

## BETHANY S. COCKBURN

Assistant Professor of Management  
Northern Illinois University  
Barsema Hall 245  
DeKalb, IL 60115  
bethanycockburn@gmail.com  
(Revised February 2022)

### EDUCATION

---

- 2018 Doctor of Philosophy (PhD), Management & Organizations  
University of Iowa, Tippie College of Business, Iowa City, IA
- 2011 Master in Nonprofit Administration (MNA)  
University of Notre Dame, Mendoza College of Business, Notre Dame, IN
- 2006 Master of Arts (MA) in Clinical and Community Psychology  
University of North Carolina - Charlotte, Psychology Department, Charlotte, NC
- 1999 Bachelor of Arts (BA) in Psychology and English, 1999  
Indiana University, Bloomington, IN

### ACADEMIC EMPLOYMENT

---

- 2018 - Present Assistant Professor  
Northern Illinois University, College of Business, DeKalb, IL

### RESEARCH INTERESTS

---

Response and resilience to workplace stress, creating and supporting effective teams, and navigating identities in the changing work world

### JOURNAL ARTICLES

---

- Yuan, Z., Cockburn, B. S., Astrove, S. L., & Buis, B. C. (2021). Sacrificing heroes or suffering victims? Investigating third parties' reactions to divergent social accounts of essential employees in the COVID-19 pandemic. *Journal of Applied Psychology*, 106(10), 1435-1447. **This article was discussed in various media interviews including on Fox32 TV & WBBM Radio. Media report available here: <https://lnkd.in/d-GGM3ZW>**
- Gonzalez-Mulé, E., & Cockburn, B. S. (2021). This job is (literally) killing me: A moderated-mediated model linking work characteristics to mortality. *Journal of Applied Psychology*, 106(1), 140-151. **This article was mentioned in 17 media outlets. For a summary report, see <https://www.altmetric.com/details/79773429>.**

- Gonzalez-Mulé, E., Cockburn, B. S., McCormick, B., & Zhao, P. (2020). Team tenure and team performance: A meta-analysis and process model. *Personnel Psychology*, 73, 151-198.
- Greco, L., O'Boyle, E., Cockburn, B. S., & Yuan, Z. (2018). Meta-analysis of coefficient alpha: A reliability generalization study. *Journal of Management Studies*, 55, 583-618.
- Gonzalez-Mulé, E., & Cockburn, B. S. (2017). Worked to death: The relationships of job demands and job control factors with mortality. *Personnel Psychology*, 70, 73-112.  
**This article was mentioned in over 100 media outlets, including:** NPR, *Forbes*, *Chicago Tribune*, *Yahoo!*, *CBS News*, *MedlinePlus*, *US News and World Report*.  
**For a summary report** see <https://wiley.altmetric.com/details/11010544/news/page:1>.  
 Radio interviews by the Australian Broadcasting Corporation's Radio National, Canada's CJAD, and 1320 WILS in Lansing, MI.

## SELECTED WORKS IN PROGRESS

[brackets] indicate an anonymized title

- Hymer, C., Csillag, B., & Cockburn, B. S. [Social and Storied Image Alignment and Enactment]. **Target:** *Administrative Science Quarterly*. Writing stage. Intended submission June 2022
- Astrove, S., Cockburn, B. S., Dashner, A. [Proximal Fit and Occupational Trajectories]. **Target:** *Academy of Management Review*. Writing stage. Intended submission August 2022
- Cockburn, B. S., & Colbert, A. E. [Bridge Employment Identity]. **Target:** *Academy of Management Journal*. Writing stage
- McCormick, B. M., Gonzalez-Mulé, E., Burton, J., Michel, E., Cockburn, B. S. [Power Meta-Analysis]. **Target:** *Journal of Applied Psychology*. Coding stage
- Mooney, C., & Cockburn, B. S. [Social Entrepreneurship Intentions and Team Adjournment]. **Target:** *Journal of Business Venturing*. Data analysis stage
- Cockburn, B. S., O'Boyle, E., & Li, C. [A Meta-Analysis of Team Variables as Predictors of OCBs and CWBs]. **Target:** *Journal of Applied Psychology*. Writing stage
- Wittman, S. & Cockburn, B. S. [Life Transition Scale Development]. **Target:** *Journal of Applied Psychology*. Data collection
- Subramony, M., Hu, J., Cockburn, B. S., & Smith, N. [Delving into Event System Levels, Audiences, Identities, and Affect]. **Target:** *Journal of Management*. Data analysis
- Cockburn, B. S. [Pandemic Retirement]. **Target:** *Academy of Management Journal*. Data collection
- Froidevaux, A., Wittman, S., & Cockburn, B. S. [Academic Retirement]. **Target:** *Academy of*

## CONFERENCE PRESENTATIONS

---

- Hu, X., Cockburn, B. S., Mirabito, A. M., Solnet, D., McClelland, L. E., Golubovskaya, M., & Robinson, R. (2021, August). Building Well-being of Frontline Service Employees (FSE) Through Work Identity Construction. In M. Subramony (Chair), *Frontline Service Employees in a Changing World: Interdisciplinary Perspectives and Research Directions*. Symposium conducted at the 81<sup>st</sup> Academy of Management conference, Online.
- Cockburn, B. S., & Astrove, S. L. (2021, June). When I see my reflection: Building self-assessment skills in the classroom, Paper presented at the Management and Organizational Behavior Teaching Society Conference, Online.
- Cockburn, B. S., Rohrer, E., & Mooney, C. (2021, June). Send me on my way: Global engagements in a virtual world, Paper presented at the Management and Organizational Behavior Teaching Society Conference, Online.
- Cockburn, B. S. (2019, August). Permeable boundaries: Pre-retirement work identities that linger and adapt post-retirement. In C. Hymer (Chair), *Managing identities across time: The influence of past, present, and future identities on the self*. Symposium conducted at the Academy of Management conference, Boston, MA.
- Cockburn, B. S. (June 5, 2019). *Identity construction during bridge employment*. Poster session presented at the Positive Organizational Scholarship research conference, Ann Arbor, MI.
- Gonzalez-Mulé, E., Cockburn, B. S., McCormick, B., & Zhao, P. (2017, August). A conceptual framework and meta-analysis of the relationship between team tenure and team performance. Paper presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Cockburn, B. S., Liu, S., & Cockburn, A. E. (2016, October). Entitled to opportunity: A three study analysis of the Millennial generation and how work preferences relate to job choice and motivation. Paper presented at the 59<sup>th</sup> Annual Meeting of the Midwest Academy of Management, Fargo, ND.
- Greco, L., O'Boyle, E., Cockburn, B. S., & Yuan, Z. (2016, August). Raising the .70 bar: A meta-analytic study of coefficient alpha. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Goering, D., Cockburn, B. S., Colbert, A., Crawford, E. (2016, August). The value of vulnerability: A social learning perspective on leader humility. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Gonzalez-Mule, E., & Cockburn, B. S. (2015, August). Worked to death: The relationship of job demands and job control factors with mortality. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada.

Cockburn, B. S., Goering, D., & Crawford, E., (2015, June). An investigation of the relationship between employee engagement, deviance, and workplace injuries, Paper presented at the 53<sup>rd</sup> Workers' Compensation Symposium, Des Moines, IA.

Goering, D., Cockburn, B. S., & Crawford, E. (2015, March). The value of vulnerability: The relationships of follower and leader humility through trust. Paper presented at the 17<sup>th</sup> Annual James F. Jakobsen Graduate Conference, Iowa City, IA.

## **AWARDS & HONORS**

---

- |      |  |
|------|--|
| 2021 | Outstanding Reviewer, Managerial and Organizational Cognition (MOC) division, Academy of Management Conference |
| 2016 | Outstanding Reviewer, Organizational Behavior (OB) division, Academy of Management Conference                  |
| 2016 | Best Graduate Assistant Award for teaching a stand-alone course, Tippie School of Business, University of Iowa |

## **GRANTS & FELLOWSHIPS**

---

- |             |   |
|-------------|---|
| 2020        | Summer Research Grant, Northern Illinois University College of Business (\$10,000)  |
| 2020        | "Student Engagement Fund," Sponsored by Office of Student Engagement and Experiential Learning & College of Liberal Arts and Sciences, Northern Illinois University (\$2,242) |
| 2017 - 2018 | Dissertation Academic Year Completion Fellowship, University of Iowa  |
| 2017        | Management & Organizations 2017 Research Grant, University of Iowa (\$1,895)  |
| 2017        | Graduate & Professional Student Government Research Grant (\$1,000)   |
| 2013 - 2017 | Presidential Graduate Research Fellowship, University of Iowa   |
| 2014        | William E. Riley Memorial Grant, University of Iowa (\$17,500)  |
| 2014        | Obermann Graduate Fellow, University of Iowa (\$500)  |
| 2007        | Co-Investigator, Ganey Community-Based Research Grant, University of Notre Dame (\$6,000)   |

## INVITED REVIEWS & PRESENTATIONS

---

- 2020 Cockburn, B. S. (2020). Identity construction during bridge employment. Invited paper presented at the Transition to Retirement Workshop, George Mason University, Fairfax, VA. (April 9, 2020).
- 2020 Cockburn, B. S. (2020). *Book Review: 10 Must Reads on Nonprofits and the Social Sector* (4th ed., vol. 10). Journal of Nonprofit Education and Leadership. <https://js.sagamorepub.com/jnel/article/view/10831>
- 2019 Cockburn, B. S., Qualitative Inquiry Conference, "Qualitative researchers from across disciplines talk about their research," Northern Illinois University. (March 30, 2019).
- 2015 University of Notre Dame, Faculty advisor to Indonesia team, Business on the Front Line class
- 2015 University of Notre Dame, MBA lecture, Business on the Front Line class, Ethnographic methods
- 2013 University of Notre Dame, MBA lecture, Business on the Front Line class, Qualitative methods
- 2010 University of Notre Dame, Psychology lecture, What is community psychology?
- 2009 Goshen College, Introduction to Psychology lecture, What is community psychology?
- 2008 Goshen College, Introduction to Psychology lecture, What is community psychology?

## TEACHING EXPERIENCE

---

### Northern Illinois University

- 2018 – Present Managerial Negotiations (undergraduate level, primarily in-person)
- 2020 – Present Managing Individuals, Teams, and Organizations (MBA level, online and asynchronous)

### University of Iowa

- 2017 Strategic Human Resource Management (undergraduate level, in-person)
- 2014 Leadership and Personal Development (undergraduate level, in-person)
- 2016 Leadership and Personal Development (Teaching Assistant - undergraduate level)

2015 Introduction to Management (Teaching Assistant - undergraduate level)

**University of North Carolina – Charlotte**

2000 – 2001 Introduction to Psychology lab (Teaching Assistant - undergraduate level)

**SELECTED EMPLOYMENT**

---

2010 – 2013 University of Notre Dame – Well-Being at Work Research Project  
Research Associate – Mendoza College of Business, Management Department

2006 – 2013 Cockburn Research Consulting  
Independent Research Consultant

2009 – 2010 University of Notre Dame – Foresight Research Class  
Visiting Research Faculty – Mendoza College of Business

2003 – 2009 University of Notre Dame – Data Management Center  
Data Specialist – Psychology Department

2002 – 2003 Indiana University, Bloomington – Center for Innovation in Assessment  
Data Specialist – Education Outreach Department

2001 – 2002 University of North Carolina – Charlotte  
Graduate Research Assistant – Clinical/Community Psychology Department

**SERVICE ACTIVITIES**

---

**PROFESSIONAL SERVICE**

2015 – Present Reviewer, Academy of Management Annual Conference

2020 – 2021 Reviewer, MOBTS Conference

2020 Reviewer, IN-Group Conference

2019 Ad-hoc Reviewer, Journal of Service Research

2016 Reviewer, Midwest Academy of Management Conference

**UNIVERSITY SERVICE**

2019 – Present Strategic Enrollment Management committee member, Retention and  
Diversity Subcommittees, Northern Illinois University

2019 – Present	Research committee member, Management Department, Northern Illinois University
2020 – 2021	College of Business Diversity, Inclusion, and Equity committee member, Curriculum subcommittee, Northern Illinois University
2020 – 2021	College of Business Data Analytics class planning committee member, Northern Illinois University
2020 - 2021	Department of Management Curriculum Committee, Northern Illinois University
2020-2021	Dissertation committee member, Judy Hu, Department of Psychology, Northern Illinois University
2020	Dissertation committee member, Jasmin Martinez, Department of Psychology, Northern Illinois University
2019	Senior honors thesis advisor, Edgar Lopez, Department of Management, Northern Illinois University
2014-2016	Alternate Senator, Graduate Student Senate, University of Iowa
2014, 2017-2018	Grant Reviewer, GPSG, University of Iowa

## **PROFESSIONAL MEMBERSHIPS**

---

2013 – Present	Academy of Management (OB, HR, RM, MOC, SIM divisions)
2019 – 2021	Interdisciplinary Network for Group Research