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ACADEMIC POSITIONS

Boston College, Carroll School of Management

Assistant Professor of Management & Organizations, September 2017 - Present

EDUCATION

University of Michigan, Stephen M. Ross School of Business

PhD in Business Administration (Management & Organizations emphasis), August 2017

Brigham Young University, Marriott School of Management

Bachelor of Science in Business Management (OB/HR emphasis), May 2012
Minors in Sociology and Linguistics

PUBLICATIONS

Academic Journal Articles & Chapters in Edited Volumes

- Leicht-Deobald, U., Garrett, L.E., & Sandelands, L.E. (2021). What it means to be truly human in organizations: Martin Buber's concept of I-thou relations. In D. Wasieleski, M. Pirson, & E. Steckler (Eds.), *Alternative Theories of the Firm*. Humanistic Management Series, Routledge.
- Spreitzer, G.M., Bacevice, P.A., Hendricks, H., & Garrett, L.E. (2020). Thriving in the New World of Work: Implications for Organizational Community. In D. A. Noumair & A.B. Shani (Eds.), *Research in Organizational Change and Development*, vol. 28.
- Spreitzer, G.M., Garrett, L.E., & Bacevice, P.B. (2019). Workplace design, the physical environment, and human thriving at work. In O.B. Ayoko & N.M. Ashkanasy (Eds.), *Organizational Behavior and the Physical Environment*. New York: Routledge.
- Cameron, L.D., Garrett, L.E., & Spreitzer, G.M. (2019). Alternative Work Arrangements. *Oxford Bibliographies in Management*. DOI: 10.1093/OBO/9780199846740-0155
- Garrett, L.E., Spreitzer, G.M., & Bacevice, P.A. (2017). Co-constructing a sense of community at work: The emergence of community in coworking spaces. *Organization Studies*, 38(6): 821-842.
▪ Earlier version published in the *Academy of Management Proceedings*, Vol. 2014, No. 1.
- Spreitzer, G.M., Cameron, L., & Garrett, L.E. (2017). Alternative Work Arrangements: Two Images of the New World of Work. *Annual Review of Organizational Psychology and Organizational Behavior*, 4: 473-499.
- Spreitzer, G., Bacevice, P.A., & Garrett, L.E. (2017). Coworking Communities as Enablers of Thriving at Work. In C. Cooper, & M. Leiter (Eds.), *Routledge Companion to Well-Being at Work*. New York: Routledge.
- LeBaron, C., Christianson, M.K., Garrett, L.E., & Ilan, R. (2016). Coordinating flexible performance during everyday work: An ethnomethodological study of handoff routines. *Organization Science*, 27(3):514-534.

Garrett, L.E., Klemme, A., Wilkins, A.L. (2014). Related Constructs and Measures from Beyond the Field of Ethics. In B.R. Agle, D.W. Hart, J.A. Thompson, & H.M. Hendricks (Eds.), *Research Companion To Ethical Behavior In Organizations: Constructs and Measures*. Edward Elgar Publishing.

Garrett, L.E. (2014). Moral Emotions and Emotional Dispositions. In B.R. Agle, D.W. Hart, J.A. Thompson, & H.M. Hendricks (Eds.), *Research Companion To Ethical Behavior In Organizations: Constructs and Measures*. Edward Elgar Publishing.

Cohen, M.D., Ilan, R., Garrett, L.E., LeBaron, C., & Christianson, M. K. (2012). The earlier the longer: Disproportionate time allocated to patients discussed early in attending physician handoff sessions. *JAMA Internal Medicine*, 172(22): 1762-1764.

Popular Press Articles

Mukerjee, J., & Garrett, L.E. (2021, May 31). Au travail, jouer oui, “gamifier” non! *The Conversation*, <https://theconversation.com/au-travail-jouer-oui-gamifier-non-161695>

Spreitzer, G.M., Garrett, L.E., & Bacevice, P.A. (2015). Should your Company Embrace Coworking? *MIT Sloan Management Review*, 57(1): 27-29.

Spreitzer, G.M., Bacevice, P.A., & Garrett, L.E. (2015). Why People Thrive in Coworking Spaces. *Harvard Business Review*, 93(9): 28-30.

MANUSCRIPTS UNDER REVIEW

Garrett, L.E. (under review at *Organization Science*). Title removed for blind review. Topic: Cultivating authenticity through personal engagement in role performance.

Hood, E., Hood, J., & Garrett, L.E. (under review at *Academy of Management Journal*). Title removed for blind review. Topic: Reappropriation of surveillance technology.

Garrett, L.E., Leicht-Deobald, U., & Sandelands, L.E. (under review at *Organization Studies*). Title removed for blind review. Topic: Philosophy of human connection.

WORK IN PROGRESS

Garrett, L.E., Fetzer, G., & Brown, J. (friendly review stage). Business and sportsmanship: Navigating the tensions between work meaningfulness and commodification. Target: *Administrative Science Quarterly*.

Thompson, J.A., Garrett, L.E., & Bunderson, J.S. (preparing manuscript). Changing in the present by engaging with the past: Qualitative study of historical interpreters. Target: *Academy of Management Journal*.

Gardner, J., Goodwin, R., & Garrett, L. E. (data analysis stage). Dehumanization and perfectionism in professional ballet. Target: *Academy of Management Journal*.

Garrett, L.E., & Gardner, J. (data analysis stage). Cultivating a sense of team in individual sports: Qualitative study of Olympic athletes and team dynamics. Target: *Academy of Management Journal*.

Garrett, L.E. (preparing manuscript). With me and against me: High quality connections in competition. Target: *Academy of Management Discoveries*.

Garrett, L.E., & Gardner, J. (preparing manuscript). What is the essence of a team? Toward a phenomenology of teams. Target: *Group & Organization Management*.

Garrett, L.E., Lepisto, D.A., & Gardner, J. (preparing manuscript). Systematic review of interaction ritual chains in organizations: Synthesis and implications. Target: *Unknown*

CONFERENCE PRESENTATIONS

Refereed Research Presentations

- Dehumanization as a driver of extreme perfectionism: A qualitative study of professional ballet. Presentation in a symposium on “Navigating the Tensions and Dynamics of Perfectionism in Organizations.” *AOM Annual Meeting, August 2021, Virtual.*
- Being a Pro in the NFL: When Sportsmanship and Business Collide. Presentation in a symposium on “The Meaning of Work across Levels of Analysis: Tensions, Dynamics, and Future Directions.” *AOM Annual Meeting, August 2020, Virtual.*
- What is a team? (Mis)alignment of team conceptualizations. Presentation in a symposium on “Unpacking the conundrum of teams with dynamic boundaries.” *AOM Annual Meeting, August 2018, Chicago, IL.*
- Sport and social well-being. Presentation in a symposium on “Improving health and well-being in society: How can sport help (or hurt)?” *AOM Annual Meeting, August 2018, Chicago, IL.*
- Actors at play: Building capacity for mutuality in role performance. *EGOS Annual Meeting, July 2017, Copenhagen, Denmark.*
- Actors at play: Creating high quality connections through play in community theatre. *AOM Annual Meeting, August 2016, Anaheim, CA.*
- With me and against me: Bonding teammates through internal competition. *Interdisciplinary Network for Group Research (INGroup) Conference, July 2015, Pittsburgh, PA.*
7th Biennial Positive Organizational Scholarship Research Conference, June 2015, Lake Buena Vista, FL.
- Co-constructing a sense of community at work: The emergence of community in coworking spaces. (with Spreitzer, G.M. & Bacevice, P.A.) *AOM Annual Meeting, August 2014, Philadelphia, PA.*
- Flexible performance of routines: Saying as little as possible and as much as necessary. (with LeBaron, C. & Christianson, M.K.) *6th International Symposium on Process Org. Studies, June 2014, Rhodes, Greece.*
- Working alone together: How coworking spaces enable independent workers to thrive. (with Spreitzer, G.M. & Bacevice, P.A.) *AOM Annual Meeting, August 2013, Lake Buena Vista, FL.*
5th International Symposium on Process Organization Studies, June 2013, Crete, Greece.
- Co-authored accomplishment of a routine enacts variety while maintaining pattern. (with LeBaron, C. & Christianson, M.K.) *EGOS Annual Meeting, July 2013, Montreal, Canada.*
- Maintaining an organizational routine: A video-based study of physician handovers. (with LeBaron, C., Christianson, M.K., & Cohen, M.D.) *AOM Annual Meeting, August 2012, Boston, MA.*
4th International Symposium on Process Organization Studies, June 2012, Kos, Greece.
- Video ethnography in organizations: Unpacking the theoretical and methodological implications of a new method. (with LeBaron, C. & Warren, E.) *EGOS Annual Meeting, July 2012, Helsinki, Finland.*
- Negotiating conversational space in virtual meetings. (with LeBaron, C., Dutton, & J.E, Bednar, J.S.) *7th Annual Organization Studies Summer Workshop, May 2012, Rhodes, Greece.*
- Virtual identities: A conversation analytic study of identity work in virtual meetings. *2012 National Conference of Undergraduate Research, March 2012, Ogden, UT.*
- Enhancing our understanding of verbal-nonverbal integration and identity construction. (with Warren, E. & LeBaron, C.) *2012 Annual Meeting of the Southern Sociological Society, March 2012, New Orleans, LA.*

Chaired Conference Sessions & Symposia

- Navigating the Tensions and Dynamics of Perfectionism in Organizations (co-organizer with Joel Gardner and Rachael Goodwin). *Symposium at the AOM Annual Meeting, August 2021, virtual.*
- The Meaning of Work Across Levels of Analysis: Tensions, Dynamics, and Future Directions (co-organizer with Greg Fetzer and Jacob Brown). *Symposium at the AOM Annual Meeting, August 2020, virtual.*
- Interaction rituals in organizations: A panel discussion featuring Randall Collins (co-chaired with Doug Lepisto). *Symposium at the AOM Annual Meeting, August 2018, Chicago, IL.*
- Annual Gathering of POS Scholars at the 2017 Academy of Management Annual Meeting (co-host with Spencer Harrison). *Social event at the AOM Annual Meeting, August 2017, Atlanta, GA.*
- Big time college athletics approaching a tipping point: The role of interfaces in righting the ship (co-chair with Wolfe, R.A.). *Symposium at the AOM Annual Meeting, August 2017, Atlanta, GA.*
- Making work meaningful through play (co-chair with Leicht-Deobald, U.). *Symposium at the AOM Annual Meeting, August 2016, Anaheim, CA.*
- Making universities meaningful: The influence of college athletics (co-chair with Wolfe, R.A.). *Symposium at the AOM Annual Meeting, August 2016, Anaheim, CA.*
- The various meanings of play: Benefits, tensions, and different forms of play in organizations (co-chair with Leicht-Deobald, U.). *Caucus at the AOM Annual Meeting, August 2016, Anaheim, CA.*
- Imposing and empowering: Navigating the tension between autonomy and relatedness in cool contexts (chair). *Symposium at the AOM Annual Meeting, August 2016, Lake Buena Vista, Florida.*

Professional Development Workshops

- Together Remotely: Seeding and Cultivating a Sense of Community in a Virtual World. *PDW at AOM Annual Meeting, August 2021, virtual.*
- Exploring the layers of inclusivity through PRW: The microfoundations of inclusion in organizations. (organized with B. Schinoff, M. Chamberlin, & G. Cunningham). *PDW at AOM Annual Meeting, August 2019, Boston, MA.*
- Improving lives at work: The impact of positive relationships on multiple forms of well-being. (organized with B. Schinoff, M. Chamberlin, & K.R. Gibson). *PDW at AOM Annual Meeting, August 2018, Chicago, IL.*
- Hatching new ideas through conversation: A research incubator on positive relationships at work. (organized with B. Schinoff, M. Chamberlin, & K.R. Gibson). *PDW at AOM Annual Meeting, August 2017, Atlanta, GA.*
- Capturing positive relationships at work: A measurement workshop and research incubator. (organized with B. Schinoff, M. Chamberlin, & K.R. Gibson). *PDW at AOM Annual Meeting, August 2016, Anaheim, CA.*
- A new wave of OD innovation? Fertile soil at the nexus of dialogic OD and positive social science. (invited facilitator). *PDW at the AOM Annual Meeting, August 2016, Anaheim, CA.*
- Bridging positive relationships at work: Crossing literatures and building connections. (organized with B. Schinoff, M. Chamberlin, & K.R. Gibson). *PDW at AOM Annual Meeting, August 2015, Vancouver, BC.*
- Discovering your solar system: Identifying and crafting your research identity. (with C.R. Aceves, A.E. Hardin, & R.E. Quinn). *PDW at the AOM Annual Meeting, August, 2013, Lake Buena Vista, FL.*
- Enhancing relevance: Video ethnography and practitioner engagement. (with C. Lebaron). *PDW at the AOM Annual Meeting, August, 2011, San Antonio, TX.*

Invited Presentations

Purpose in sports during times of crisis: Putting first things first. *Sport and Organization Dynamics Institute, Series II, June 2021, virtual.*

What is a team? How do you become a team? Why does it matter? *USA Curling summer training camp, August 2020, virtual*

Why play sports: How to inspire meaning for athletes. *Sport and Organizational Dynamics Conference, July 2019, Ann Arbor, MI.*

Being in relation: Toward a theory of mutuality. *Biennial Gathering of the Positive Relationships at Work Microcommunity, June 2018, Washington, DC.*

Unlocking mutuality in moments of play. *May Meaning Meeting, May 2017, Dover, MA.*

Being in relation: Unlocking organizational enablers of human connection. *Boston College job talk, Nov 2017.*

Athletes and actors bonding through play. *Brigham Young University Organizational Leadership and Strategy department, April 2016, Provo, UT.*

(En)acting authentic connections in theatre: Relating truthfully under imaginary circumstances? *May Meaning Meeting, May 2015, Litchfield, CT.*

The meaning of competition. *May Meaning Meeting, May 2014, Saint Paul, MN.*

With me and against me: Bonding teammates through internal competition. *Biennial Gathering of the Positive Relationships at Work Microcommunity, March 2014, Malvern, PA.*

HONORS & GRANTS

Paper Awards

- “With Me and Against Me: Bonding Teammates through Internal Competition”
 - Best Conference Paper at the 2015 INGRoup Conference.
 - Best Student Paper submission at the MOC division Cognition in the Rough workshop.
- “Co-constructing a sense of community at work: The emergence of community in coworking spaces” selected for Best Paper Proceedings by the MOC division for the 2014 AOM meeting
- “Pattern in Variety: How Individual Habit and Organizational Routine Are Expressed in Meeting the Unique Requirements of Intensive Care Patients” selected for best paper award at the 11th Annual Davis Conference on Qualitative Research: Presented by Michael D. Cohen (University of Michigan).

Research Grants

- 2013 ICOS Michael D. Cohen Small Research Grant - \$3000 to support coworking research
- 2012 BYU Office of Research and Creative Activities Grant - \$1500: “Quick Jelling: Dynamic Role Forming in Organizational Routines.”
- 2011 BYU Mentoring Environment Grant - \$20,000 for team project: “The emergence and evolution of organizational routines: A video-based study of handoffs in hospitals.”
- 2011 BYU Office of Research and Creative Activities Grant - \$1500: “Co-creating Organizational Routines: A Video-Based Study of Physician Handoffs in Critical Care Units.

TEACHING EXPERIENCE

- Leadership in Action, Boston College, Spring 2019 - present
- Organizational Behavior, Boston College, Spring 2018 - present
- Behavioral Theory in Management, University of Michigan, Fall 2016 (Rating: 4.9 / 5.0)
- Businesses & Leaders: The Positive Difference, University of Michigan, Fall 2014 (Rating: 4.9 / 5.0)
- Positive Leadership, CorpU – Virtual corporate development platform, 2016-2017

Updated December 2021

PROFESSIONAL SERVICE

Editorial Board

- Group and Organization Management

Ad Hoc Reviewing

- Administrative Science Quarterly
- Administrative of Management Journal
- Academy of Management Review
- Organization Science
- Organization Studies
- Organizational Behavior and Human Decision Processes
- Human Relations

Conference Organizing

- Sub-stream Co-organizer, 10th biennial Art of Mgmt & Organization Conference, Liverpool, August 2022
 - Sub-stream: The humanizing capacity of play at work
- Sub-Theme Co-Convener, 37th EGOS Colloquium, Virtual, July 2021
 - Sub-theme: “More Fully Human: Humanizing Organizations through Play and Art-based Interventions
- Co-organizer for First Annual Sport and Organization Dynamics Conference, February 2018
- Sub-Theme Co-Convener, 33rd EGOS Colloquium, Copenhagen, July 2017
 - Sub-theme: “The games organizations play: The uses and effects of play at work”
- Co-organizer for Positive Relationships at Work Microcommunity gathering, April 2016
- Co-organizer for Positive Organizational Scholarship Research Conference, June 2015
- Co-organizer for Positive Relationships at Work Microcommunity gathering, March 2014

Other Service

- Board of Advisors for Sport & Organization Dynamics Institute, 2020 - present
- Boston College Management & Organizations department community building committee, 2018 - present
- U. of Michigan Management & Organizations department culture committee, 2013 - 2017
- U. of Michigan Management & Organizations weekly student brownbag coordinator, 2016 - 2017
- President of the Marriott School Pre-Doctoral Student Association, 2011 - 2012