

Eli Awtrey

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ACADEMIC POSITIONS

University of Cincinnati

2018–present Assistant Professor
Department 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 Bocker, 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 (including diversity, teamwork, emotions, and leadership), social networks, research methods

PEER-REVIEWED PUBLICATIONS

Silberzahn R., Uhlmann E. L., Martin D. P., Anselmi P., Aust F., **Awtrey E.** et al. (in press). Many analysts, one dataset: Making transparent how variations in analytical choices affect results. *Advances in Methods and Practices in Psychological Science*.

Fehr, R., Fulmer, A., **Awtrey, E.**, and Miller, J. (2017). The grateful workplace: A multilevel model of gratitude in organizations. *Academy of Management Review*. 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.** et al. (2015). The Pipeline Project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*. doi: 10.1016/j.jesp.2015.10.001

- Data: Tierney, W. et al (2016). Data from a pre-publication independent replication initiative examining ten moral judgement effects. *Scientific Data*. doi: 10.1038/sdata.2016.82

WORK IN PROGRESS

Manuscripts under review

Leader influence on subordinate sleep (authors and title redacted to protect blind review).

- Under review at *Journal of Management*

Team diversity and collaboration networks (authors and title redacted to protect blind review).

- Under second review (revise-and-resubmit) at *Academy of Management Review*

Writing stage

Awtrey, E. and Johnson, M.D. (drafting paper). High risk, high reward: Diverse teams, dyadic collaboration and team performance. Target: *Organization Science*.

Awtrey, E. and Fehr, R. (drafting paper). What about me? An event system theory approach to differentiated gratitude expressions. Target: *Journal of Applied Psychology*.

Johnson, M.D. and **Awtrey, E.** (drafting paper). Arrested development: The long-term effects of early workload on team coordination and performance. Target: *Journal of Applied Psychology*.

Data analysis stage

Awtrey, E., Krishnan, S., Barnes, C. and Lanaj, K. (drafting paper). Impression management and abusive supervision. Target: *Academy of Management Journal*.

Johnson, M.D. and **Awtrey, E.** (data analysis) Social choice theory and partial allocation voting: How should groups aggregate member preferences? Target: *Journal of Applied Psychology*.

Johnson, M.D. and **Awtrey, E.** (data analysis). Identifying with the team: Implications for task and contextual performance. Target: *Journal of Applied Psychology*.

Heidl, R., McDonald, A. and **Awtrey, E.** (data analysis). Advancing sensor technology in team research. Target: *Organizational Research Methods*.

Early stage

Awtrey, E. and Johnson, M.D. (data collection). Scale adaptation in management research: Prevalence and impact. Target: *Organizational Research Methods*.

Fehr, R. and **Awtrey, E.** (data collection). Apology effectiveness and personal gain. Target: *Organizational Behavior and Human Decision Processes*.

Awtrey, E. and Lahiri, A. (theory development). The impact of founding team member departure on new venture success. Target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

Awtrey, E. & Fehr, R. (2018). What about me? The impact of differentiated gratitude expressions in teams. MOC/OB symposium paper at the 77th Annual 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. Professional development workshop presentation at the 72nd Annual 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 1st Annual Doctoral Symposium in Leadership, University of Houston, Houston TX.

INVITED RESEARCH PRESENTATIONS

- 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

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 7014: Leadership and organizations (core MBA course)

- Fall 2018 (x2), Spring 2018 (x3)

University of Washington

MGMT 500: Leading Teams and Organizations (core Evening MBA course)

- Fall 2016 (x2), Fall 2017 (x2) (Average rating: 4.95 / 5.00)

MGMT 300: Leadership and Organizational Behavior (core undergraduate course)

- Spring 2014 (x1), Spring 2016 (x1) (Average rating: 4.55 / 5.00)

Business Certificate Program (certificate course via Foster's Consulting and Business Development Center)

- Fall 2015 (x1), Spring 2016 (x2), Spring 2017 (x4) (Average rating: 9.50 / 10.00)

Business for International Professionals (certificate course via UW Professional and Continuing Education)

- Fall 2015 (x2), Spring 2016 (x2) and Spring 2017 (x1) (Average rating: 4.60 / 5.00)

Teaching assistant (grading, course design, in-class exercises, occasional teaching)

- BA 501: Leading Teams and Organizations (core MBA OB course)
 - Evening MBA Fall 2012, Full-time MBA Winter 2013, Technology Management MBA Spring 2013, Full-time MBA Winter 2014, Technology Management MBA Spring 2017
- EMBA 521: Leading Teams and Organizations (core Executive MBA OB course)
 - Global Executive MBA Winter 2015, Executive MBA Winter 2015, Executive MBA Winter 2017
- EMBA 551:
 - International Management (cross-cultural management course for Executive MBA): Spring 2012 and Spring 2013

SERVICE

Ad hoc reviewer, Academy of Management Annual Meeting, OB and RM Divisions (2012-2016)

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