

Timothy J. Vogus

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Vanderbilt University
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EDUCATION

Ross School of Business, University of Michigan, Ann Arbor

Ph.D. in Management and Organizations, 2004

Dissertation: “In Search of Mechanisms: How Do HR Practices Affect Organizational Performance?” (Kathleen M. Sutcliffe, Chair)

Michigan State University, East Lansing

B.A. in Political Economy and Spanish (with High Honors), 1995
Honors College

APPOINTMENTS

Brownlee O. Currey, Jr. Professor of Management (with tenure), Owen Graduate School of Management, Vanderbilt University, 2017 – Present

Faculty Director, Leadership Development Program, Owen Graduate School of Management, Vanderbilt University, 2015 – Present

Deputy Director for Organizational Research and Interventions, Initiative for Autism, Innovation, and the Workforce, Vanderbilt University, 2017 – Present

Associate Professor of Management (with tenure), Owen Graduate School of Management, Vanderbilt University, 2013 – Present

Assistant Professor of Management, Owen Graduate School of Management, Vanderbilt University, 2004 – 2013

Visiting Faculty, Armstrong Institute for Patient Safety and Quality, Johns Hopkins University, 2015-2016

Adjunct Associate Professor of Healthcare Administration, Virginia Commonwealth University, 2013 – Present

Scholar, Vanderbilt Center for Health Services Research, Vanderbilt University, 2014 – Present

PUBLICATIONS

ARTICLES

Vogus, Timothy J., & Rerup, Claus. In Press. “Sweating the “Small Stuff”: High Reliability

- Organizing as a Foundation for Sustained Superior Performance.” *Strategic Organization*.
- Yiadam, Maame, Baugh, Christopher, Barrett, Tyler, Liu, Xiulei, Storrow, Alan, Vogus, Timothy J., Tiwari, Vikram, Slovis, Corey, Russ, Stephan, & Liu, Dandan. In Press. “Measuring Emergency Department Acuity.” *Academic Emergency Medicine*.
- Piras, Susan E., Vogus, Timothy J., Dietrich, Mary, Lauderdale, Jana, & Minnick, Ann. In Press. “The Effects of Social Influence on Nurses’ Hand Hygiene Behaviors.” *Journal of Nursing Administration*.
- Pratt, Benjamin R., Dunford, Benjamin B., Alexander, Mary, Morgeson, Frederick P., Vogus, Timothy J., & Ashkanani, Ahmad. In Press. “Trends in Infusion Administration Practices: A Cross-Sectional Study of US Healthcare Organizations.” *Journal of Infusion Nursing*.
- Pakyz, Amy L., Wang, Hui, Ozcan, Yasar A., Edmond, Michael B., & Vogus, Timothy J. In Press. “Leapfrog Hospital Safety Score, Magnet Designation, and Healthcare-Associated Infections in U.S. Hospitals.” *Journal of Patient Safety*.
- Vogus, Timothy J., & Sutcliffe, Kathleen M. 2017. Commentary on “Mindfulness in Action.” *Academy of Management Discoveries* 3(3): 324-326.
- Rothman, Naomi B., Pratt, Michael G., Rees, Laura, Vogus, Timothy J. 2017. “Examining the Positive Face of Ambivalence: A Multi-Level Review of Positive Responses to Ambivalence.” *Academy of Management Annals* 11(1): 33-72.
- Vogus, Timothy J., & Singer, Sara J. 2016. “Unpacking Accountable Care: Using Organization Theory to Understand the Adoption, Implementation, Spread, and Performance of Accountable Care Organizations.” *Medical Care Research & Review* 73(6): 643-648.
- Vogus, Timothy J., & Singer, Sara J. 2016. “Creating Highly Reliable Accountable Care Organizations.” *Medical Care Research & Review* 73(6): 660-672.
- Vogus, Timothy J. 2016. “Safety Climate Strength: A Promising Construct for Safety Research and Practice.” *BMJ Quality & Safety* 25(9): 649-652.
- Vogus, Timothy J., & Iacobucci, Dawn. 2016. “Creating Highly Reliable Health Care: How Reliability Enhancing Work Practices Affect Patient Safety in Hospitals.” *ILR Review* 69(4): 911-938.
- Vogus, Timothy J., Cull, Michael J., Hengelbrok, Noel E., & Modell, Scott J., & Epstein, Richard A. 2016. “Assessing Safety Culture in Child Welfare: Evidence from Tennessee.” *Children and Youth Services Review* 65(June): 94-103.
- Sutcliffe, Kathleen M., Vogus, Timothy J., & Dane, Erik I. 2016. “Mindfulness in Organizations: A Cross-Level Review.” *Annual Review of Organizational Psychology and Organizational Behavior* 3: 55-81.
- Vogus, Timothy J., & Hilligoss, Brian. 2016. “The Underappreciated Role of Habit in Highly Reliable Health Care.” *BMJ Quality & Safety* 25(3): 141-146.
- Vogus, Timothy J., & McClelland, Laura E. 2016. “When the Customer Is the Patient: Lessons from

Healthcare Research on Patient Satisfaction and Service Quality Ratings.” *Human Resource Management Review* 26(1): 37-49.

- Barton, Michelle, Sutcliffe, Kathleen M., Vogus, Timothy J., & Dewitt, Teddy. 2015. “Performing Under Uncertainty: Contextualized Engagement in Wildland Firefighting.” *Journal of Contingencies and Crisis Management* 23(2): 74-83.
- Austin, J. Matthew, Jha, Ashish K., Romano, Patrick S., Singer, Sara J., Vogus, Timothy J., Wachter, Robert M., & Pronovost, Peter. 2015. “National Hospital Ratings Systems Share Few Common Scores and May Generate Confusion Instead of Clarity.” *Health Affairs* 34(3): 423-430.
- Ward, Michael J., Kripalani, S., Storrow, Alan B., Speroff, Theodore, Matheny, Michael, Thomassee, Eric, Vogus, Timothy J., Munoz, Daniel, Scott, Carol, Fredi, Joseph L., Dittus, Robert S. 2015. “Timeliness of Inter-Facility Transfer for Emergency Department Patients with ST-Elevation Myocardial Infarction.” *American Journal of Emergency Medicine* 33(3): 423-429.
- Ward, Michael J., Ferrand, Yann, Laker, Lauren, Froehle, Craig M., Vogus, Timothy J., Dittus, Robert, Kripalani, Sunil, & Pines, Jesse M. 2015. “The Nature and Necessity of Operational Flexibility in the Emergency Department.” *Annals of Emergency Medicine* 65(2): 156-161.
- Hilligoss, Brian, & Vogus, Timothy J. 2015. “Navigating Care Transitions: A Process Model of How Doctors Overcome Organizational Barriers and Create Awareness.” *Medical Care Research & Review* 72(1): 25-48.
- McClelland, Laura E., & Vogus, Timothy J. 2014. “Compassion Practices and HCAHPS: Does Rewarding and Supporting Workplace Compassion Influence Patient Perceptions?” *Health Services Research* 49(5): 1670-1683.
- Vogus, Timothy J., Cooil, Bruce, Sitterding, Mary, & Everett, Linda. 2014. “Safety Organizing, Emotional Exhaustion, and Turnover in Hospital Nursing Units.” *Medical Care* 52(10): 870-876.
- Vogus, Timothy J., Rothman, Naomi B., Sutcliffe, Kathleen M., & Weick, Karl E. 2014. “The Affective Foundations of High Reliability Organizing.” *Journal of Organizational Behavior* 35(4): 592-596.
- Austin, J.M., D’Andrea, B. G., Milstein, A., Pronovost, P., Romano, P. S., Singer, S. J., Vogus, T. J., & Wachter, R. M. 2014. “Safety in Numbers: The Development of Leapfrog’s Composite Patient Safety Score in U. S. Hospitals.” *Journal of Patient Safety* 10(1): 64-71.
- Maitlis, Sally, Vogus, Timothy J., & Lawrence, Thomas B. 2013. “Sensemaking and emotion in organizations.” *Organizational Psychology Review* 3(3): 222-247.
- Finalist, Best Paper, Western Academy of Management, 2008
- Grimes, Matthew, McMullen, Jeffrey, Vogus, Timothy J., & Miller, Toyah. 2013. “Studying the Origins of Social Entrepreneurship: Compassion and the Role of Embedded Agency.” *Academy of Management Review* 38(3): 460-463.
- Singer, Sara J., & Vogus, Timothy J. 2013. “Reducing Hospital Errors: Interventions that

Build Safety Culture.” *Annual Review of Public Health* 34: 373-396.

- Singer, Sara J., & Vogus, Timothy J. 2013. “Safety Climate Research: Taking Stock and Looking Forward.” *BMJ Quality and Safety* 22(1): 1-4.
- Vogus, Timothy J., & Sutcliffe, Kathleen M. 2012. “Organizational Mindfulness and Mindful Organizing: A Reconciliation and Path Forward.” *Academy of Management Learning & Education* 11(4): 722-735.
- Miller, Toyah, Grimes, Matthew, McMullen, Jeffrey, & Vogus, Timothy J. 2012. “Venturing for Others with Heart and Head: How Compassion Encourages Social Entrepreneurship.” *Academy of Management Review* 37(4): 616-640.
- Vogus, Timothy J, Sutcliffe, Kathleen M., & Weick, Karl E. 2010. “Doing No Harm: Enabling, Enacting, and Elaborating a Culture of Safety in Health Care Delivery.” *Academy of Management Perspectives* 24(4): 60-77.
- Vogus, Timothy J., & Sutcliffe, K.M. 2007. “The Impact of Safety Organizing, Trusted Leadership, and Care Pathways on Reported Medication Errors in Hospital Nursing Units.” *Medical Care* 45: 997-1002.
- Reprinted in *Journal of Nursing Administration* 41(7/8): S25-S30. Special Issue on “Positive Practice Environments: State of the Science: A Commitment to Optimal Practice Environments.”
- Vogus, Timothy J., & Sutcliffe, Kathleen M. 2007. “The Safety Organizing Scale: Development and Validation of a Behavioral Measure of Safety Culture In Hospital Nursing Units.” *Medical Care* 45: 46-54.
- Vogus, Timothy J., & Welbourne, Theresa M. 2003. “Structuring for High Reliability: HR Practices and Mindful Processes in Reliability-Seeking Organizations.” *Journal of Organizational Behavior* 24: 877-903.

BOOKS

- Avgar, Ariel C., and Vogus, Timothy J (Eds.). 2016. *The Evolving Healthcare Landscape: How Employees, Organizations, and Institutions Adapt and Innovate*. Ithaca, NY: Cornell University/ILR Press.
- National Research Council. 2016. *Beyond Compliance: Strengthening Safety Culture in the Offshore Oil and Gas Industry*. Washington, DC: National Academies Press.

BOOK CONTRACT

- Vogus, Timothy J. Under Contract. *First, Do No Harm: Creating Highly Reliable Health Care Organizations*. Stanford University Press.

Book proposal peer reviewed.

REFEREED CONFERENCE PROCEEDINGS

Vogus, Timothy J., & Sutcliffe, Kathleen M. 2007. "Organizational Resilience: Towards a Theory and a Research Agenda." IEEE Systems, Man, and Cybernetics 2007 Conference Proceedings: 3418-3422.

Vogus, Timothy J. 2006. "What Is It About Relationships? A Behavioral Theory of Social Capital and Organizational Performance." Proceedings of the 58th Annual Meeting of the Labor and Employment Relations Association: 164-173.

CHAPTERS

Avgar, Ariel C., & Vogus, Timothy J. 2016. "Complexity and its Consequences: The Evolving Landscape of Healthcare." In Avgar, Ariel C., & Vogus, Timothy J. (Eds.), *The Evolving Healthcare Landscape: How Employees, Organizations, and Institutions Adapt and Innovate*: 1-17. Ithaca, NY: Cornell University/ILR Press.

Vogus, Timothy J., & Coleville, Ian. 2016. "Sensemaking, Simplexity, and Mindfulness." In Langley, Ann, & Tsoukas, Haridimos (Eds.), *Sage Handbook of Process Organization Studies*: 340-355. Thousand Oaks, CA: Sage.

Rathert, Cheryl, Vogus, Timothy J., & McClelland, Laura E. 2016. "Re-humanizing Health Care: Facilitating "Caring" for Patient-Centered Care." In Ferlie, E, Montgomery, K., & Pedersen, A.R. (Eds.), *Oxford Handbook of Health Care Management*: 141-163. Oxford: Oxford University Press.

Sutcliffe, Kathleen M., & Vogus, Timothy J. 2014. "Organizing for Mindfulness." In Ie, A., Ngnoumen, C. T., & Langer, E. J. (Eds.), *The Wiley-Blackwell Handbook of Mindfulness*: 407-423. New York: Wiley-Blackwell.

Vogus, Timothy, J. 2013. "High Reliability Organizations." In Kessler, E. H. (Ed.), *The Encyclopedia of Management Theory*: 341-343. Thousand Oaks, CA: Sage.

Vogus, Timothy, J. 2011. "Mindful Organizing: Establishing and Extending the Foundations of Highly Reliable Performance." In Cameron, K. and Spreitzer, G. (Eds.), *Handbook of Positive Organizational Scholarship*: 664-676. Oxford: Oxford University Press.

March, Sal, & Vogus, Timothy J. 2010. "Design Science in the Management Disciplines." In Havner, A. D. and Chatterjee, S. (Eds.), *Design Research in Information Systems: Theory and Practice*: 195-208. New York: Springer.

Sutcliffe, Kathleen M., & Vogus, Timothy J. 2008. "The Pragmatics of Resilience." In Hansen, H. and Barry, D. (Eds.), *Handbook of New Approaches in Management and Organization*: 498-500. Thousand Oaks, CA: Sage.

Vogus, Timothy J., & Davis, Gerald F. 2005. "Elite Mobilizations for Antitakeover Legislation: 1982-1990." In Davis, G.F., McAdam, D., Scott, W.R., and Zald, M.N. (Eds.), *Social Movements and Organization Theory*: 96-121. Cambridge: Cambridge University Press.

Sutcliffe, Kathleen M., & Vogus, Timothy J. 2003. "Organizing for Resilience." In

Cameron, K., Dutton, J.E., and Quinn, R.E. (Eds.), *Positive Organizational Scholarship*: 94-110. San Francisco: Berrett-Koehler Publishers.

BOOK REVIEW

Vogus, Timothy J. 2017. "Review of J. H. Gittell, *Transforming Relationships for High Performance: The Power of Relational Coordination* (Stanford, CA: Stanford University Press, 2016)." *ILR Review*, 70(1): 262-264.

OTHER PUBLICATIONS

Vogus, Timothy J., & Welbourne, Theresa M. 2000. "Valuing Employees and Innovation: The Case of the Software Industry." In P.D. Reynolds, E. Autio, C.G. Brush, W.D. Bygrave, S. Manigart, H.J. Sapienza, K.G. Shaver (Eds.), *Frontiers of Entrepreneurship Research 2000*: 543. Babson Park, MA: Center for Entrepreneurial Studies.

BLOG POSTS

Austin, Matt, & Vogus, Timothy J. "[What Does Maximum Transparency Look Like When It Comes to Hospital Ratings?](#)" *Health Affairs Blog*, May 7, 2015.

Vogus, Timothy J. "[Research Says Hospital Consolidation Isn't a Cure-All for Health Care.](#)" *The Conversation*, February 23, 2015.

Vogus, Timothy J. "[Becoming Highly Reliable: Changing Talk to Induce Transformation.](#)" *Academic Medicine, AM Rounds*, February 23, 2014.

Vogus, Timothy J. "[Creating Inclusive Organizations.](#)" *LIFT Blog*, September 3, 2009.

RESEARCH MEDIA MENTIONS

[Advisory Board Daily Briefing](#), [Becker's Hospital Review](#), [Charlotte Observer](#), [CNN](#), [CNN/Kaiser Health News](#), [Forbes](#), [Huffington Post](#), [Kaiser Health News](#), [Modern Healthcare](#), [New York Times](#), [NPR](#), [Pittsburgh Post-Gazette](#), [Wall Street Journal](#), [Washington Post](#)

PAPERS UNDER REVIEW

Vogus, Timothy J., Tangirala, Subra, Lehman, David W., Ramanujam, Rangaraj, & Iacobucci, Dawn. "The Antecedents and Consequences of Mindful Organizing in Workgroups." Revise and resubmit at *Journal of Service Research*.

Olekalns, Mara, Caza, Brianna, & Vogus, Timothy J. "Gradual Drifts, Abrupt Shocks: From Relationship Fractures to Relational Resilience." Revise and resubmit at *Academy of Management Annals*.

Vogus, Timothy J., Rerup, Claus, Sutcliffe, Kathleen M., & Vincent, Lynne C. "An Integrative Review of the Practices and Processes of High-Reliability Organizing: Taking Stock and Looking Forward." Under review.

Creary, Stephanie J., & Vogus, Timothy J. "Creating a Healing Environment: Transforming

Organizational Identity through Material Practices.” Under review.

WORKING PAPERS

Vogus, Timothy J., Sutcliffe, Kathleen M., & Weick, Karl E. “Safety Culture: An Integration and Way Forward.” Under revision for resubmission.

Ramanujam, Rangaraj, Venkataramani, Vijaya, & Vogus, Timothy J. “Adverse Events and Emotional Exhaustion: The Moderating Effects of Workgroup Identification and Safety Climate.” Under revision for submission to *Medical Care*.

Park, Tae-Youn, Park, Ji Sung, & Vogus, Timothy J. “Managing Stocks and Flows of Human Capital: Inflows, Outflows, and Instability.” Under revision for submission to *Human Resource Management*.

Patterson, Emily S., Vogus, Timothy J., Arkes, Hal, & Moffett-Brown, Susan. “Breaking Out of Cognitive Ruts: The Barriers to Addressing Persistent Deficiencies with Electronic Health Records and How to Overcome Them.” Under revision for submission to *Annals of Emergency Medicine*.

Caza, Brianna, Vogus, Timothy J., Avgar, Ariel C., & Stansbury, Jason M. “Ethical Issues and Identity Work in the Hospital.” Under revision for submission to *Business Ethics Quarterly*.

McClelland, Laura E., Vogus, Timothy J., DePuccio, Matthew, & Romney, Alex. “Organizational Factors and Patient Experience: A Systematic Review of The Literature.” Under revision for submission to *Medical Care Research & Review*.

McClelland, Laura E., & Vogus, Timothy J. “How Do Health Care Organizations Foster Workplace Compassion? Identifying and Understanding Compassion Practices.” Under revision for submission to *Health Care Management Review*.

Grimes, Matthew, & Vogus, Timothy J. “Inconceivable! How Possibilistic Thinking Encourages Institutional Change.” Under revision for submission to *Academy of Management Review*.

Pratt, Benjamin, Morgeson, Frederick J., Vogus, Timothy J., & Dunford, Benjamin. “Contextual Task Reallocation in Healthcare: Definition, Mechanisms, and Perceived Outcomes.” In preparation for submission to *Health Care Management Review*.

Pratt, Benjamin, Morgeson, Frederick J., Vogus, Timothy J., & Dunford, Benjamin. “Strategic Work Design.” In preparation for submission to *Academy of Management Review*.

Vogus, Timothy J. “The Relationship between Human Resource Practices and Organizational Performance: A Sensegiving and Sensemaking Perspective.” Under revision for submission to *Research in Personnel/Human Resource Management*.

Vogus, Timothy J., Sutcliffe, Kathleen M., & Parke, Michael. “Functional Diversity Versus “Requisite” Variety in Top Management Teams.” *Working Paper*. Additional data collection underway.

Finalist, Booz Allen Hamilton/SMS Student Paper Award, 2003

WORK IN PROCESS

“Emotion Regulation and Highly Reliable Performance” (with Allison S. Gabriel). In preparation for submission to *Academy of Management Review*.

“Organizing for Highly Reliable Corruption? Mindful Organizing and Ethics in Organizations” (with Bruce Barry and Lynne C. Vincent). In preparation for submission to *Business Ethics Quarterly*.

“Boundary Work, Temporality, and Sensemaking in Patient Discharges.” (with Gerardo Patriotta and Justin Waring). In preparation for submission to *Social Science and Medicine*.

CONFERENCE ACTIVITIES

Conferences Co-Organized

Organization Theory in Health Care, 18th Annual Conference, Vanderbilt University, 2016

Research Workshop on Organizational Reliability, Vanderbilt University and University of California, Berkeley, 2012

Positive Organizational Scholarship, University of Michigan, 2001

Social Movements and Organizations, University of Michigan, 2001

Symposia Organized

“Organizing Contested Terrain: The Dynamics of Organizational Settlements” (with Klaus Weber). 2003 Academy of Management Meetings, Seattle, WA.

“Organizing for Resilience: Processes and Prospects.” (with Kathleen M. Sutcliffe). Showcase Symposium. 2002 Academy of Management Meetings, Denver, CO.

Plenary Session Organized

“HCM Division Plenary: (How) Is Healthcare Management Different?” (with Vicky Parker, Tom D’Aunno, Karen Golden-Biddle, Jody Hoffer Gittel, and Fred Morgeson). 2016 Academy of Management Meetings, Anaheim, CA.

Papers Presented

“Creating a Healing Environment: Transforming Organizational Identity through Material Practices.” (with Stephanie J. Creary). 2017 Academy of Management Meetings, Atlanta, GA.

“Contextual Task Reallocation in Healthcare: Definition, Mechanisms, and Perceived Outcomes.”

(with Benjamin Pratt, Benjamin Dunford, and Frederick Morgeson). 2017 Academy of Management Meetings, Atlanta, GA.

“Adverse Events and Emotional Exhaustion: The Moderating Effects of Workgroup Identification and Safety Climate.” (with Ranga Ramanujam and Vijaya Venkataramani). 2016 Academy of Management Meetings, Anaheim, CA.

“Ethical Dilemmas and Identity Work in the Hospital” (with Brianna Caza, Ariel Avgar, and Jason Stansbury). 2015 Academy of Management Meetings, Vancouver, BC.

“Repositioning Crisis Management with High-Reliability Theory.” 2015 Academy of Management Meetings, Vancouver, BC.

“Navigating Care Transitions: A Process Model of How Doctors Overcome Organizational Barriers and Create Awareness” (with Brian Hilligoss). 2015 Meetings of the Labor and Employment Relations Association, Pittsburgh, PA.

“Understanding Compassion Practices: Managing Workplace Suffering through Structure” (with Laura McClelland). 2014 Academy of Management Meetings, Philadelphia, PA.

“Does Pursuing High-Reliability Make Individuals More Resilient?” 2014 Academy of Management Meetings, Philadelphia, PA.

“Creating Highly Reliable Health Care: High Performance Work Practices, Relational Processes, and Patient Safety in Hospitals” (with Dawn Iacobucci). Employment Relations in Healthcare, Conference for a special issue of *Industrial and Labor Relations Review*, Rutgers University, New Brunswick, NJ.

“Compassion Practices and HCAHPS: Does Rewarding and Supporting Workplace Compassion Influence Patient Perceptions?” (with Laura McClelland). 15th Annual HORA Conference, Chicago, IL.

“The Antecedents and Consequences of Mindful Organizing in Workgroups.” 2013 Meetings of the Labor and Employment Relations Association, St. Louis, MO.

“Coordinating Understanding and Action to Become Highly Reliable.” 2011 Academy of Management Meetings, San Antonio, TX.

“Bridging the Academic/Practitioner Divide: Toward Highly Reliable Health Care.” 2011 Washington DC Workshop on High Reliability Organizations.

“Searching for Safety: Enabling, Enacting, and Elaborating a Culture of Safety in Health Care Delivery” (with Kathleen Sutcliffe and Karl Weick). 2010 Academy of Management Meetings, Montreal, Quebec, Canada.

“Things Are Not Always as They Seem: Power and Status in Critical Care Departments” (with Brianna Caza, Ariel Avgar, and Matt Grimes). 2010 Academy of Management Meetings, Montreal, Quebec, Canada.

“The Nonlinear Effects of Professional Tenure and Commitment on Mindful Organizing: Evidence

from Health Care” (with Ranga Ramanujam and Subra Tangirala). 12th Annual HORA Conference, Berkeley, CA.

“The Emotional Underpinnings of High Reliability Organizing” (with Sally Matilis and Tom Lawrence). 2008 Academy of Management Meetings, Anaheim, CA.

“Emotion and Sensemaking in Organizations”(with Sally Maitlis and Tom Lawrence). 2008 Western Academy of Management Meetings, Oakland, CA.

“Emotion and Sensemaking” (with Sally Maitlis). 2007 Academy of Management Meetings, Philadelphia, PA.

“The Impact of Safety Organizing, Trusted Leadership, and Care Pathways on Reported Medication Errors in Hospital Nursing Units.” 2007 Meetings of the Society for Industrial and Organizational Psychology, New York, NY.

“Organizing for Patient Safety on Hospital Nursing Units.” 2007 Meetings of the Labor and Employment Relations Association, Chicago, IL.

“Appreciating the ‘New’ Weick: Toward A Theory of the Emergence of Mindful Organizing.” 2006. Celebration of Karl Weick, ICOS, University of Michigan.

“HR to the ER, Stat! HR Practices, Voice, and Patient Safety in Hospital Nursing Units.” Mini Conference on “HRM and Knowledge-Related Performance: The Nature, the Outcomes and the Linkages,” Copenhagen Business School, September, 2006.

“Quality Control: HR Practices, High Quality Connections, and Patient Safety.” 2006 Academy of Management Meetings, Atlanta, GA.

“What Is It About Relationships? A Behavioral Theory of Social Capital and Organizational Performance.” 2006 Meetings of the Labor and Employment Relations Association, Boston, MA.

“To Err Is Human, To Correct Mindful: Toward a Behavioral Theory of High Reliability.” 2005 Academy of Management Meetings, Honolulu, HI.

“The Relational Fabric of High Quality Patient Care.” 2005 Academy of Management Meetings, Honolulu, HI.

“Keeping Baby and Bath Water: The Case for "Traditional" Approaches to Studying Patient Safety.” 2005 Academy of Management Meetings, Honolulu, HI.

“High Performance Human Resource Practices as a Source of Non-Traditional Voice.” 2004 Academy of Management Meetings, New Orleans, LA.

“The Structural and Micro Dynamics of Mindful Organizing.” Presented as part of a Showcase Symposium 2004 Academy of Management Meetings, New Orleans, LA.

“Functional Diversity Versus ‘Requisite’ Variety in Top Management Teams” (with Kathleen M. Sutcliffe). 2003. 23rd International Conference of the Strategic Management Society, Baltimore, MD.

“Unraveling Settlements: A Sensemaking Perspective” (with Klaus Weber). 2003 Academy of Management Meetings, Seattle, WA.

“Resilience Processes in Organizations: A Multi-Level Perspective ” (with Kathleen M. Sutcliffe). 2002 Academy of Management Meetings, Denver, CO.

“Emergent Organization and Social Movements: A Sensemaking Perspective” (with Klaus Weber). 2002. 18th Colloquium of the European Group of Organization Studies, Barcelona, Spain.

“Elite Mobilization for Antitakeover Legislation, 1982-1990” (with Gerald F. Davis) 2002 Social Movements and Organizations Conference, University of Michigan.

"Elite Mobilization for Antitakeover Legislation, 1985-1991: 'Socialism, Pennsylvania Style'" (with Gerald F. Davis). 2001 Academy of Management Meetings, Washington. D.C.

"On the Road to Mindfulness: Requisite Variety and Firm Performance" (with Kathleen M. Sutcliffe). 2001. Organizational Learning and Knowledge Management 4th International Conference, University of Western Ontario.

"A Research-Driven Approach to Reconciling Research Versus Teaching." 2000 Academy of Management Meetings, Toronto, Canada.

"Valuing Employees and Innovation: The Case of the Software Industry" (with Theresa M. Welbourne). 2000. 20th Entrepreneurship Research Conference, Babson College, Babson Park, MA.

Caucuses Organized

“Organizational Errors, Reliability, and Safety Culture.”
2014 Academy of Management Meetings, Philadelphia, PA.

“Organizational Errors and High Reliability.”
2012 Academy of Management Meetings, Boston, MA.

“Organizational Errors and High Reliability” (with Rangaraj Ramanujam).
2011 Academy of Management Meetings, San Antonio, TX.

“Organizational Errors and High Reliability” (with Rangaraj Ramanujam).
2010 Academy of Management Meetings, Montreal, Quebec, Canada.

“Organizational Errors and High Reliability” (with Rangaraj Ramanujam).
2009 Academy of Management Meetings, Chicago, IL.

Other Presentations

Presenter, “Errors in Health Care Organizations: Building Synergy between Theory and Practice across Disciplines.” 2016 Academy of Management Meetings, Anaheim, CA.

Presenter, “Mindfulness Research Methods: Different Approaches to Understanding Mindfulness in the Workplace.” 2016 Academy of Management Meetings, Anaheim, CA.

Presenter, “Challenges and Strategies for Managing Work-Life Balance in Academia.” 2015 Academy of Management Meetings, Vancouver, BC.

Discussant, "Innovations and Implementation in Health Care: Understanding People, Technology, and Process Changes." 2014 Academy of Management Meetings, Philadelphia, PA.

Presenter, “Theory Building for Healthcare Management Research.” 2014 Academy of Management Meetings, Philadelphia, PA.

Presenter, “Researching Organizational Mindfulness and Mindful Organizing: Theory, Method, and Practice.” 2014 Academy of Management Meetings, Philadelphia, PA.

Presenter, “Dilemmas of Learning in Organizations: A Research Incubator to Explore Negative Effects of Learning.” 2011 Academy of Management Meetings, San Antonio, TX.

Presenter, “Studying Sensemaking: A Methodological Toolkit.” 2010 Academy of Management Meetings, Montreal, Quebec, Canada.

Presenter, “A Mindfulness Mélange: Developing Skills for Researching Mindfulness in and of Organizations.” 2009 Academy of Management Meetings, Chicago, IL.

Presenter, “Sensemaking Research: Where Have We Been? Where Are We Going?” 2009 Academy of Management Meetings, Chicago, IL.

Presenter, “‘Weak Signals? But I Thought They Were Noise!’: Highly Reliable Practices in Action.” 2008 Academy of Management Meetings, Anaheim, CA.

Presenter, “Confronting Risk: Examining Its Acceptability, Short Sightedness, Blind Sightedness, and Prevention.” 2008 Academy of Management Meetings, Anaheim, CA.

Discussant, “Sensemaking by Individuals and Collectives.” 2007 Academy of Management Meetings, Philadelphia, PA.

Discussant, “Sensemaking Theory: Impact and Extensions.” 2006 Academy of Management Meetings, Atlanta, GA.

Discussant, “Resilience and Renewal.” 2004 Academy of Management Meetings, New Orleans, LA.

INVITED PRESENTATIONS

2017

University of Washington (Center for Health Sciences Interprofessional Education)

2016

Cincinnati Children's Hospital

Relational Coordination Research Collaborative/Kaiser Permanente

Rice University (Jones Graduate School of Business)

University of Arizona (Eller College of Business)

Vanderbilt University Medical Center (Biomedical Informatics)

2015

Vanderbilt University Medical Center (Center on Clinical Quality and Implementation Research)

2014

Johns Hopkins University (Patient Safety Summit)

Pennsylvania State University (Health Policy and Administration)

U.S. Department of Transportation (Pipeline and Hazardous Materials Safety Administration)

2013

New York Presbyterian Health System (New York, New York)

VHA Southeast (Tampa, Florida)

2012

Indiana University Health

The Center for Medical Excellence (Portland, Oregon)

Bucknell University

Lehigh University

University of Illinois (Labor and Employment Relations)

University of Louisville (College of Business)

University of Texas, San Antonio (College of Business)

University of Toronto (Rotman)

University of Virginia (McIntire)

University of Western Ontario (Ivey)

Vanderbilt University Medical Center (Cardiology Grand Rounds)

Virginia Commonwealth University (Healthcare Administration)

2011

Army Medical Corps (Northern Regional Medical Command)

Dartmouth College (The Dartmouth Center for Health Care Delivery Science)

Indiana University Health

University of Iowa (Health Management and Policy, School of Public Health)

2010

Connecticut Hospital Association

Kansas University Medical Center

2009

Indiana Society for Healthcare Risk Management

University of Illinois (Organizational Behavior and LER School)

University of Western Ontario (Ivey)

2008

Boston University

Mayo Clinic

MIT (Institute for Work and Employment Relations)

University of Michigan (Positive Organizational Scholarship Conference)

2007

Brandeis University

Wharton (Macro HR Mini Conference)

Wharton (Wharton Research Advisory Group/Healthcare Human Resources Forum)

2006

Darden School, University of Virginia

2005

Simon Fraser University (Conference on Innovation and Change in Healthcare Organizations),

Vanderbilt University Medical Center (Patient Safety Seminar Series)

2004

Duke University, (Fuqua School)

Harvard Business School (Organizational Behavior)

University of Illinois (Organizational Behavior)

University of Iowa (Management and Organization)

University of Toronto (Organizational Behavior and Human Resource Management)

Vanderbilt University (Owen Graduate School of Management)

2003

Georgia State University (Management)

University of British Columbia (Organizational Behavior and Human Resources)

University of Texas – Austin (Management)

RESEARCH GRANTS

Cal Turner Program for Moral Leadership Research Grant, 2007 (2 Grants)

Cal Turner Program for Moral Leadership Research Grant, 2006

Blue Cross Blue Shield of Michigan Foundation Research Grant, 2003.

Rackham Discretionary Research Grant, University of Michigan, 2003.

Doctoral Studies Office Research Grant, University of Michigan, 2003

PROFESSIONAL ACTIVITIES

Governance

Healthcare Management Division, Academy of Management, PDW Chair (part of five year leadership cycle), 2016 – Present

Healthcare Management Division, Academy of Management, Academic at Large, 2013 – 2015

Managerial and Organizational Cognition Division, Academy of Management,

Archivist/Historian, 2007 – 2010

Editorial

Editorial Board, *Academy of Management Review* (2014 – Present)

Editorial Board, *Health Care Management Review* (2016 – Present)

Editorial Board, *Organization Science* (2008 – 2016)

Guest Co-Editor (with Jochen Reb and Tammy Allen), *Organizational Behavior and Human Decision Processes*, “Mindfulness at Work: Pushing Theoretical and Empirical Boundaries.” (2019)

Guest Co-Editor (with Allison S. Gabriel and Laura E. McClelland), *Work and Occupations*, “The Emotional Experience of Caregiving Work in Health Care” (2019)

Guest Co-Editor (with Sara Singer), *Medical Care Research and Review*, Special Topic Forum “Unpacking Accountable Care: Using Organization Theory to Understand the Adoption, Implementation, Spread, and Performance of Accountable Care Organizations.” (2016)

Ad Hoc Journal Reviews

Academy of Management Journal

Academy of Management Learning and Education

Academy of Management Review

Accident Analysis & Prevention

Administrative Science Quarterly

American Behavioral Scientist

BMJ Quality and Safety

Child Welfare

Health Care Management Review

Health Expectations

Health Policy

Human Relations

Human Resource Management

Industrial and Labor Relations Review

Information and Management

International Journal of Healthcare Quality and Safety

International Journal of Quality in Health Care

Joint Commission Journal of Quality and Patient Safety

Journal of Applied Behavioral Science

Journal of Applied Psychology

Journal of Business Ethics

Journal of Business Research

Journal of Business Venturing

Journal of Contingencies and Crisis Management

Journal of Management
Journal of Management Education
Journal of Management Inquiry
Journal of Management Studies
Journal of Occupational and Organizational Psychology
Journal of Organizational Behavior
Journal of Positive Psychology
Management Information Systems Quarterly
Management Science
Medical Care
Medical Care Research and Review
Milbank Quarterly
Natural Hazards
Organization Studies
Reliability Engineering and System Safety
Safety Science
Strategic Management Journal
Work and Occupations

Other Reviews

AcademyHealth Annual Research Meeting, Organizational Behavior and Management Review Committee
Academy of Management Meetings (HCM, HR, MOC, and OMT Divisions)
Strategic Management Society
Columbia University Press
CRC Press, Taylor & Francis, LLC

Research Award Committees

Judge, Outstanding Practitioner-Oriented Publication in Organizational Behavior, Organizational Behavior Division, Academy of Management (2012, 2013)

Judge, INFORMS/Organization Science Dissertation Proposal Competition (2008)

TEACHING EXPERIENCE

Vanderbilt University (2004-Present)

Leading Teams and Organizations (MBA Core)

Average Instructor Evaluation (2 sections, Fall 2017): 4.85/5.00

Average Instructor Evaluation (2 sections, Fall 2016): 4.70/5.00

Average Instructor Evaluation (3 sections, Fall 2015): 4.64/5.00

Average Instructor Evaluation (3 sections, Fall 2014): 4.72/5.00

Average Instructor Evaluation (3 sections, Fall 2013): 4.83/5.00

Average Instructor Evaluation (2 sections, Fall 2012): 4.46/5.00

Average Instructor Evaluation (2 sections, Fall 2011): 4.66/5.00
Instructor Evaluation (1 section, Fall 2010): 4.78/5.00
Instructor Evaluation (1 section, Fall 2009): 4.74/5.00
Average Instructor Evaluation (3 sections, Fall 2008): 4.77/5.00
Average Instructor Evaluation (2 sections, Fall 2007): 4.52/5.00
Average Instructor Evaluation (2 sections, Fall 2006): 4.57/5.00
Average Instructor Evaluation (3 sections, Fall 2005): 4.42/5.00
Average Instructor Evaluation (2 sections, Fall 2004): 4.31/5.00

Negotiation (MBA Elective)

Instructor Evaluation (Fall 2016): 4.88/5.00
Instructor Evaluation (Fall 2015): 4.92/5.00
Instructor Evaluation (Spring 2015): 4.93/5.00
Instructor Evaluation (Spring 2014): 4.97/5.00
Average Instructor Evaluation (2 sections, Spring 2013): 4.89/5.00
Average Instructor Evaluation (2 sections, Spring 2012): 4.93/5.00
Average Instructor Evaluation (2 sections, Spring 2011): 4.79/5.00
Average Instructor Evaluation (2 sections, Spring 2010): 4.83/5.00
Instructor Evaluation (Fall 2008): 4.91/5.00
Instructor Evaluation (Fall 2007): 4.74/5.00
Average Instructor Evaluation (2 sections, Fall 2006): 4.50/5.00
Instructor Evaluation (Spring 2006): 4.74/5.00
Instructor Evaluation (Fall 2004): 4.35/5.00

Negotiation (EMBA Elective)

Instructor Evaluation (Fall 2016): 5.00/5.00
Instructor Evaluation (Fall 2016): 4.88/5.00
Instructor Evaluation (Summer 2016): 4.62/5.00
Instructor Evaluation (Summer 2015): 4.56/5.00
Instructor Evaluation (Summer 2014): 4.87/5.00
Instructor Evaluation (Summer 2013): 4.90/5.00
Instructor Evaluation (Summer 2012): 4.83/5.00
Instructor Evaluation (Summer 2011): 4.82/5.00
Instructor Evaluation (Spring 2010): 4.70/5.00

University of Michigan (2001)

Human Behavior in Organizations (Undergraduate Core)

Instructor Evaluation: 4.83/5.00

Dissertation Committees

Matt DePuccio (in progress, Health Administration, Virginia Commonwealth University)

Jennifer Early (in progress, Health Administration, Virginia Commonwealth University)
Kip Rollins (in progress, George Washington University)
Susan Piras (2016, Nursing, Vanderbilt University)
Sarah Glynn (2016, Sociology, Vanderbilt University)
Li-Kuo Song (2015, Vanderbilt Owen Graduate School of Management)
Michael Devine (2014, Queensland University of Technology, Australia)
Matt Grimes (2012, Vanderbilt Owen Graduate School of Management)
Jason Stansbury (2011, Vanderbilt Owen Graduate School of Management)
Kimberly Bess (2008, Peabody College, Vanderbilt University)
Nathan Goates (2008, Vanderbilt Owen Graduate School of Management)
Wu Liu (2008, Vanderbilt Owen Graduate School of Management)

University Service

Vanderbilt University

Chancellor's Award for Research, Research on Equity Diversity and Inclusion, and Earl Sutherland Award, 2017

Chancellor's Strategic Planning Committee for Mental Health and Wellbeing, Committee Member, 2016-Present

Faculty and Staff Benefits Committee, Committee Member, 2013-2015

Vanderbilt University, Owen Graduate School of Management

4th Year Review Committee for Jessica Kennedy, Chair, 2018

4th Year Review Committee for Tae-Youn Park, Committee Member, 2016

2nd Year Review Committee for Tae-Youn Park, Committee Member, 2014

EMBA Program Committee, Committee Member, 2015 - Present

Health Care Programs Committee, Committee Member, 2010-2015

Miller Chair Faculty Search, Committee Member, 2013-Present

Student Achievement Committee, Committee Member, 2008 - Present

Organization Studies Faculty Search, Committee Member, 2006-2007

University of Michigan

Ph.D. Admissions Committee, Organizational Behavior, 2000

HONORS AND AWARDS

Academic

Horace H. Rackham Graduate School Predoctoral Fellowship, Social Science Division, 2003-2004

Thomas William Leabo Memorial Award for Academic Excellence, 2001

Hicks Fellowship, 1999-2003

Beta Gamma Sigma

Phi Beta Kappa

Professional Service

Unsung Leadership Award, Owen Graduate School of Management, 2006-07, 2007-08

HCM Division Outstanding Reviewer Award, Academy of Management, 2015

MOC Division Reviewer Service Award, Academy of Management, 2007

MOC Division Top Reviewer, Academy of Management Meetings, 2002, 2003, 2005, 2006, 2007

Research

Research Productivity Award, Owen Graduate School of Management, 2013

Teaching

Recipient of the James A. Webb, Jr. Award for Excellence in Teaching, 2007, 2013

This award is "presented annually to the Owen faculty member judged by each graduating class to be its most outstanding teacher."

Finalist for the James A. Webb, Jr. Award for Excellence in Teaching, 2006, 2008, 2009, 2010, 2011, 2012, 2014, 2015, 2016, and 2017

Gerald and Lillian Dykstra Fellowship for Teaching Excellence, University of Michigan, 2002-2003

Other

50 Most Influential Business School Professors of 2013, MBARankings.net

Nominee, Economist Intelligence Unit, Business School Professor of the Year, 2013

World's 40 Best Business School Professors Under 40, *Poets and Quants*, 2011

Academy of Management OB/OMT/ODC Doctoral Consortium, 2003

Academy of Management HR Doctoral Consortium, 2001

PROFESSIONAL MEMBERSHIPS

Academy of Management
Labor and Employment Relations Association
Faculty Affiliate, Center for Catastrophic Risk Management, University of California, Berkeley
Faculty Affiliate, Relational Coordination Research Collaborative

OTHER PROFESSIONAL EXPERIENCE

Ford Motor Company, Dearborn, Mich.
Human Resources/Healthcare Management, June 1999-August 1999

Cornell University, Program for Employment and Workplace Systems, Ithaca, New York
Research Assistant, August 1998-May 1999

Andersen Consulting (now Accenture), Detroit, Mich.
Business Process Analyst, Systems Implementation and Administration, 1996-1998

Public Sector Consultants, Inc., Lansing, Mich.
Economics Research Assistant, September-December 1995

State Senate Majority Policy Office, Lansing, Mich.
Labor Policy Analyst, January-May 1995