

VITA

Michael G. Pratt

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Carroll School of Management
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Chestnut Hill, MA 02465

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EDUCATION:

University of Michigan	Ph.D. Psychology (Organizational) December, 1994
	M.A. Psychology (Organizational) 1990
University of Dayton	B.A. Psychology 1988 Summa Cum Laude, Honors Program

AWARDS AND HONORS:

Academy of Management Review, Best Paper Award (2007)

Small Groups Research, Best Paper Award Finalist (2007)

Incomplete List of Excellent Professors at University of Illinois (UIUC): 1995- 2007

Outstanding Reviewer Award, Organizational Research Methods (2006)

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

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

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

Outstanding Reviewer Award, *Research Methods Division*, Academy of Management (2003)

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

Outstanding Reviewer Award, *Managerial and Organizational Cognition Division*, Academy of Management (2000, 1998)

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

Departmental Associate, Department of Psychology, University of Michigan (1993-1994)

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

FELLOWSHIPS

AND SCHOLARSHIPS:

Fellow, Winston Center for Leadership and Ethics (2008-present)

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

Rackham Graduate School One-Term Dissertation Fellowship, University of Michigan (1993)

Rackham Graduate School Interdisciplinary Committee on Organizational Studies Dissertation Fellowship, University of Michigan (1992-1993)

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

Presidential Scholarship, University of Dayton (1984-1988)

Golden Key National Honor Society Scholarship, University of Dayton (1987)

GRANTS/ FUNDING:

Hewlett-Packard: HP University Mobile Technology Solutions Grant. Principal Investigators: Interdisciplinary Team, UIUC.
Illinois Sandbox: HP e-Speak for a Connected Mobile e-Campus Community (2001)
Illinois Sandbox: HP Web Services for a Connected Mobile e-Campus Community Stage II Proposal (2002)

The University of Illinois at Urbana-Champaign Campus Research Board. *Multiple Identity Socialization: The Case of Medical Interns and Residents* (1997). Principal Investigators: M. G. Pratt and J. Kaufmann

 University Medical Center: *Multiple Identity Socialization: The Case of Medical Interns and Residents* (1996-1997). Principal Investigators: M.G. Pratt and J. Kaufmann

TEACHING & RESEARCH
 POSITIONS:

- 8/08 - present Full Professor, Organizational Studies Department, Boston College. (Select Courses: MB702 *Management Practice II: Leadership Workshop* (MBA); MB870 *Qualitative Research Methods* (Ph.D.))
- 8/07 – 8/08 Full Professor, Department of Business Administration, University of Illinois at Urbana Champaign. (Select Courses: BADM 511 *Human Resource Management* (MBA); BADM 510, *Foundations in Organizational Behavior* (Ph.D.), BADM 590, *Qualitative Research Methods* (Ph.D.)).
- 08/01 – 07/07 Associate Professor, Department of Business Administration, University of Illinois at Urbana Champaign. (Select Courses: BADM 313 *Human Resource Management* (undergraduate); MBA503, *Managing People in Organizations* (MBA core); BADM 510, *Foundations in Organizational Behavior* (Ph.D.), BADM 590, *Qualitative Research Methods* (Ph.D.)).
- 08/94 – 07/01 Assistant Professor, Department of Business Administration, University of Illinois at Urbana Champaign. (Select Courses: BADM 321 *Individual Behavior in Organizations* (undergraduate); MBA403, *Managing People in Organizations* (MBA core); BADM 410, *Organization Science* (Ph.D.), BADM 490, *Advanced Topics in Organizational Behavior* (Ph.D.)).

PROFESSIONAL
 INVOLVEMENT:

GENERAL:

Managerial and Organizational Cognition Past Division Chair,
Academy of Management (2007 - 2008)

Managerial and Organizational Cognition Division Chair,
Academy of Management (2006 - 2007)

Managerial and Organizational Cognition Division Professional
 Development Workshop Chair / Division-Chair Elect, *Academy of Management* (2005 - 2006)

Judge, INFORMS Organizational Science Dissertation Competition (2005, 2006)

Managerial and Organizational Cognition Division Program Chair, *Academy of Management* (2004 - 2005)

Managerial and Organizational Cognition Division Program Chair-Elect, *Academy of Management* (2003 - 2004)

Newman Award Committee, *Academy of Management* (2003)

Best Paper Award Committee, *Academy of Management Review* (2003)

Best Paper Award Committee, *Academy of Management Journal* (2002, 2003)

Representative-at-Large, *Research Methods Division*, Academy of Management (2000 – 2003)

ASSOCIATE EDITOR:

Academy of Management Journal (2007 - present)

Journal of Management Inquiry (2005 - 2008)

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

EDITORIAL BOARDS:

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

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

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

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

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

AD HOC REVIEWING:

Academy of Management Review

Culture and Organization

Group Processes and Intergroup Relations

Human Relations

Journal of Applied Social Psychology

Journal of Management Studies

Management Learning

Organizational Behavior and Human Decision Processes,

Studies in Cultures, Organizations and Societies

Social Problems

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

PUBLICATIONS:
 BOOKS:

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

ARTICLES:

Fiol, C.M., Pratt, M.G., and O'Connor, E. (forthcoming)
 Managing Intractable Identity Conflicts. Academy of Management Review.

Obloj, Tomasz, Obloj, Krzysztof, & Pratt, M.G. (forthcoming)
 "Dominant Logic and Entrepreneurial Firms Performance in a
 Transition Economy," Entrepreneurship Theory and Practice.

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

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

Gunsalus, C., Bruner, E., Burbules, N., Dash, L., Finkin, M.,
 Goldberg, J., Greenough, W., Miller, G., Pratt, M., Iriye, M. &
 Aronson, D. 2007. "The Illinois White Paper - Improving the
 System for Protecting Human Subjects: Counteracting IRB
 Mission Creep." Qualitative Inquiry, 13(5): 617-649. Also appears
 on the following website:
<http://www.law.uiuc.edu/conferences/whitepaper/>

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

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

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

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

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

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

Pratt, M.G. & Rosa, J. A. 2003. Transforming Work-Family Conflict into Commitment in Network Marketing Organizations. Academy of Management Journal, 46(4): 395-418.

Madjar, N., Oldham, G. & Pratt, M.G. 2002. There's No Place Like Home?: The Contributions of Work and Non-Work Support to Employees' Creative Performance. Academy of Management Journal, 45(4): 757-767.

Pratt, M.G. 2000. The Good, the Bad, and the Ambivalent: Managing Identification Among Amway Distributors. Administrative Science Quarterly, 45(3): 456-493.

Pratt, M.G. & Foreman, P.O. 2000. Classifying Managerial Responses to Multiple Organizational Identities. Academy of Management Review, 25(1): 18 – 42.

Pratt, M.G. & Foreman, P.O. 2000. The Beauty of and Barriers to Organizational Theories of Identity. An "Identity Dialogue" in the Academy of Management Review, 25(1): 141– 143. [*Invited Commentary*].

Pratt, M.G. 2000. Building an Ideological Fortress: The Role of Spirituality, Encapsulation, and Sensemaking. Studies in Cultures, Organizations and Societies, 6(1): 35 – 69.

Barnett, C.K. & Pratt, M.G. 2000. From Threat-Rigidity to Flexibility: Toward a Learning Model of Autogenic Crisis in Organizations. Journal of Organizational Change Management, 13(1): 74 – 88.

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

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

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

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

PUBLISHED EDITORIALS

Gunsalus, C., Bruner, E., Burbules, N., Dash, L., Finkin, M., Goldberg, J., Greenough, W., Miller, G., Pratt, M. 2006. "Mission Creep in the IRB World." Science, 312: 1141.

Gunsalus, C., Bruner, E., Burbules, N., Dash, L., Finkin, M., Goldberg, J., Greenough, W., Miller, G., Pratt, M. 2006. "Response: IRBs: Going Too Far or Not Far Enough?" Science, 313: 1388-1389.

CONFERENCE PROCEEDINGS/ PUBLISHED ABSTRACTS:

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

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

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

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

Pratt, M.G. 1997. Spirituality, Sensemaking, and Identity Change:

The Case of Amway Distributors. The Empty Space Report: 15th Standing Conference on Organisational Symbolism (pp. 37-39).

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

INVITED CHAPTERS / PARTS OF BOOKS:

(* INDICATES RESEARCH SERIES)

Pratt, M.G. & Kraatz, M.S. (forthcoming) E Pluribus Unum: Multiple Identities and the Organizational Self. To appear in Dutton, J. and M Roberts (Eds.), Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation.

* Dane, E. & Pratt, M.G. (forthcoming, 2009). Conceptualizing and Measuring Intuition: A Review of Recent Trends. To appear in Hodgkinson, G.P. and J.K. Ford (Eds.), International Review of Industrial and Organizational Psychology, Vol. 24. Chichester, UK: Wiley.

Wang, L. & Pratt, M.G. (forthcoming). An Identity-Based View of Ambivalence and its Management in Organizations. To appear in Ashkanasy, N. and Cooper, C. (Eds.) Research Companions to Emotion in Organizations. Edward Elgar, Publishers: Boston

Pratt, M.G. 2008. Is Identity in and of Organizations Just a Passing Fad? In D. Barry & H. Hansen (Eds.) The Sage Handbook of New and Emerging in Management & Organization Studies (pp. 66-67). Los Angeles, CA: Sage.

*Pratt, M. 2007. Identification. In S. Clegg and J. Bailey (Eds.), International Encyclopedia of Organization Studies, Volume 2 (pp. 627-630). Thousand Oaks, CA: Sage Publications.

Pratt, M.G. & Corley, K.G. 2007. Managing Multiple Organizational Identities: On Identity Ambiguity, Identity Conflict, and Members' Reactions. In C. Bartel, S. Blader, and A. Wrzesniewski (Eds.) Identity and the Modern Organization (pp. 99-118). Mahway, NJ: Erlbaum.

Pratt, M.G. & Dirks, K. 2007. Rebuilding Trust and Restoring Positive Relationships: A Commitment Based View of Trust. In J. Dutton & B. Baggins, (Eds.) Exploring Positive Relationships at

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

* Kaufmann, J. & Pratt, M.G. 2005. Re-examining the Link between Organizational Image and Member Attraction: On the Positive Uses of Negative Organizational Stories in Recruiting Medical Residents. In K. Elsbach (Ed.) Qualitative Organizational Research (pp. 75-112). Greenwich, Conn: Information Age Publishing.

Obloj, K. & Pratt, M.G. 2005. Happy Kids and Mature Losers: Differentiating the Dominant Logics of Successful and Unsuccessful Firms in Emerging Markets. In R. Bettis' (Ed.) Strategy in Transition (pp. 81-104). Oxford, England: Blackwell.

Pratt, M.G. 2004. Reflections on a Renaissance Scholar. In P. Frost and R. Stablein (Eds.) Researcher Renewal (pp. 118-120). Stanford, CA: Stanford University Press. [*Invited Commentary*].

Pratt, M.G. & Ashforth, B. E. 2003. Fostering Meaningfulness in Working and at Work. In K. Cameron, J. Dutton, and R. Quinn, (Eds.) Positive Organizational Scholarship (pp. 309 – 327.) San Francisco: Berrett-Koehler Publishers.

Pratt, M.G. 2003. Access as Relating: On the Relationship Aspects of Different Types of Access. In M. Feldman, J. Bell, & M. Berger (Eds.) Gaining Access: A Practical and Theoretical Guild for Qualitative Researchers (pp. 150- 154). New York, NY: Altamira Press.

*Pratt, M.G. 2003. Disentangling Collective Identity. In J. Polzer, E. Mannix, & M. Neale (Eds.), Identity Issues in Groups: Research in Managing Groups and Teams, Vol. V (pp. 161-188). Stamford, CT: Elsevier Science Ltd.

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

Rock, K.W. & Pratt, M.G. 2002. Where Do We Go from Here?: Predicting Identification among Dispersed Employees. G. Soenen and B. Moingeon (Eds.), Corporate and Organizational Identities: Integrating Strategy, Marketing, Communication and Organizational Perspectives (pp. 51-71). New York: Routledge.

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

JAI Press, Inc.

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

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

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

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

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

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

WEB PUBLICATIONS:

Pratt, M.G. 2000. Some thoughts on publishing qualitative research. Research Methods Forum.
http://www.aom.pace.edu/rmd/pratt_files/pratt.htm

BOOK REVIEWS:

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

CASE STUDIES:

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

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

WORK IN
PROGRESS/
UNDER REVIEW:

Dane, E., Baer, M., Pratt, M.G., & Oldham, G.R. "Off the Beaten Path: Nonpreferential Thinking and Creativity." Working paper.

Vadera, A.K. & Pratt, M.G. "Love, Hate, Confusion, or Indifference?: A Conceptual Examination of Organizational Identification and White-Collar Crime." Working paper.

Doucet, L., Cooper, D., & Pratt, M.G. "I'm Not Smiling Because I Like You: Cultural Differences in Emotional Displays at Work." Revising for resubmission.

Pratt, M.G. & D. Brandon. "Managing Identity in Virtual Teams." Working Paper (University of Illinois). Revising for resubmission.

INTERNAL
SERVICE:

BOSTON COLLEGE:

Organizational Studies Recruiting Committee (2008 -)

UNIVERSITY OF ILLINOIS:

Faculty Senate (2002 – 2004; 2005 – present)

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

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

Organizational Behavior Recruiting Co-Chair (2005-2007)

MBA Structure Committee (2006-2007)

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

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

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

MBA Program Faculty Advisory Committee (1999 –2002)

Human Subjects Committee (1999 – present)

Undergraduate Studies Committee (2000 - 2001)

Graduate Studies Committee (1998)

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

COMMUNITY
SERVICE:

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

PROFESSIONAL
MEMBERSHIPS:

Academy of Management (1991 – present)

American Psychological Society (1996 – present)

Society for Industrial and Organizational Psychology (2005 – present)

CONFERENCES:
PRESENTATIONS
AND OTHER ROLES

2008

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

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

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

(with N. Kim) *Exploring How Lower and Higher Order Attachments Interact: The Case of “Group Transplants.”* Academy of Management Meetings (August, 2008, Anaheim, CA).

(with K. Rockmann) *The Nature of Physical Separation: A Study of a Distributed Workplace*. Academy of Management Meetings (August, 2008, Anaheim, CA).

(with T. Cardador) *Meaning and Occupations*. May Meaning Meeting (April, Houston, TX).

2007

[Invited Panelist] *The Yellow Brick Road to Doing Well by Doing Good: Finding Our Brain, Heart, and Courage -- Organizational Images and the Emotional Consequences of "Doing Good."* Academy of Management Meetings (August, 2007, Philadelphia, PA).

(with T. Cardador) *Occupations and the Sources of Meaningful Work: A Comparative Analysis*. Academy of Management Meetings (August, 2007, Philadelphia, PA).

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

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

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

2006

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

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

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

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

Co-Organizer [with E. Dane] *Fostering and Assessing Managerial Intuition: On the Importance of Managing from the 'Gut.'* Academy of Management Meetings (August, 2006, Atlanta, GA).

(with C.M. Fiol and E. O'Connor) *Managing Entrenched Identity Conflicts. Organizational Identities, Knowledge and Strategy Workshop*. (June, Stockholm, Sweden).

[Co-Organizer] Third Annual May Meaning Meeting. (May, Champaign, IL).

(with E. Dane, M. Baer & G. Oldham) *Off the Beaten Path: Non-Typical Thinking and Creativity*. Society for Industrial and Organizational Psychology Conference (May, Dallas, TX).

2005

[Invited Panelist] *Culture and Cognition*. Academy of Management Meetings (August, Honolulu, HI).

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

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

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

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

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

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

2004

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

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

(with E. Dane) *Intuition: Its Boundaries and Role in Organizational Decision-Making*. Academy of Management Meetings (August, New Orleans, LA).

[Session Chair] *Action Research and Actionable Knowledge*. Academy of Management Meetings (August, New Orleans, LA).

[Session Organizer] *Best Student Papers in the Managerial and Organizational Cognition Division*. Academy of Management Meetings (August, New Orleans, LA).

[Discussant] *New York University's "Roundtable on Identities in Organizations" Workshop* (June, New York, NY).

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

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

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

2003

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

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

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

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

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

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

2002

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

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

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

2001

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

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

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

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

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

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

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

2000

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

(with N. Madjar & G. Oldham) *There's No Place Like Home: The Contributions of Work and Non-Work Support to Employees' Creative Performance.* Presented at the 60th Annual Academy of Management Meetings (August, Toronto).

[Chair] *Ask the Experts, Qualitative (Methods)*. Chaired and was a panelist in this session at the 60th Annual Academy of Management Meetings (August, Toronto).

[Panelist] *Managing (and Surviving) Your Dissertation*. Participated in the OMT/OB/OD Doctoral Student Consortium at the 60th Annual Academy of Management Meetings (August, Toronto).

1999 [Panelist] *Ask the Experts, Qualitative (Methods)*. Participated at the 59th Annual Academy of Management Meetings (August, Chicago).

(with A. Rafaeli) *Symbols of Identity and Relating Work*. Presented at the 59th Annual Academy of Management Meetings (August, Chicago).

(with D. Brandon) *Managing the Formation of Virtual Team Categories and Prototypes by Managing Information: A SIT / SCT Perspective*. Presented at the 59th Annual Academy of Management Meetings (August, Chicago).

(with M. Fuller & G. Northcraft). *Identification and the Media Selection Dilemma in Distributed Groups*. Presented at the Third Annual Research on Managing Groups and Teams Conference. (May, New York, NY).

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

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

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

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

1997 [Symposium Chair with Peter Foreman] *Rumblings from an "Institutional Parliament of Selves": Multiple Identities and Identity Conflicts in the Health Care Industry*. Symposium presented at the 57th Annual Academy of Management Meetings (August, Boston).

(with S. Nair). *Identity and Identity Conflict in*

Multiple Identity Environments (MIE): The Case of Rural Physicians. Presented at the 57th Annual Academy of Management Meetings (August, Boston).

Spirituality, Sensemaking, and Identity Change: The Case of Amway Distributors. Presented at the 15th Annual Standing Conference on Organizational Symbolism (SCOS) (July, Warsaw, Poland).

(with S. Nair & J. Howell) *Commitment and Conflict in Multiple Identity Environments: The Case of Rural Physicians in a Managed Care Organization.* Presented at the Midwest Academy of Management (April, Ann Arbor, MI).

1996 *Let the Feelings Move You: The Use of Relationships in Creating and Transforming Ambivalence in Amway.* Presented at the 56th Annual Meeting of the Academy of Management (August, Cincinnati)

(with C. K. Barnett) *From Threat-Rigidity to Flexibility: Toward a Model of Autogenic Crisis.* Presented at the 56th Annual Meeting of the Academy of Management (August, Cincinnati, Ohio)

1995 *Linking Ownership and Identity.* Presented at the Identity II Conference (September, Deer Valley, Utah).

How to Write Up Qualitative Research While Doing Minimal Violence to Experience. Pre-Conference Workshop Presentation at the 55th Annual Meeting of the Academy of Management (August, Vancouver, Canada).

[Symposium Chair with Peter Foreman, and Discussant]. Pratt, M.G. *Beyond "Central, Enduring, and Distinct:" Reconceptualizing Organizational Identity.* Presented at the 55th Annual Meeting of the Academy of Management (August, Vancouver, Canada).

Creating Commitment from Contradiction: The Transformation of Ambivalence into Attachment Among Dreamco Distributors. Presented at the European Group for Organizational Studies Conference (July, Istanbul, Turkey)

1994 *The Happiest, Most Dissatisfied People on Earth: Ambivalence and Attachment Among Amway Distributors.* Presented at the 54th Annual Meeting of the Academy of Management (August, Dallas).

1993 (with A. Rafaeli) *The Janus Symbol: The Multiple Meanings of Organizational Dress.* Presented at the 53rd Annual Meeting of the Academy of Management (August, Atlanta).

[Session Chair] *Organizational Sensemaking: Making the Best of a Bad Situation.* 53rd Annual Meeting of the Academy of

Management (August, Atlanta).

1992

(with J.E. Dutton) *Owning Up or Opting Out: The Role of Interpretation and Emotion in Creating Issue Ownership*. Presented at the 52nd Annual Meeting of the Academy of Management (August, Las Vegas) and at the Rackham Graduate School Interdisciplinary Committee on Organizational Studies Seminar (March, Ann Arbor).

(with A. Rafaeli) *Vested Interests: Organizational Dress as a Medium for Citizenship Behavior*. Presented at the 52nd Annual Meeting of the Academy of Management (August, Las Vegas).

INVITED PRESENTATIONS:

2008

Work, Self & Other: Meaning of Work in Professions and Occupations. Rice University, Jones School of Management (May, 2008).

Occupations, Professions, and the Meaning of Work, INSEAD (April, 2008)

Fitting Oval Pegs into Round Holes: Tensions in Evaluating & Publishing Qualitative Research in Top-Tier North American Journals, CARMA, Virginia Commonwealth University (April, 2008).

2007

- Putting Your Arms around Intractable Identity Conflicts*,
- University of Virginia, Darden Business School's Management Proseminar (April, 2007)
 - University of Southern California, Marshall Business School's Distinguished Speaker Series (April, 2007)
 - George Mason University, School of Management's Seminar Series (February, 2007)

2006

Identity and Sensemaking. University of Maryland (November, 2006)

2005

Identity and Work. Hightower Distinguished Lecture Series (April, Atlanta, Emory University).

2004

Identity Syncretism: Making Work Meaningful through Identity Customization. Personality, Social, and Organizational Psychology Brownbag Series. (April, Champaign, University of Illinois). Qualitative Research Group (April, Champaign, IL, University of Illinois)

2003

The Role of the Ethnographic Interview in Positive Organizational Scholarship. Invited Speaker at the Second Positive

Organizational Studies Conference (December, Ann Arbor, University of Michigan)

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

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

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

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

2001 *Making Sense of Work: The Role of Identity Menus During Medical Residencies.* University of Michigan (October, Ann Arbor, Michigan)

Qualitative Methods Workshop. University of Michigan (October, Ann Arbor, Michigan)

Continuing Challenges for Identification Research: Multiple Identities and Distributed Groups. Erasmus University (April, Rotterdam, Netherlands)

2000 *Multiple Identities and Socialization: Lessons from a Longitudinal Study of Medical Residents.* EAESP Small Group Meeting: Social Identity Processes in Organizations. (July, Amsterdam, Netherlands)

1996 *Emotion-Driven Sensemaking and Identity Transformation Among Amway Distributors: Micro-, Meso-, and Macro-Dynamics.* Wharton's Second Annual Organizational Behavior Mini Conference (November, Philadelphia, PA.)

Creating Commitment the AM(bivalence) WAY. Presented at Northwestern University (May, Chicago)

Organizational Commitment the AM(bivalence) WAY. Presented at Carnegie Mellon University (April, Pittsburgh)