SHELLEY L. BRICKSON

MANAGERIAL STUDIES DEPARTMENT
UNIVERSITY OF ILLINOIS AT CHICAGO
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ACADEMIC POSITIONS

Aug 2006 – Present
University of Illinois at Chicago
ASSOCIATE PROFESSOR
- *MBA teaching – Negotiations, Leading for Impact*
- *Corporate Program teaching – Negotiations*
- *Ph.D. teaching – Identity and Identity-Related Processes*

July 2002 – July 2006 (July 06-07 on leave)
London Business School. London, England
ASSISTANT PROFESSOR
- *MBA/Executive MBA teaching – Negotiations*
- *Executive teaching - Influence, Group Process, Decision Making, Negotiations*
- *Ph.D. teaching - Research Methods, Identity Processes, Diversity Management*

EDUCATION

2002
Harvard University. Cambridge, MA
Ph.D. in Organizational Behavior

DISSERTATION

Dissertation: Organizational Identity Orientation: Its Structure and Proposed Outcomes
Chair: Kathleen McGinn (formerly Valley)

2001-2002
Harvard University. Cambridge, MA
Doctoral Fellow at Hauser Center for Nonprofit Organizations, Kennedy School of Government

2000
Harvard University. Cambridge, MA
M.A. in psychology

1994
Carleton College. Northfield, MN
B.A. in psychology. Magna cum laude. Distinction in Psychology Department.

R ESEARCH S UMMARY

My research addresses the cognitive structure as well as the antecedents and consequences of identity at both the individual and organizational levels. Research reveals there to be three fundamental and distinct frames of reference for understanding the self: self as individual entity, relationship partner, and group member. Much of my work aims to advance our understanding of these distinct identity orientations and their implications.

My first line of research addresses identity orientation at the individual level and applies it to the realm of intergroup relations. My papers consider ways in which organizations can shape individuals' identities so as to promote positive dynamics in demographically diverse organizations. This work underscores the particular promise of a relational identity orientation for enabling people to appreciate group-based differences without over-emphasizing them.

My second line of research brings the identity orientation framework to the organizational level and suggests that individuals also conceive of their organizations as possessing particular identity orientations. These papers empirically test the applicability of the framework at the organizational level, examine the properties and antecedents of the three orientations, and delineate outcomes of each identity orientation for organizations and their various stakeholders. This work ties together many literatures such as those pertaining to the employment relationship, interorganizational relationships, and stakeholder theory.

Research under review and in progress continues the first two streams of research and also begins related lines of inquiry. This work includes analyses of how organizational identity influences the identification process, the interplay between organizational identity and organizations' and members' relationships, how organizations manage tensions between two or more competing identities, longitudinal trends in organizational identity, and the nature of the more general cognitive structure of organizational identity beyond the identity orientation framework.

R ESEARCH I NTERESTS

Individual and organizational identity
Organizational identification
Diversity
Business and society
The employment relationship
Interorganizational relations
Qualitative and quantitative methods
Organizational theory
Networks (both interpersonal and interorganizational)
Nonprofit organizations

PUBLICATIONS

Brickson, S. L. (Forthcoming). Athletes, best friends, and social activists: An integrative model accounting for the role of identity in organizational identification. **Organization Science**.

Harquail, C.V. & Brickson, S. L. (2012). The defining role of organizational identity for facilitating stakeholder flourishing: A map for future research. In K.S. Cameron and G.M. Spreitzer (Eds.), **Oxford handbook of positive organizational scholarship.** Oxford University Press. London. 677-690.

Brickson, S.L. (2011). Confessions of a job crafter: How we can increase the passion within and the impact of our profession. **Journal of Management Inquiry**, 20(2), 197-201.

Brickson, S. L. & Lemmon, G. (UIC doctoral student) (2009). Organizational identity as a stakeholder resource. J. E. Dutton and L. M. Roberts (Eds.), **Exploring positive identities and organizations: Building a theoretical and research foundation.** Psychology Press, New York, (pp. 411-434).

Brickson, S. L. (2008). Reassessing the standard: The positive expansive potential of a relational identity in diverse organizations. **Journal of Positive Psychology**. 3, 40-54.

Brickson, S. L. (2007). Organizational identity orientation: The genesis of the role of the firm and distinct forms of social value. **Academy of Management Review**. 32, 864-888.

Brickson, S. L. (2005). Organizational identity orientation: Forging a link between organizational identity and organizations' relations with stakeholders. **Administrative Science Quarterly**, 50, 576-609**.**

Brickson, S. L., & Brewer, M. B. (2001). Identity orientation and intergroup relations in organizations. In M.A. Hogg and D.J. Terry (Eds.), **Social identity processes in organizational contexts**: Psychology Press, Philadelphia, (pp. 49-66).

Brickson, S. L. (2000). The impact of identity orientation on individual and organizational outcomes in demographically diverse settings. **Academy of Management Review**, 25, 82-101.

Brickson, S. L. (2000). Exploring identity: Where are we now? **Academy of Management Review**, 25, 147-148.

CONFERENCE PROCEEDINGS

Brickson, S. L. (2008). Athletes, best friends, and social activists: Modeling multiple paths to organizational identification. **Academy of Management Best Paper Proceedings.**

Brickson, S. L. (2000). Re-assessing the standard: How understanding identity orientation informs - and improves - intergroup relations interventions. **Academy of Management Best Paper Proceedings**.

WORK UNDER REVIEW AND IN PROGRESS

Brickson, S. L. & Akinlade, D (UIC doctoral student). The foundation, experience, and distribution of power in distinct organizational contexts: A resource-based perspective. **Administrative Science Quarterly**. Revise and resubmit.

Brickson, S. L. The emergence of organizational identity and its manifestations in organizations' internal and external relations. Data analysis phase.

Brickson, S. L. The effect of organizational identity on members' interpersonal and intergroup relations. Data analysis phase.

Brickson, S. L. Minivan drivers and Fendi bag wearers: The personification of organizations. Data analysis phase.

Brickson, S. L. & Hsu, G. The underlying cognitive structure of organizational identity. Data analysis phase.

Hsu, G. and Brickson, S. L. We as me: Perceptions of organizational identity as a function of individuals' characteristics. Data analysis phase.

Brickson, S. L. The effect of ownership structure on organizational identity. Second study data collection phase to commence.

Brickson, S. L. Profession or business? Identity tension among law firms. Second study data collection phase to commence.

Brickson, S. L. Where are our organizations heading? Longitudinal trends in organizational identity orientation and their implications for society. Second study data collection phase to commence.

INVITED CONFERENCE AND SEMINAR PRESENTATIONS

Brickson, S. L. (2012). A cross-organization examination of positive interpersonal relationships: Core and context-specific elements. Positive Relationships at Work Conference. Boston University.

Brickson, S. L. (2012). Organizations as internal value creators: Toward an integrative model of what resources organizations create and how they create them. University of Illinois - Urbana Champaign.

Brickson, S. L. (2011). Organizations as systems of value creation and distribution: The role of organizational identity. Boston College.

Brickson, S. L. (2011). Invited participant. Inaugural Foster Forum: Exploring the Interface of Leadership, Strategy, Ethics, and Justice. University of Washington.

Brickson, S. L. (2011). Organizational identity and stakeholder flourishing. Fifth Bi-Annual Conference on Positive Organizational Scholarship at the University of Michigan Ross School of Business.

Brickson, S. L. (2009). Organizational identity and organizational processes. Fourth Bi-Annual Conference on Positive Organizational Scholarship at the University of Michigan Ross School of Business. (declined due to child birth).

Brickson, S. L. (2008). Invited discussant. 13th Annual OB Conference at the Wharton School, Philadelphia. (declined due to child birth).

Brickson, S. L. & Lemmon, G. (2008). The multiple positive potentialities of organizational identity. Positive Identities Conference, University of Michigan Ross School of Business, Ann Arbor.

Brickson, S. L. (2007). Athletes, best friends, and social activists: Modeling multiple paths to organizational identification. 13th Annual OB Conference at the Wharton School, Philadelphia.

Brickson, S. L. (2007). Organizational identity orientation: Implications for innovation and learning. Identity, Innovation, and Organizational Learning Conference at Carnegie Mellon University, Pittsburgh.

Brickson, S. L. (2006). Managing diversity through member and organizational identity. Positive Organizational Scholarship Conference at the University of Michigan Ross School of Business, Ann Arbor.

Brickson, S. L. (2006). Organizational identity orientation as a catalyst of positive organizational and member relationships. Positive Organizational Scholarship Conference at the University of Michigan Ross School of Business, Ann Arbor.

Brickson, S. L. (2005). The underlying structure of organizational identity. Davis Conference on Qualitative Research, UC Davis.

REFEREED CONFERENCE PRESENTATIONS

Brickson, S. L. & Akinlade, D. (UIC doctoral student) (2011). Organizational identity as a determinant of professional resources. Symposium presentation, Academy of Management Annual Meeting, San Antonio.

Brickson, S. L. & Akinlade, D. (UIC doctoral student) (2010). The interplay between organizational identity and stakeholder relationships. Second International Symposium on Process Organization Studies. Special Theme: Constructing Identity In and Around Organizations. Rhodes, Greece.

Brickson, S. L. & Akinlade, D. (UIC doctoral student) (2010). The bases and psychological experience of power in distinct organizational contexts. American Psychological Society Annual Meeting, Boston.

Brickson, S. L. & Akinlade, D. (UIC doctoral student) (2009). Organizational identity orientation as a context for the employment relationship. Symposium presentation, Academy of Management Annual Meeting, Chicago.

Brickson, S. L. (2009). A multi-level identity-based view of diversity management. Symposium presentation, Academy of Management Annual Meeting, Chicago.

Brickson, S. L. (2008). Who am I? Who are you? Who are we?: Relationships, identity, and work. Symposium discussant presentation. Academy of Management Annual Meeting, Anaheim.

Brickson, S. L. (2008). Athletes, best friends, and social activists: Modeling multiple paths to organizational identification. Academy of Management Annual Meeting, Anaheim.

Brickson, S. L. (2006). Business as an Agent of World Benefit Conference at Case Western Reserve, Cleveland.

Brickson, S. L. & Hsu, G. (2006). Uncovering the underlying structure of organizational identity. Symposium presentation at the Academy of Management Annual Meeting, Atlanta.

Brickson, S. L. (2005). Organizational identity orientation: The context for positive contributions to stakeholders. Symposium presentation at the Academy of Management Annual Meeting, Honolulu.

Brickson, S. L. (2005). Mavericks, best friends and social activists: The effect of organizational identity orientation on organizational identification and role and extra-role behavior. Symposium presentation at the Academy of Management Annual Meeting, Honolulu.

Brickson, S. L (2004). Organizational identity orientation: Its structure and outcomes at multiple levels of analysis. Academy of Management Annual Meeting, New Orleans.

Brickson, S. L. (2003). Organizational identity orientation: Linking organizational identity and organizational behavior. Academy of Management Annual Meeting, Seattle.

Brickson, S. L. (2000). Re-assessing the standard: How understanding identity orientation informs - and improves - intergroup relations interventions. Academy of Management Annual Meeting, Toronto.

Brickson, S. L. (1999). Re-assessing the standard: Intergroup relations interventions based on relational versus collective identity. American Psychological Society Annual Meeting, Denver.

Brickson, S. L. (1997). The role of self-esteem and group status in prejudice. American Psychological Society Annual Meeting, Washington D.C.

H ONORS AND A WARDS

- *2012*. Recipient – UIC Faculty Scholarship
- *2011*. Recipient – Favorite MBA Professor Award - UIC
- *2009.* Recipient - UIC Faculty Scholarship
- *2003-2007*. Recipient of London Business School's Research and Materials Development Fund Award.
- *2001-2002*. Fellowship at the Hauser Center for Nonprofit Organizations at Harvard University. Tuition and stipend. Second year declined due to graduating.
- *2001*. Harvard Business School's George S. Dively Award for distinguished research.
- *2001*. Harvard University Doctoral Dissertation Completion Fellowship. Declined due to securing other awards.
- *1996-2001*. Harvard Business School Doctoral Fellowship. Tuition and stipend.
- *1994.* Graduated magna cum laude from Carleton.
- *1994.* Technos International Prize for outstanding academic performance and commitment to international understanding.
- *1994.* "Distinction" for independent thesis, an international comparison of prejudice.
- *1994.* "Distinction" for overall performance in psychology department.
- *1993*. Richter Fellowship to study the effects of a United Nations program in Costa Rica.

P ROFESSIONAL A CTIVITIES AND S ERVICE

A CADEMY OF M ANAGEMENT L EADERSHIP P OSITION

- *2010-present.* Representative at Large, Managerial and Organizational Cognition Division

A CADEMY OF M ANAGEMENT ACTIVITIES

- *2011.* Co-Organizer of the OMT/MOC Doctoral Consortium. San Antonio.
- *2010.* Faculty facilitator for OB Networking and Research Forum for the Academy of Management Annual Meeting, Montreal
- *2009.* Faculty facilitator for the MOC/OMT/OB Doctoral Consortium for the Academy of Management Annual Meeting, Chicago
- *2009.* Faculty facilitator for OB Networking and Research Forum for the Academy of Management Annual Meeting, Chicago
- *2009.* Symposium Co-organizer (with Dayo Akinlade). The interplay between organizational identity and relationships with and within organizations. Academy of Management Annual Meeting, Chicago.
- *2007.* Professional Development Workshop Co-organizer (with Gretchen Spreitzer and Laura Morgan Roberts). Positive Organizational Scholarship, Academy of Management Annual Meeting, Philadelphia.
- *2006.* Professional Development Workshop Co-organizer (with Kristen Price and Greta Hsu). Pushing the frontiers of organizational identity: Creative and multi-level research. Academy of Management Annual Meeting, Atlanta.
- *2006*. Symposium Organizer. Organizational identity through a POS lens: Leveraging identity for positive contribution. Academy of Management Annual Meting, Honolulu.

A CADEMIC M EMBERSHIPS

Academy of Management
American Psychological Association
American Psychological Society

EDITORIAL BOARD

Journal of Personality and Social Psychology: 2008-2010
Academy of Management Review, Special Issue - Understanding and Creating Compassionate and Caring
   Organizations: 2010-2011

AD-HOC REVIEWING

Administrative Science Quarterly
Organization Science
Academy of Management Review
Academy of Management Journal
Academy of Management Executive
Academy of Management Learning and Education
Organizational Behavior and Human Decision Processes
Journal of Management Studies
Human Relations
Self and Identity

DOCTORAL STUDENT ADVISING

Dissertation Committees
Frank Cahill, Swinburne University of Technology, Australia. External Reader. 2006
David Henderson, University of Illinois at Chicago. 2007 – 2009
Brian Glibkowski, University of Illinois at Chicago. 2007 – 2009
Prajya Vidyarthi, University of Illinois at Chicago. 2008 – 2010
Sharmin Attaran, University of Illinois at Chicago. 2008 – 2010
Smriti Anand, University of Illinois at Chicago. 2008 – 2010
Grace Lemmon, University of Illinois at Chicago. 2009 – 2011
Dayo Akinlade, University of Illinois at Chicago. 2010 – present

Qualifying Paper Committees
Dayo Akinlade, University of Illinois at Chicago. 2009 – 2010

UNIVERSITY SERVICE

  2011 – present: UIC Center for Research on Women and Gender. Advisory Board member