational Behavior* (Harvard Business School; MBA required course), 2015

*Behavioral Theory in Management* (University of Michigan Ross School of Business; BBA required course), 2012

### Open-Enrollment Executive Education Courses

*The Academy for Health Care Leadership & Management* (Johns Hopkins Carey Business School; 5-day residential executive leadership program), 2020 –

*Foundations of Leadership & Management* (Johns Hopkins Carey Business School; 3-day course), 2018 –

*Executive Certificate in Health Care Leadership & Management* (Johns Hopkins Carey Business School; 5-day certificate course), 2017 – 2019

*High Reliability Leadership* (Johns Hopkins Carey Business School; 2-day course), 2017

*Effective Selection & Hiring Strategies* (Johns Hopkins Carey Business School; 1-day course), 2016 – 2017

### Custom Executive Education Courses, Workshops, & Leadership Seminars

Johns Hopkins Center for Communication Programs, December 2019

Metro Aviation Leadership Excellence, Advancement and Development Program, June 2019

The Challenge Initiative, Bill & Melinda Gates Institute, February 2019

National Healthcare Group Singapore, Education Overseas Experts Programme, July 2017

Johns Hopkins Medicine Multidisciplinary Teams (Surgery & Anesthesiology), March 2017

Livingston County, MI Government, December 2016

Johns Hopkins University Office of Donor & Volunteer Engagement, July 2016

University of Michigan Health System Survival Flight, June 2016

Medical Transport Leadership Institute, May 2015

Medical Transport Leadership Institute, May 2014

Medical Transport Leadership Institute, May 2013

## Advising

### Dissertation Committees

Committee Member; Alden Y. Lai (Johns Hopkins Bloomberg School of Public Health, PhD in Health Policy & Management, 2019), *Managing the Unwanted: Medical Errors in Primary Care*.  
Post-graduation Position: Assistant Professor, NYU Global College of Public Health

### Independent Study Supervision

Erin Ricketts (Johns Hopkins Carey Business School, MBA 2019), *The Corporate Astronaut: Managing Private Space Flight*.

## University Service

### Johns Hopkins University

Office of Experiential Learning Steering Committee, 2018 –

Course Lead, *Effective Teaming*, 2016 –

Faculty Recruiting Committee, Management (Research-Track), 2019 – 2020

Facilitator (Teaching Academy), Carey New Faculty Orientation, 2019

Faculty Recruiting Committee, Management (Practice-Track), 2018 – 2019

Faculty Co-Chair, *Executive Certificate in Health Care Leadership & Management*, 2017 – 2019

GMBA Program Implementation Committee, 2017 – 2019

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

Facilitator (Teaming) & Panelist, GMBA Orientation, 2018

Panel Moderator, Carey HBA Business in Healthcare Conference, 2018

Invited Faculty Speaker, Online Student *Leadership in Organizations* Residency, 2017

Facilitator (Effective Teaching Strategies), Carey New Faculty Orientation, 2017

Instructor (Effective Case Discussions), Flex MBA Student Orientation, 2017

Panelist, GMBA Student Orientation, 2017

Panelist, MS Health Care Management Orientation, 2017

Invited Speaker, Carey Connect “Fireside Chat,” 2017

### Harvard University

Faculty Recruiting Committee, Organizational Behavior, 2015 – 2016

## University of Michigan

Ross Leadership Initiative (RLI) Facilitator, BBA & MBA Orientation, 2012 – 2014  
 Grants Committee Chair, Ross School of Business PhD Forum, 2013 – 2014  
 Coordinator, 10<sup>th</sup> Biannual ICOS Likert Dissertation Poster Session, 2013  
 Team Leadership Workshop, Barger Leadership Institute, 2011  
 PhD Recruiting Committee, Management & Organizations, 2010 – 2011

## University of North Carolina

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

## Professional Service

### Elected or Appointed Professional Positions

Research Advisory Board Member, Center for Positive Organizations,  
 University of Michigan Ross School of Business, 2019 – 2022  
 Representative-at-Large, Managerial & Organizational Cognition Division,  
 Academy of Management, 2018 – 2021  
 Doctoral Student Representative-at-Large, Managerial & Organizational Cognition Division,  
 Academy of Management, 2013 – 2015

### Editorial Boards

Editorial Board Member, *Academy of Management Learning & Education*, 2017 –  
 Expert Research Panel on Health Service, *Journal of Service Management*, 2019 –  
 Guest Editorial Board Member, *Academy of Management Discoveries* “Errors in Organizations”  
 Special Issue, 2019 –

### Ad-hoc Reviewing

*Academy of Management Learning & Education*, 2014 – 2017  
*Administrative Science Quarterly*, 2015 –  
*Annals of Surgery*, 2019 –  
*Applied Psychology: An International Review*, 2019 –  
*BMJ*, 2019 –  
*Health Affairs*, 2018 –  
*Human Relations*, 2015 –  
*Information and Organization*, 2019 –  
*Journal of General Internal Medicine*, 2018 –  
*Journal of Occupational and Organizational Psychology*, 2017 –

*Journal of Organizational Behavior*, 2016 –  
*Organizational Behavior & Human Decision Processes*, 2014 –  
*Organization Science*, 2018 –  
*PLOS ONE*, 2018 –  
*Oxford University Press Book Proposals*, 2019 –  
 Academy of Management Annual Meetings, 2011 –  
 IPPA World Congress, 2016  
 Positive Organizational Scholarship Research Conference, 2016 –

### Conference Organizing & Service

Facilitator, MOC Division “Reviewing in the Rough” PDW, 2020 Academy of Management Annual Meeting  
 Track Chair, New Forms of Leadership & Teams Track, and Facilitator, “Frontiers in the Rough” Workshop, 2020 Frontiers in Managerial and Organizational Cognition Conference  
 Member, MOC Division “Best Submission with Practical Implications” Award Committee, 2019 Academy of Management Annual Meeting  
 Facilitator, MOC Division “Reviewing in the Rough” PDW, 2019 Academy of Management Annual Meeting  
 Facilitator, MOC Division “Cognition in the Rough” PDW, 2018 Academy of Management Annual Meeting  
 Facilitator, MOC Division “Reviewing in the Rough” PDW, 2018 Academy of Management Annual Meeting  
 Organizing Committee Member, 2018 Organization Theory in Health Care Conference  
 Facilitator, MOC Division “Cognition in the Rough” PDW, 2017 Academy of Management Annual Meeting  
 Facilitator, MOC Division “Reviewing in the Rough” PDW, 2017 Academy of Management Annual Meeting  
 Facilitator, OB Division “Acing the Job Talk” PDW, 2017 Academy of Management Annual Meeting  
 Panelist, MOC Division “Teaching in the Rough” PDW, 2015 Academy of Management Annual Meeting  
 Panelist, 2015 Positive Organizational Scholarship Research Conference  
 Faculty Judge for Positive Business Award, 2014 Ross Positive Business Conference  
 Co-organizer, 2013 Positive Organizational Scholarship Research Conference

### Faculty Affiliations & Memberships

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



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

## Selected Press & Media

### Comments & Research Coverage in Traditional Print & Online Media

*ACS Surgery News; Acreditação magazine; American Association for Physician Leadership; Becker's Hospital Review; BizEd; The Boston Globe; Business Insider; Business Insider Australia; Carey Business; CFO.com; Changing Business (Carey Business School); CNBC; CNN; The Conversation; Curiosity; Dataversity; Education Dive; Entrepreneur; Fortune; Forbes; Harvard Business Review; Harvard Gazette; the HUB (Johns Hopkins University); Human Resource Executive; The Industrial & Organizational Psychologist; KMWorld; LSJ (Australia), The Marker (Israel); Medical Xpress; MetroMBA; PM360; Ross Thought in Action; The Sunday Times (London); Training Magazine; The University Record (University of Michigan); The Wall Street Journal*

### Interviews for Television, Radio, & Podcasts

*Accepted: Admissions Straight Talk podcast; BMJ Talk Medicine podcast; BYU Radio (SiriusXM 143); China Global Television Network (CGTN) America; Making Positive Psychology Work podcast; Unlocking People's Potential podcast*

### Research Coverage in Popular Press Books

*Never Stop Learning: Stay Relevant, Reinvent Yourself, and Thrive (Bradley Staats); Nonsense: The Power of Not Knowing (Jamie Holmes); Work Rules! Insights from Inside Google That Will Transform How You Live and Lead (Laszlo Bock)*

### Comments & Research Coverage in Television, Radio, Podcasts, Newsletters, & Blogs

*Advisory Board; AHRQ Patient Safety Network; American Data Network; Be the Change blog; Capital City Recap (WILS 1320); Carey the Torch; Center for Positive Organizations blog & video series; Community Sector Banking; ExpertKnowledge blog; FierceHealthcare; Finance Matters blog; The Future Leadership Initiative blog; Glassdoor blog; Global Learning Partners blog; HealthCanal; Healthcare Training and Education; HealthImaging; HumIntell blog; Ideas for Leaders; I/O at Work; Jhana blog; Konnect blog; NASA CKO News; National Affairs "Findings" blog; NewsUCanUse; Nordens blog; Oregon Patient Safety Commission blog; Patients Rising blog; PreCheck blog; Psychological Science Update; SPSP Psychology News Roundup; Trello blog; UMHS Headlines; Vocoli blog; Worklife with Adam Grant podcast*

## Other Professional Experience

### Civil Service College (Singapore)

Visiting International Research Assistant, Centre for Leadership Development, 2011 – 2012

Conducted quantitative and qualitative studies of leadership in the Singapore Public Service

Delivered consultations and workshops on leadership development and research methods

### Carolina Outdoor Education

Lead Expedition Instructor, 2007 – 2010

Led expedition groups on multi-day backpacking, climbing, & kayaking excursions

Attained Wilderness First Responder certification (NOLS Wilderness Medicine Institute)

### University of North Carolina at Chapel Hill Office of Undergraduate Admissions

Tour & Visitation Coordinator, 2008 – 2009

Managed 100 student ambassadors & oversaw tour operations (~200 visitors/day)

Redesigned training program & materials for undergraduate student ambassadors

## Personal Interests

### Practicing & Teaching Martial Arts (Retired)

Instructor/Coach, UNC Chapel Hill Tae Kwon Do Team

Master Instructor, You Brothers Martial Arts Academy (North Carolina)

5<sup>th</sup> degree black belt in Tae Kwon Do (Kukkiwon)

Black belts in Hap Ki Do & Hae Dong Shim Keum Do

Instructor of the Year, Eagle Tae Kwon Do Federation

Letter of Commendation, Kukkiwon (World Tae Kwon Do Headquarters)

### Other Interests

Traveling, backpacking, aviation, & Carolina basketball