

## Eli Awtrey

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### ACADEMIC POSITIONS

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

### EDUCATION

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2018    Ph.D.      University of Washington (Organizational Behavior)  
*Dissertation:* 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

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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)

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Thienprayoon, R., Pestian, T. \*\*, **Awtrey, E.**, Winick, N., & Kanov, J. (in press). The impact of organizational compassion in healthcare on clinicians: A scoping review. *Worldviews on Evidence-Based Nursing*.

Johnson, M.J., **Awtrey, E.**, and Ong, W. (in press). Verdicts, elections, and counterterrorism: When groups take unofficial votes. *Academy of Management Discoveries*. DOI: 10.5465/amd.2021.0099

- Practitioner summary: Verdicts, Elections, and Counterterrorism: When Groups Take Unofficial Votes (<https://journals.aom.org/doi/abs/10.5465/amd.2021.0099.summary>)

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*, 3(4):1. 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*. 6(3): 411-417. 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
- Practitioner summary: How Gratitude Benefits Organizations and Employees (<https://journals.aom.org/doi/10.5465/amr.2014.0374.summary>)

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

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(titles and authors redacted to protect blind review)

The network effects of gratitude expressions in work teams [under second review]

Organizational compassion in healthcare (theory) [under first review]

Team goal networks [preparing for submission]

Trust networks in teams [revising]

Multilevel trust and focus [revising]

Gender diversity and team collaboration networks [designing second data collection]

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

Workload and teamwork [analysis]

## OTHER WORK IN PROGRESS

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Emotional and behavioral responses to abusive supervision [analysis]  
Organizational compassion in healthcare [scale development]  
Collaboration networks in teams [analysis]  
Firm-specific human capital [analysis]  
Team identification and boundary spanning [data collection]

## CONFERENCE PRESENTATIONS & SYMPOSIA (\*\* = doctoral student)

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- 2023 Thienprayoon, R., Awtrey, E., Pestian, T. \*\*, Lown, B., Winick, N., & Kanov, J. A conceptual model of organizational compassion in healthcare. Annual Assembly of Hospice and Palliative Care, Montreal, Quebec.
- 2022 Khan, U. \*\*, Fehr, R., Awtrey, E., Basit, A. Impact of received gratitude expression disparity on team psychological safety climate, performance, and customer satisfaction. MOC division paper at 82<sup>nd</sup> Meeting of the Academy of Management, Seattle, WA.
- 2022 Sackett, E., Awtrey, E., Cronin, M., & Rockmann, K. Re-thinking the structure and process of goal alignment for modern teams: A motivational vector approach. OB division paper at 82<sup>nd</sup> Meeting of the Academy of Management, Seattle, WA.
- 2022 Khan, U. \*\*, Fehr, R., Awtrey, E., Basit, A. Impact of received gratitude expression disparity on team psychological safety climate, performance, and customer satisfaction. Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.
- 2022 Thienprayoon, R., Pestian, T. \*\*, Awtrey, E., Kanov, J., Winick, N., and Lown, B. Organizational compassion in healthcare. Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.
- 2022 Awtrey, E., Johnson, M.D., & Schabram, K. Beyond static aggregation: Team trust emergence through dynamic trust microstructures. 11th FINT Workshop on Trust Within and Between Organizations, Charleston, SC.
- 2021 Sackett, E., Awtrey, E., Cronin, M., & Rockmann, K. Re-thinking the structure and process of goal alignment for modern teams: A motivational vector approach. INGRoup Conference (virtual).
- 2019 Johnson, M.D., Awtrey, E. & Ong, W.J.. Can straw polls enhance group decision quality? INGRoup Conference, Lisbon, Portugal.
- 2018 Awtrey, E. & Fehr, R. 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.

- 2018 Awtrey, E. & Fehr, R. 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.
- 2016 Awtrey, E. A network theory of team diversity. MOC division paper at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- 2015 Barnes, C., Awtrey, E., Lucianetti, L., Spreitzer, G. 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.
- 2015 Fehr, R., Fulmer, A., Awtrey, E. & Miller, J. The grateful workplace: A tripartite model of gratitude in organizations. 7th Positive Organizational Scholarship (POS) Research Conference, Orlando, FL.
- 2014 Awtrey, E. & Johnson, M.D. Tough times ahead: The persistent effects of process loss on teamwork. INGroup Conference, Raleigh NC.
- 2013 Johnson, M.D. & Awtrey, E. Pedagogical insights for teaching teamwork. PDW presentation at the 72nd Meeting of the Academy of Management, Orlando, FL.
- 2012 Awtrey, E. Getting the best out of diverse teams: Leadership moderators of information elaboration. Doctoral Symposium in Leadership, University of Houston, Houston TX.

## INVITED RESEARCH PRESENTATIONS

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

## HONORS & AWARDS

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- 2023 Lindner Junior Faculty Summer Research Stipend
- 2022 Finalist, University Research Council (URC) Faculty Research Scholars Award
- 2021 Finalist, University Research Council (URC) Faculty Research Scholars Award
- 2021 Lindner Summer Research Grant
- 2020 Daniel J. Westerbeck Junior Faculty Graduate Teaching Award
- 2018 Dean's List of Teaching Excellence
- 2017 Finalist, *Academy of Management Review* Best Paper of the Year Award
- 2017 Excellence in Teaching Award, Management and Organization (UW)
- 2017 PhD Program Teaching Award (UW)
- 2016 Boeing Fund for Excellence Fellowship (UW)
- 2016 Michael G. Foster Students First Scholarship (UW)
- 2015 Boeing Fund for Excellence Fellowship (UW)
- 2015 Michael G. Foster Students First Scholarship (UW)
- 2014 Terence Mitchell PhD Fellowship (UW)

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2012 Terence Mitchell PhD Fellowship (UW)  
2011 Terence Mitchell PhD Fellowship (UW)

## TEACHING

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### University of Cincinnati

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)  
MGMT 9026: Quantitative Research Methods (2019-2021 x2; Ph.D. seminar; Mean rating: 8.0 / 8.0)  
MGMT 9011: Organizational Behavior (2021; Ph.D. seminar co-taught with Elaine Hollensbe)

### University of Washington

MGMT 300: Leadership and Org. Behavior (2014 & 2016; UG course; Mean rating: 4.6 / 5.0)  
MGMT 500: Leading Teams and Orgs (2016-2017 x4; MBA course; Mean rating: 5.0 / 5.0)

## CONSULTING

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Microsoft (2023), Greater Cincinnati Collegiate Connection (2023), Kroger (2019), International & English Language Programs (Seattle; 2017–2018), Consulting and Business Development Center (Seattle; 2014–2018)

## SERVICE

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### External

2022–present Editorial review board member, *Journal of Organizational Behavior*  
2020–present Editorial review board member, *Academy of Management Discoveries*  
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

### Advising

#### Dissertation committees

2023 Achira Sedari (committee member)  
2023 Dan Peat (committee member)

#### Theses and second-year projects

2023 Kaiqi Zhang (second-year chair)  
2023 Olivia Anger (second-year chair)  
2020 Andrew Parks (masters thesis in psychology, 2020)  
2019 Achira Sedari (second-year reader)

### Internal

2021–present Doctoral program co-coordinator, Management

2019–present	MBA Capstone Coach, Carl H. Lindner College of Business
2018–present	Departmental RPT committee, Management
2022	Advisor, Lindner team, Baylor MBA Case Competition in Ethical Leadership
2021	Faculty search committee, Organizational Behavior (x2)
2021	Faculty search committee, Entrepreneurship
2021–2022	Dean’s steering committee, Lindner College of Business
2021–2022	Selection committee, Westerbeck Graduate Teaching Award
2021	Advisor, Lindner team, Smeal (Penn State) MBA Sustainability Case Competition
2020	Doctoral student comprehensive exam coordinator, Management
2019	Canvas CMS Pilot Program
2014–2018	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)  
Positive Organizational Scholarship Community of Scholars

## INDUSTRY EXPERIENCE

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2010–2011	<b>Quantitative Analyst</b> , Market Strategies International
1998–2008	<b>Director</b> , InterVarsity at the University of Idaho / Eastern Washington University
1995–2004	<b>Independent IT Consultant</b>