

Eli Awtrey

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ACADEMIC POSITIONS

University of Cincinnati

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

EDUCATION

University of Washington – Foster School of Business, Seattle, Washington

2018 Ph.D., Organizational Behavior / Human Resource Management
Dissertation: The microdynamics of team diversity and collaboration networks
Committee: Michael Johnson (Chair), Bruce Avolio, Warren Boeker, Marion Eberly
2013 M.S.B.A., Organizational Behavior / Human Resource Management

University of Oregon – Eugene, OR

2010 M.B.A., Lundquist College of Business
1998 B.S., School of Journalism and Communication

RESEARCH INTERESTS

Teams (composition, process, development)
Well-being (affective, relational, physical)
Research methods (quantitative analysis, relational models, social networks)

PEER-REVIEWED PUBLICATIONS

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

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

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
- Associated data: 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

SELECTED WORK IN PROGRESS (* = with UC doctoral student) **REDACTED**

Multilevel trust and focus [under second review]

Emotional appraisals of abusive supervision [fielding second study]

Formal model of team goal motivation [writing]

Straw polls and group decision quality [writing]

Diversity and collaboration networks [data analysis]

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

Trading teamwork for taskwork [data analysis]

Dyadic gratitude expressions in work teams [data collection]

CEO abusive supervision* [design]

CONFERENCE PRESENTATIONS & SYMPOSIA

Johnson, M.D., **Awtrey, E.** & Ong, W.J. (2019). Can straw polls enhance group decision quality? Paper presented at the 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 presentation 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. Paper presented at the 7th Positive Organizational Scholarship Research Conference, Orlando, FL.

Awtrey, E. & Johnson, M.D. (2014). Tough times ahead: The persistent effects of process loss on teamwork. Paper presented at the 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. Paper presented at Doctoral Symposium in Leadership, University of Houston, Houston TX.

INVITED RESEARCH PRESENTATIONS

- Carl H. Lindner College of Business, University of Cincinnati (Oct. 2017)
- Lundquist College of Business, University of Oregon (Oct. 2017)
- Hankamer School of Business, Baylor University (Oct. 2017)
- Harvard Business School, OB Unit (Nov. 2016)
- Jake Jabs College of Business and Entrepreneurship, Montana State University (Nov. 2016)

HONORS AND AWARDS

Daniel J. Westerbeck Junior Faculty Graduate Teaching Award (Spring 2020)
Dean's List of Teaching Excellence, Carl H. Lindner College of Business (Fall 2018)
Finalist, ***Academy of Management Review*** Best Paper of the Year Award (2017)
Excellence in Teaching Award, Management and Organization, Foster School of Business (2017)
PhD Program Teaching Award, Foster School of Business (2017)
Boeing Fund for Excellence Fellowship, Foster School of Business (2015, 2016)
Michael G. Foster Students First Scholarship, Foster School of Business (2015, 2016)
Terence Mitchell PhD Fellowship, Foster School of Business (2011, 2012, 2013, 2014)

TEACHING

University of Cincinnati

MGMT 9026: Quantitative Research Methods (2019; Ph.D. seminar; Mean rating: 8.0 / 8.0)

MGMT 7014: Leadership and Organizations (2018-2020 x6; MBA course; Mean rating: 7.6 / 8.0)

Doctoral student supervision

- Second-year projects: Achira Sedari (2019, second reader)

Kroger Leadership Academy (Executive education, co-taught with Elaine Hollensbe)

- Fall 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

Departmental doctoral student comprehensive exam coordinator (2020)

Canvas CMS Pilot Program (2019)

MBA Capstone Coach, Carl H. Lindner College of Business (2019, 2020)

Departmental RPT committee, Management (2018-2020)

Ad hoc reviewer, Academy of Management Annual Meeting, MOC, OB, RM Divisions (2012-2020)

Ad hoc reviewer, Organizational Behavior and Human Decision Processes

Ad hoc reviewer, Scientific Data

Mentor and advisor, Undergraduate Research Program (UW)

PROFESSIONAL AFFILIATIONS

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

Interdisciplinary Network for Group Research (INGRoup)

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**