

Eli Awtrey

Assistant Professor of Management | Carl H. Lindner College of Business | University of Cincinnati
Lindner 3352 | Cincinnati, OH 45211-0165 | (513) 556-4582 (office) | (208) 596-0545 (mobile)
eli.awtrey@uc.edu | <https://eawtrey.github.io> | ORCID: 0000-0002-6712-0256

ACADEMIC POSITIONS

University of Cincinnati

2018–present Assistant Professor of Management, Carl H. Lindner College of Business

EDUCATION

2018	Ph.D.	University of Washington (Organizational Behavior) <i>Dissertation:</i> The microdynamics of team diversity and collaboration networks
2013	M.S.B.A.	University of Washington (Organizational Behavior)
2010	M.B.A.	University of Oregon (Entrepreneurship)
1998	B.S.	University of Oregon (Magazine Journalism)
1995		Santa Rosa Junior College

RESEARCH INTERESTS

Team processes (collaboration, decision-making, trust); positive organizational behavior (well-being, compassion, gratitude); within-unit structures (networks, dispersion, disparity, diversity)

PEER-REVIEWED PUBLICATIONS (* = shared authorship, ** = doctoral student)

Johnson, M.J., **Awtrey, E.**, and Ong, W. (in press). Verdicts, elections, and counterterrorism: When groups take unofficial votes. *Academy of Management Discoveries*.

Thienprayoon, R., Sinclair, S., Lown, B., Pestian, T. **, **Awtrey, E.**, Winick, N., & Kanov, J. (2022). Organizational compassion: Ameliorating healthcare worker's suffering and burnout. *Journal of Wellness*. DOI: 10.55504/2578-9333.1122

Awtrey, E.*, Thornley, N.*, Dannals, J. E., Barnes, C. M., & Uhlmann, E. L. (2021). Distribution neglect in performance evaluations. *Organizational Behavior and Human Decision Processes*. 165: 213-227. DOI: 10.1016/j.obhdp.2021.04.007

Barnes, C., **Awtrey, E.**, Lucianetti, L., & Spreitzer, G. (2020). Leader sleep devaluation, employee sleep, and unethical behavior. *Sleep Health*. DOI: 10.1016/j.sleh.2019.12.001

- Selected media coverage: Harvard Business Review

Silberzahn, R., Uhlmann, E. L., Martin, D. P., Anselmi, P., Aust, F., **Awtrey, E.**,...Nosek, B. (2018). Many analysts, one dataset: Making transparent how variations in analytical choices affect

results. *Advances in Methods and Practices in Psychological Science*, 1(3): 337-356. DOI: 10.1177/2515245917747646

- Selected media coverage: Harvard Business Review, Nature, fivethirtyeight.com

Fehr, R., Fulmer, A., **Awtrey, E.**, and Miller, J. (2017). The grateful workplace: A multilevel model of gratitude in organizations. *Academy of Management Review*, 42(2): 361-381. DOI: 10.5465/amr.2014.0374

- Finalist: AMR Best Paper of the Year Award, 2017

Tierney, W., Schweinsberg, M., Jordan, J., Kennedy, D., Qureshi, I., Sommer, A., Thornley, N., Madan, N., Vianello, M., **Awtrey, E.**,...Uhlmann, E. (2016). Data from a pre-publication independent replication initiative examining ten moral judgement effects. *Scientific Data*, 3: 160082. DOI: 10.1038/sdata.2016.82

- Data for Schweinsberg et al. (2015)

Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., Jordan, J., Tierney, W., **Awtrey, E.**,...Uhlmann, E. (2015). The Pipeline Project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*, 66: 55-67. DOI: 10.1016/j.jesp.2015.10.001

- Selected media coverage: The Atlantic, Retraction Watch, fivethirtyeight.com

PAPERS UNDER REVIEW & WORKING PAPERS (** = doctoral student)

(titles and authors redacted to protect blind review)

Trust networks in teams** [revise and resubmit]

The network effects of gratitude expressions in work teams [revise and resubmit]

Team goal networks [near submission]

Multilevel trust and focus [revising]

Organizational compassion in healthcare [scale development]

Gender diversity and team collaboration networks** [analysis]

Walking on eggshells: Emotional and behavioral responses to abusive supervision** [analysis]

The microstructures of collaboration networks in teams** [analysis]

Workload and teamwork [analysis]

Firm-specific human capital [analysis]

Gender stereotypes and conflict in teams [data collection]

Differentiated gratitude expressions and team collaboration [designing second data collection]

CONFERENCE PRESENTATIONS & SYMPOSIA (** = doctoral student)

Khan, U.**, Fehr, R., **Awtrey, E.**, Basit, A. (2022). Impact of received gratitude expression disparity on team psychological safety climate, performance, and customer satisfaction. MOC division paper at 82nd Meeting of the Academy of Management, Seattle, WA.

Sackett, E., **Awtrey, E.**, Cronin, M., & Rockmann, K. (2022). Re-thinking the structure and process of goal alignment for modern teams: A motivational vector approach. OB division paper at 82nd Meeting of the Academy of Management, Seattle, WA.

Khan, U.^{**}, Fehr, R., **Awtrey, E.**, Basit, A. (2022). Impact of received gratitude expression disparity on team psychological safety climate, performance, and customer satisfaction. 2022 Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.

Thienprayoon, R., Pestian, T. ^{**}, **Awtrey, E.**, Kanov, J., Winick, N., and Lown, B. (2022). Organizational compassion in healthcare. 2022 Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.

Awtrey, E., Johnson, M.D., & Schabram, K (2022). Beyond static aggregation: Team trust emergence through dynamic trust microstructures. 11th FINT Workshop on Trust Within and Between Organizations, Charleston, SC.

Sackett, E., **Awtrey, E.**, Cronin, M., & Rockmann, K. (2021). Re-thinking the structure and process of goal alignment for modern teams: A motivational vector approach. 2021 INGRoup Conference (virtual).

Johnson, M.D., **Awtrey, E.** & Ong, W.J. (2019). Can straw polls enhance group decision quality? 2019 INGRoup Conference, Lisbon, Portugal.

Awtrey, E. & Fehr, R. (2018). What about me? The impact of differentiated gratitude expressions in teams. MOC/OB symposium paper at 77th Meeting of the Academy of Management, Chicago, IL.

Awtrey, E. & Fehr, R. (2018). Co-chairs, Gratitude at multiple levels of the organizations. MOC/OB symposium at the 77th Annual Meeting of the Academy of Management, Chicago, IL.

Awtrey, E. (2016). A network theory of team diversity. MOC division paper at the 75th Annual Meeting of the Academy of Management, Anaheim, CA.

Barnes, C., **Awtrey, E.**, Lucianetti, L., Spreitzer, G. (2015). Sleep depriving leader behavior, subordinate sleep, and unethical behavior. Symposium presentation at 74th Annual Meeting of the Academy of Management, Vancouver, BC.

Fehr, R., Fulmer, A., **Awtrey, E.** & Miller, J. (2015). The grateful workplace: A tripartite model of gratitude in organizations. 7th Positive Organizational Scholarship (POS) Research Conference, Orlando, FL.

Awtrey, E. & Johnson, M.D. (2014). Tough times ahead: The persistent effects of process loss on teamwork. 2014 INGRoup Conference, Raleigh NC.

Johnson, M.D. & **Awtrey, E.** (2013). Pedagogical insights for teaching teamwork. PDW presentation at the 72nd Meeting of the Academy of Management, Orlando, FL.

Awtrey, E. (2012). Getting the best out of diverse teams: Leadership moderators of information elaboration. Doctoral Symposium in Leadership, University of Houston, Houston TX.

INVITED RESEARCH PRESENTATIONS

Baylor University (Management), Harvard Business School (Organizational Behavior), Montana State University (Management), University of Cincinnati (Management), University of Oregon (Management)

HONORS & AWARDS

Finalist, URC Faculty Research Scholars Award (2022, 2021)
Lindner Summer Research Grant (2021)
Daniel J. Westerbeck Junior Faculty Graduate Teaching Award (2020)
Dean's List of Teaching Excellence (2018)
Finalist, *Academy of Management Review* Best Paper of the Year Award (2017)
Excellence in Teaching Award, Management and Organization (2017)
PhD Program Teaching Award (2017)
Boeing Fund for Excellence Fellowship (2015, 2016)
Michael G. Foster Students First Scholarship (2015, 2016)
Terence Mitchell PhD Fellowship (2011, 2012, 2013, 2014)

TEACHING

University of Cincinnati

MGMT 9011: Organizational Behavior (2021; Ph.D. seminar co-taught with Elaine Hollensbe)
MGMT 9026: Quantitative Research Methods (2019-2021 x2; Ph.D. seminar; Mean rating: 8.0 / 8.0)
MGMT 7014: Leadership and Organizations (2018-2021 x10; MBA course; Mean rating: 7.6 / 8.0)
MGMT 7087: High Performing Teams (2022 x1; MBA course; Mean rating: 7.8 / 8.0)
Kroger Leadership Academy (Executive education, co-taught with Elaine Hollensbe, 2019)

University of Washington

MGMT 500: Leading Teams and Orgs (2016-2017 x4; MBA course; Mean rating: 5.0 / 5.0)
MGMT 300: Leadership and Org. Behavior (2014 & 2016; UG course; Mean rating: 4.6 / 5.0)
Business Certificate Program (2015-2017 x7; certificate course; Mean rating: 9.5 / 10.0)
Business for International Professionals (2015-2017 x5; certificate course; Mean rating: 4.6 / 5.0)

SERVICE

External (reviewing, Academy)

- Editorial review boards: Journal of Organizational Behavior (2022-present), Academy of Management Discoveries (2020-present)
- Ad hoc reviewing: Academy of Management Journal, Academy of Management Review, Journal of Organizational Behavior, Organizational Behavior and Human Decision Processes, Scientific Data, SCORE (Systematizing Confidence in Open Research & Evidence) Project
- Conference reviewing: Academy of Management Annual Meeting, INGRoup

Graduate students

- Doctoral program co-coordinator, Management (2021–present)
- MBA Capstone Coach, Carl H. Lindner College of Business (2019–present)
- Advisor, winning Lindner team for 2021 Smeal MBA Sustainability Case Competition
- Doctoral student comprehensive exam coordinator, Management (2020)
- Committees:
 - Dissertation: Achira Sedari (2023), Dan Peat (2023)
 - Second-year paper: Achira Sedari (2019), Kaiqi Zhang (2022), Olivia Anger (2022)
 - Masters thesis: Andrew Parks (psychology, 2020)

Other internal (department, college, university)

- Dean's steering committee, Lindner College of Business (2021-2022)
- Departmental RPT committee, Management (2018-present)
- Selection committee, Westerbeck Graduate Teaching Award (2021, 2022)
- Faculty search committee, Organizational Behavior (x2 2021)
- Faculty search committee, Entrepreneurship (2021)
- Canvas CMS Pilot Program (2019)
- Mentor and advisor, Undergraduate Research Program (UW)

PROFESSIONAL AFFILIATIONS

Academy of Management (Divisions: MOC, OB, RM)

Interdisciplinary Network for Group Research (INGRoup)

Positive Organizational Scholarship Community of Scholars

INDUSTRY EXPERIENCE

2010–2011 **Quantitative Analyst**, Market Strategies International

1998–2008 **Director**, InterVarsity at the University of Idaho / Eastern Washington University

1995–2004 **Independent IT Consultant**