

## Eli Awtrey

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### ACADEMIC POSITIONS

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#### University of Cincinnati

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

### EDUCATION

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- 2018 Ph.D., Organizational Behavior, University of Washington  
*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, University of Washington
- 2008 M.B.A., University of Oregon
- 1998 B.S. Magazine Journalism, University of Oregon
- 1995 Santa Rosa Junior College

### RESEARCH INTERESTS

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I am primarily interested in the structure of differences within groups and how that affects important processes and outcomes for both individual members and the collective. These differences can be physical (e.g., demographics), cognitive (e.g., trust), emotional (e.g., gratitude), or behavioral (e.g., collaboration). Thus, my projects emphasize multiple levels of analysis, variance within and between units, and a structural or configural view of the collective.

### PEER-REVIEWED PUBLICATIONS

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**Awtrey, E.**, Thornley, N., Dannals, J., Barnes, C. & Uhlmann, E. (in press). Distribution neglect in performance evaluations. *Organizational Behavior and Human Decision Processes*. 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

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## SELECTED WORK IN PROGRESS (\* = UC doctoral student; \*\* = first author)

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(titles and authors redacted to protect blind review)

Straw polls and group decision quality [under review]

Organizational compassion in healthcare [under review]

Dynamic trust microstructures\*\* [writing]

The network effects of gratitude expressions in work teams [writing]

Multilevel trust and focus [revising]

Team goal networks [writing]

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]

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

CEO abusive supervision\* [data collection]

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## CONFERENCE PRESENTATIONS & SYMPOSIA

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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. Paper presented at the 2021 INGRoup Conference (virtual).

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 77<sup>th</sup> 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 77<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

**Awtrey, E.** (2016). A network theory of team diversity. MOC division paper presentation at the 75<sup>th</sup> 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 74<sup>th</sup> 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

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

## HONORS & AWARDS

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Lindner Summer Research Grant (Summer 2021)

Finalist, URC Faculty Research Scholars Award (Spring 2021)

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

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### University of Cincinnati

MGMT 9011: Organizational Behavior (2021; Ph.D. seminar co-taught with Elaine Hollensbe)

MGMT 9026: Quantitative Research Methods (2019; 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)

Graduate student committees

- Doctoral: Achira Sedari (management, 2019)
- Masters: Andrew Parks (psychology, 2020)

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

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### External (reviewing, Academy)

- Editorial review board, Academy of Management Discoveries (2020-present)
- Ad hoc reviewer: 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 reviewer, Academy of Management Annual Meeting (2012-2021)

### Internal (department, college, university)

- Doctoral program co-coordinator, Management (2021)
- Faculty search committee, Entrepreneurship (2021)
- Departmental doctoral student comprehensive exam coordinator (2020)
- MBA Capstone Coach, Carl H. Lindner College of Business (2019, 2020, 2021)
- Canvas CMS Pilot Program (2019)
- Departmental RPT committee, Management (2018-2020)
- Mentor and advisor, Undergraduate Research Program (UW)

## PROFESSIONAL AFFILIATIONS

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

Interdisciplinary Network for Group Research (INGroup)

## INDUSTRY EXPERIENCE

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

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

1995–2004     **Independent IT Consultant**