

## Timothy J. Vogus

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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 of Business Innovation, Frist Center for Autism and Innovation**, Vanderbilt University, 2019 – Present

**Deputy Director for Organizational Research and Interventions, Initiative for Autism, Innovation, and the Workforce**, Vanderbilt University, 2017 – 2019

**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

**Member**, Vanderbilt Kennedy Center, Vanderbilt University, 2018 – Present

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

## PUBLICATIONS

### ARTICLES

- Sarkar, Nilanjan, Scassellati, Brian, Bruyere, Susanne, Rehg, James, Warren, Zachary, Vogus, Timothy J., Unertl, Kim, Kunda, Maithilee, Weitlauf, Amy, Stassun, Keivan G., Wade, Joshua, Swanson, Amy, Robson, Robby, Valdez, Jeffrey, Chang, Vicki, Saleh, Matthew, & Colopietro, Kelley. In Press. "Facilitating Neurodiverse Employment through Inclusion AI." *AI Magazine*.
- Adiani, Deeksha, Itzkovitz, Aaron, Bian, Dayi, Katz, Harrison, Breen, Michael, Hunt, Spencer, Swanson, Amy, Vogus, Timothy J., Wade, Joshua, Sarkar, Nilanjan. In Press. "Career Interview Readiness in Virtual Reality (CIRVR): A Platform for Simulated Interview Training for Autistic Individuals and Their Employers." *Transactions on Accessible Computing*.
- Vogus, Timothy J., Sitterding, Mary, Randall, Kelly, & Wilson, Amy. In Press. "We're All in This Together: How COVID-19 Revealed the Co-Construction of Mindful Organizing and Organizational Reliability." *BMJ Quality & Safety*.
- Carroll, John S., Christianson, Marlys, Frese, Michael, Lei, Zhike, Naveh, Eitan, & Vogus, Timothy J. 2021. Errors in Organizations: New Frontiers in Research and Practice." *Academy of Management Discoveries* 7(4): 451-460.
- DePuccio, Matthew J., McClelland, Laura E., Vogus, Timothy J., Mittler, Jessica N., & Singer, Sara J. In Press. "Team Strategies to Manage Vulnerable Patients' Complex Health and Social Needs: Considerations for Implementing Team-Based Primary Care." *Journal of Hospital Management and Health Policy*.
- Goldman, Joanne, Rotteau, Leahora, Shojania, Kaveh, Baker, G. Ross, Rowland, Paula, Christianson, Marlys, Vogus, Timothy J., Cameron, Connie, Coffey, Maitreya. 2021. "Implementation of a Central-Line Bundle: A Qualitative Study of Three Clinical Units." *Implementation Science Communications* 2: 105.
- Medvecz, Andrew J., Vogus, Timothy J., & Terhune, Kyla P. 2021. "The Cost of *Not* Training a Surgical Resident" *Journal of Surgical Education* 78(5): 1443-1449.
- Spalluto, Lucy B., Lewis, Jennifer A., Stollendorf, Deonni, Yeh, Vivian M., Callaway-Lane, Carol L., Slatore, Christopher G., Yankelevitz, David F., Henschke, Claudia I., Vogus, Timothy J., Massion Pierre P., Mohanaki, Drew, & Roumie, Christianne L. 2021. "Organizational Readiness for Lung Cancer Screening: A Cross-Sectional Evaluation at a Veterans Affairs Medical Center." *Journal of the American College of Radiology* 18(6): 806-819.
- Pakyz, Amy L., Wang, Hui, Ozcan, Yasar A., Edmond, Michael B., & Vogus, Timothy J. 2021. "Leapfrog Hospital Safety Score, Magnet Designation, and Healthcare-Associated Infections in U.S. Hospitals." *Journal of Patient Safety* 17(6): 445-450.
- Vogus, Timothy J., McClelland, Laura E., Lee, Yuna S., McFadden, Kathleen, & Hu, Judy. 2021. "Creating a Compassion System to Achieve Efficiency and Quality in Health Care Delivery." *Journal of Service Management* 32(4): 560-580.

- Stolldorf, Deonni P., Ridner, Sheila H., Vogus, Timothy J., Roumie, Christianne L., Schnipper, Jeffrey, Dietrich, Mary S., Schlundt, David G., & Kripalani, Sunil. 2021. "Implementation Strategies in the Context of Medication Reconciliation: A Qualitative Study." *Implementation Science Communications* 2: 63.
- Grimes, Matthew, & Vogus, Timothy J. 2021. "Inconceivable! Possibilistic Thinking and the Sociocognitive Challenge of Imagining Entrepreneurial Futures." *Organization Theory* 2(2): 1-11.
- Ward, Michael J., Vogus, Timothy J., Muñoz, Daniel, Collins, Sean P., Moser, Kelly, Jenkins, Cathy, Liu, Dandan, & Kripalani, Sunil. 2021. "Which Expedites Care? Examining the Role of EMS Versus PCI Center Activation in Emergency Department STEMI Transfers." *Western Journal of Emergency Medicine* 22(2), 319.
- Yiadom, Maame Y. A. B., Olubowale, Olayemi O., Jenkins, Cathy A., Miller, Karen F., West, Jennifer L., Vogus, Timothy J., Lehmann, Christoph U., Antonello, Victoria D., Bernard, Gordon R., Collins, Sean P., Storrow, Alan B., Liu, Dandan, Lindsell, Christopher. 2021. "Using Diagnosis-to-Balloon Time and Care Intervals to Better Understand Timely ST-segment Elevation Myocardial Infarction Treatment Performance: A 3-Year Retrospective Cohort Study." *Journal of the American College of Emergency Physicians Open* 2(1): e12379.
- McClelland, Laura E., & Vogus, Timothy J. 2021. "Infusing, Sustaining, and Replenishing Compassion in Health Care Organizations Through Compassion Practices." *Health Care Management Review* 46(1): 55-65.
- Lewis, Jennifer A., Spalluto, Lucy B., Henschke, Claudia, Yankelevitz, David, Avila, Rick, Audet, Carolyn M., Prusaczyk, Beth, Lindsell, Christopher J., Callaway-Lane, Carol, Dittus, Robert S., Vogus, Timothy J., Massion, Pierre P., Limper, Heather M., Kripalani, Sunil, Moghanaki, Drew, Roumie, Christianne L. 2021. "Protocol to Evaluate the Implementation of an Enterprise-Wide Initiative to Increase Access to Lung Cancer Screening in the Veterans Health Administration." *Clinical Imaging* 73(1): 151-161.
- Vogus, Timothy J., Gallan, Andrew S., Rathert, Cheryl, El-Manstrly, Dahlia, & Strong, Alexis. 2020. "Whose Experience Is It Anyway? Toward a Constructive Engagement of Tensions in Patient-Centered Care." *Journal of Service Management* 31(5): 979-1013.
- Ward, Michael, Vogus, Timothy J., Bonnet, Kemberlee, Moser, Kelly, Schlundt, David, & Kripalani, Sunil. 2020. "Breaking Down Walls: A Qualitative Evaluation of Perceived Emergency Department Delays for Patients Transferred with ST-Elevation Myocardial Infarction." *BMC Emergency Medicine* 20(1): 60.
- Vogus, Timothy J., & McClelland, Laura E. 2020. "Actions, Style, and Practices: How Leaders Ensure Compassionate Care Delivery." *BMJ Leader* 4: 48-52.
- Reb, Jochen, Allen, Tammy D., & Vogus, Timothy J. 2020. "Mindfulness Arrives at Work: Deepening Our Understanding of Mindfulness in Organizations." *Organizational Behavior and Human Decision Processes* 159: 1-7.
- Vogus, Timothy J., Ramanujam, Rangaraj, Novikov, Zhanna, Venkataramani, Vijaya, & Tangirala, Subrahaim. 2020. "Adverse Events and Burnout: The Moderating Effects of Workgroup Identification and Safety Climate." *Medical Care* 58(7):594-600.

- France, Daniel J., Slagle, Jason, Schremp, Emma, Moroz, S., Hatch, Leon D., Grubb, Peter, Vogus, Timothy J., Lorinc, A., Lehmann, CU, Robinson, J., Crankshaw, M., Sullivan, M., Newman, T., Wallace, T., & Weinger, Matthew B. In Press. "Defining the Epidemiology of Safety Risks in NICU Patients Requiring Surgery." *Journal of Patient Safety*.
- Holby, S. Neil, Muñoz, Daniel, Collins, S. P., Vogus, Timothy J., Jenkins, Cathy A., Liu, Dandan, & Ward, Michael J. 2020. "Quality of Physician Care Coordination during Inter-Facility Transfer for Cardiac Arrest Patients." *American Journal of Emergency Medicine* 38(2): 339-342.
- Vogus, Timothy J., Gabriel, Allison S., & McClelland, Laura E. 2020. "The Social Context of Caregiving Work in Health Care: Pushing Conceptual and Methodological Frontiers." *Work and Occupations* 47(2): 123-143.
- Martínez-Córcoles, Mario, & Vogus, Timothy J. 2020. "Mindful Organizing for Safety." *Safety Science* 124.
- Olekalns, Mara, Caza, Brianna, & Vogus, Timothy J. 2020. "Gradual Drifts, Abrupt Shocks: From Relationship Fractures to Relational Resilience." *Academy of Management Annals* 14(1): 1-28.
- Vogus, Timothy J. 2020. "Rethinking Critical Advancements: Taking Stock and Moving Forward Conceptually." *Health Care Management Review* 45(1): 1-2.
- Popovich, Deidre L., Vogus, Timothy J., Iacobucci, Dawn, & Austin, J. Matthew. 2020. "Are Hospital Ratings Systems Transparent? An Examination of Consumer Reports and the Leapfrog Hospital Safety Grade." *Health Marketing Quarterly* 37(1): 41-57.
- Tawfik, Daniel S., Thomas, Eric J., Vogus, Timothy J., Liu, Jessica B., Sharek, Paul J., Nisbet, Courtney C., Lee, Henry C., Sexton, J. Bryan, & Profit, Jochen. 2019. "Safety Climate, Safety Climate Strength, and Length of Stay in the NICU." *BMC Health Services Research* 19(1): 738.
- Hayes, Mitchell, Schlundt, David, Bonnet, Kemberlee, Vogus, Timothy J., Kripalani, Sunil, Froehler, Michael, & Ward, Michael J. 2019. "Tales from the Trips: Timely Recognition, Treatment, and Transfer of Emergency Department Patients with Acute Ischemic Stroke." *Journal of Stroke and Cerebrovascular Diseases* 28(5): 1219-1228.
- Pratt, Benjamin R., Dunford, Benjamin B., Morgeson, Frederick J., & Vogus, Timothy J. 2019. "Trends in Infusion Administrative Practices in US Healthcare Organizations: An Exploratory Analysis." *Journal of Infusion Nursing*, 42(1): 13-22.
- Vogus, Timothy J., & Taylor, Julie L. 2018. "Flipping the Script: Bringing an Organizational Perspective to the Study of Autism at Work." *Autism* 22(5): 514-516.
- Yiadam, Maame Y. A., Mumma, Bryn E. Baugh, Christopher W., Patterson, Brian W., Mills, Angela M., Salazar, Gilberto, Tanski, Mary, Jenkins, Cathy A., Vogus, Timothy J., Miller, Karen F., Jackson, Brittney E., Lehmann, Christoph U., Dorner, Stephen C., West, Jennifer L., Wang, Thomas J., Collins, Sean P., Dittus, Robert S., Bernard, Gordon R., Storrow, Alan B., & Liu, Dandan. 2018. "Measuring Outcome Differences Associated with STEMI Screening and Diagnostic Performance: A Multi-centered Retrospective Cohort Study Protocol." *BMJ Open* 8: e022453.

- Medvecz, Andrew, Vogus, Timothy J., & Terhune, Kyla. 2018. "The Value of Resident Education and Reframing the Question: How Much Would it Cost to *Not* Train Residents?" *Resources in Surgical Education*.
- Vogus, Timothy J., & Rerup, Claus. 2018. "Sweating the "Small Stuff": High Reliability Organizing as a Foundation for Sustained Superior Performance." *Strategic Organization* 16(2): 227-238.
- Piras, Susan E., Minnick, Ann, Lauderdale, Jana, Dietrich, Mary, & Vogus, Timothy J. 2018. "The Effects of Social Influence on Nurses' Hand Hygiene Behaviors." *Journal of Nursing Administration* 48(4):216-221.
- Yiadam, Maame, Baugh, Christopher, Barrett, Tyler, Liu, Xiulei, Storrow, Alan, Vogus, Timothy J., Tiwari, Vikram, Slovis, Corey, Russ, Stephan, & Liu, Dandan. 2018. "Measuring Emergency Department Acuity." *Academic Emergency Medicine* 25(1): 65-75.
- 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 58<sup>th</sup> Annual Meeting of the Labor and Employment Relations Association: 164-173.

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.

## CHAPTERS

Saleh, Matthew C., Chang, Hsiao-Ying, Bruyere, Susanne M., & Vogus, Timothy J. 2021. "Neurodiverse Applicant Screening, Interviewing, and Selection." In Bruyere, Susanne M., & Colella, Adrienne (Eds.), *Neurodiversity in the Workplace*. SIOP Organizational Frontier Series.

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. 2018. "Review of C. Macrae, *Close Calls: Managing Risk and Resilience in Airline Flight Safety* (Houndsmill, UK: Palgrave Macmillan, 2014)." *Policy and Practice in Health and Safety*, 16(1): 152-153.
- 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.

## PRACTITIONER PUBLICATIONS

- Caza, Brianna B., Olekalns, Mara, & Vogus, Timothy J. (2020, February 14). How to Mend a Work Relationship. *Harvard Business Review*. Available at <https://hbr.org/2020/02/how-to-mend-a-work-relationship>.
- Pratt, Benjamin R., Dunford, Benjamin B., Morgeson, Frederick P., Vogus, Timothy J., & Alexander, Mary. 2018. "The State of Infusion Administration in U.S. Health Care: Prevalence of the Primary Care Model and Its Dual Effects on Nurse Engagement and Burnout." *INSider: Official Publication of the Infusion Nurses Society*, 1(3): 13-16.

## BLOG POSTS

- Caza, Brianna B., Olekalns, Mara, & Vogus, Timothy J. "[Can Your Relationship Grow Stronger After a Workplace Break Up?](#)" *High Quality Connections Blog*, June 25, 2019.
- 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](#), [HR Happy Hour](#), [Huffington Post](#), [Kaiser Health News](#), [Modern Healthcare](#), [New York Times](#), [NPR](#), [Pittsburgh Post-Gazette](#), [Wall Street Journal](#), [Washington Post](#)

## OTHER MEDIA MENTIONS

[CNN](#), [Knoxville Sun Sentinel](#), [New York Times](#), [The Tennessean](#), [The Tennessean](#), [Voice of America](#), [Well](#)

## PAPERS UNDER REVIEW

Caza, Brianna B., Bagozzi, Richard, & Vogus, Timothy J. "Working through Adversity: The Effect of Medical Professionals' Identity on Emotional Exhaustion and Resilience." 2<sup>nd</sup> revision requested at *Medical Care Research and Review*.

Kudesia, Ravi S., Reina, Christopher S., Reb, Jochen, Shaffakat, Samah, Vogus, Timothy J., Lehman, David W., & Grossman, Catherine E. "Mindful Organizing in Problem Solving Teams." Under 2<sup>nd</sup> round review at *Journal of Applied Psychology*.

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*.

Ward, Michael J., Kripalani, Sunil, Muñoz, Daniel, Collins, Sean P., Moser, Kelly, Jenkins, Cathy A., Liu, Dandan, & Vogus, Timothy J. "High Quality Physician Coordination is Associated with Faster Acceptance during STEMI Transfers." Under review.

Bruyere, Susanne, Saleh, Matthew C., Chang, Hsiao-Ying, Vogus, Timothy J., & Sarkar, Nilanjan. "Transdisciplinary Inclusion Research Using AI to Address Employment Disparities for Autistic Individuals." Under review.

Glover, Wiljeana J., Vogus, Timothy J. "Improving Quality Improvement for All: Incorporating Cultural and Structural Competencies into QI Projects." Revise and resubmit at *BMJ Quality & Safety*.

Rotteau, Leahora, Goldman, Joanne, Shojania, Kaveh G., Christianson, M., Vogus, Timothy J., Baker, G. Ross, Rowland, Paula, & Coffey, Trey. "Striving for High Reliability in Health Care: A Qualitative Study of the Implementation of a Hospital Safety Program." 2<sup>nd</sup> revise and resubmit at *BMJ Quality & Safety*.

Martin, Valerie, Flanagan, Tara D., Vogus, Timothy J., & Chênevert, Denis. "Sustainable Employment Depends on Quality Relationships between Supervisors and Their Employees on the Autism Spectrum." Revise and resubmit at *Disability and Society*.

Ezerins, Maira, Simon, Lauren, Gabriel, Allison S., Calderwood Charles C., Vogus, Timothy J., & Rosen, Christopher C. "Autism and Employment: A Review of the 'New Frontier' of Diversity Research." Proposal accepted at *Journal of Management*.

Diaz-Linhart, Yaminette, Vogus, Timothy J., & Bishop, Christine. "Satisfied and Stressed: The Interaction of Relationships and Human Resource Management Practices in Care Work." Reject and resubmit *Human Resource Management*.

Pratt, Benjamin R., Dunford, Benjamin B., Vogus, Timothy J., Ashkanani, Ahmad M., Morgeson, Frederick P., & Alexander, Mary. "Unsafe by Design: Task Reallocation, Infusion-Related Resources, Psychological Safety, and Safety Perceptions." Under 2<sup>nd</sup> round review at *Health Care Management Review*.

Novikov, Zhanna, Naveh, Eitan, Lei, Zhike, & Vogus, Timothy J. "The Error Dilemma in Teams: Team Configuration of Goal Orientations, Information Elaboration, and Team Errors." Under review.

## **WORKING PAPERS**

Vogus, Timothy J., & Taylor, Julie L. "Autism at Work: A Systematic Review of the Organizational Literature." Under revision for submission to *Current Psychiatry Reports*.

Vogus, Timothy J., & Taylor, Julie L. "Changing the Default in Autism at Work: Moving from Cultural Fit to Cultural Contribution." Under revision for submission to *Journal of Autism and Developmental Disabilities*.

Vogus, Timothy J., Austin, Robert J., Bruyere, Susanne M., Colella, Adrienne J., & Johnson, Tiffany D. "Beyond Fit: How Rethinking Human Resource Management Can Make a More Inclusive Workplace for Neurodiverse Employees." Under revision for submission to *Equality, Diversity, and Inclusion*.

Lewis, Jennifer, Spalluto, Lucy, Audet, Carolyn, Prusaczyk, Beth, Lindsell, Christopher J., Callaway-Lane, Carol, Dittus, Robert S., Vogus, Timothy J., Massion, Pierre P., Henschke, Claudia, Yankelevitz, David, Avila, Rick, Limper, Heather, Kripalani, Sunil, Moghanaki, Drew, Roumie, Christianne. "National Program Evaluation of VA-Partnership to Increase Access to Lung Screening." Under revision for submission to *Implementation Science*.

Grimes, Matthew, Vogus, Timothy J., & Rerup, Claus. "How Organizational Mindfulness Enables the Anticipation and Responsiveness to Environmental Contingencies." Under revision for submission to *Journal of Business Venturing*.

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*.

Subramony, Mahesh, Chadwick, Clint C., Vogus, Timothy J., McFadden, Kathleen L., & Gowen III, Charles R. "Workload, Nurse Turnover, and Patient Mortality: Testing an Organization-Level Moderated-Mediation Model." Under revision for submission to *Human Resource Management*.

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 *Health Care Management Review*.

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

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*.

## **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*.

## **CONFERENCE ACTIVITIES**

### **Conferences Co-Organized**

Organization Theory in Health Care, 18<sup>th</sup> 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**

"Sources and Consequences of Relational Misfit at Work" (with Natalie Longmire and Adrienne Colella). 2021 Academy of Management Meetings.

"Organizational Readiness for Lung Cancer Screening in a Veterans Affairs Healthcare System."

(with Lucy B Spalluto, Jennifer A Lewis, C Callaway-Lane C, Deonni Stollendorf, Beth Prusaczyk, Heather Limper, Caroline M Audet CM, Timothy J. Vogus, R Wiener, C Slatore, D Yankelevitz, C Henschke, Robert Dittus, P P Massion, Christopher Lindsell, Sunil Kripalani, D Moghanaki, Christianne L Roumie. International Association for the Study of Lung Cancer 2019 World Conference on Lung Cancer. Barcelona, Spain. September 9, 2019.

“Implementation Strategies for use during Medication Reconciliation Implementation.” (with Deonni P. Stollendorf, Jeff Schnipper, Mary Dietrich, Sheila Ridner, Christiane Roumie, Kemberlee Bonnet, David Schlundt, and Sunil Kripalani). Implementation Research in the Learning Health System Symposium, Vanderbilt Center for Clinical Quality and Implementation Research. Nashville, TN. May 6, 2019.

“Perceptions of Transfer Delays for Patients with ST-Elevation Myocardial Infarction: A Qualitative Study” (with Michael J. Ward, David G. Schlundt, Kemberlee Bonnet, Sunil Kripalani, and Kelly M. Moser). Society for Academic Emergency Medicine SAEM19 Meeting, Las Vegas, NV. **Blue Ribbon Poster featured in the “Gallery of Excellence.”**

“How Can Organizations Promote the Inclusion of Individuals on the Autism Spectrum?” A Panel Symposium with Debra R. Comer, Rob Austin, Susanne M. Bruyere, Adrienne J. Colella, and Eric Patton. 2019 Academy of Management Meetings, Boston, MA.

“Delivering Compassionate Services in Health Care” (with Laura E. McClelland, Yuna S. Lee, Kathleen McFadden, and Judy Hu). Part of a symposium on “The Evolving Role of Frontline Service Employees: Multidisciplinary Perspectives and Research Directions.” 2019 Academy of Management Meetings, Boston, MA.

“Infusing, Sustaining, and Replenishing Compassion in Health Care Organizations Through Compassion Practices” (with Laura E. McClelland). Part of a symposium on “The Role of Emotions in Sensemaking.” 2019 Academy of Management Meetings, Boston, MA.

“Configuring Routines: How Interdependence is Enacted among Routines in Complex Ecologies” (with Brian Hilligoss). 2019 Academy of Management Meetings, Boston, MA.

“Autism and Work: Creating a Neurodiverse Workplace” A Panel Symposium with Tiffany D. Johnson, Susanne M. Bruyere, Adrienne J. Colella, Tim Goldstein, Anthony Pacilio, and Jose Velasco. 2019 Society for Industrial and Organizational Psychology Meetings, Washington D.C.

“The Dynamics of Routine Ecologies” (with Brian Hilligoss). 10<sup>th</sup> International Symposium on Process Organization Studies, June 20, 2018, Halkidiki, Greece.

“Making it work: Towards an Understanding of the Teaming Behaviors and Structural Conditions that Enable Effective Primary Care Teams” (with Matt DePuccio, Laura McClelland). Organization Theory in Health Care 2018, June 7, 2018, Johns Hopkins University, Baltimore, MD.

“Outcome Differences Associated with STEMI Diagnostic Delay: Disparities on the Frontlines of STEMI Care.” (with Yiadom MY, Baugh CW, Jenkins CA, Tanski M, Mumma BE, Miller KF, Jackson BE, Lehmann CU, Dorner SC, West JL, Olubowale OO, Wang TJ, Collins SP, Dittus RS, Bernard GR, Storrow AB, Liu D). American Heart Association - Cardiovascular Quality and Outcomes Research (AHA-QCOR), April 7, 2018.

- “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). 15<sup>th</sup> 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). 12<sup>th</sup> 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. 23<sup>rd</sup> 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. 18<sup>th</sup> 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 4<sup>th</sup> 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. 20<sup>th</sup> 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, Facing the Profitability-People Dilemma During Crisis: New Perspectives and Practices,  
2021 Academy of Management

Panelist, Editors’ Panel, Emerging Scholars Consortium, Health Care Management Division, 2021  
Academy of Management Meetings

Panelist/Mentor, Research Incubator, Health Care Management Division, 2021 Academy of  
Management Meetings

Panelist/Mentor, Teaching Incubator, Health Care Management Division, 2021 Academy of  
Management Meetings

Panelist, Health Care Management Division “Hot Topics,” Crisis Resilience and Recovery, 2021  
Academy of Management Meetings

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**

2021

University of Pennsylvania (Wharton)

New York University (Meyers College of Nursing)

Clemson University

Ms. JD (a non-profit dedicated to the professional development and growth of women in the legal  
profession)

Tennessee Bar Association

U.S. Department of Labor (Office of Federal Contract Compliance Programs)

2020

University of Tennessee – Knoxville (Haslam College of Business)

2019

Drexel University (LeBow College of Business)

Harvard University

2018

The Joint Commission

National Center for Healthcare Leadership

TN Department of Children’s Services/Chapin Hall

Vanderbilt University (Health Policy)

2017

Hospital Quality Institute

University of Washington (Center for Health Sciences Interprofessional Education)

Vanderbilt University (Center on Clinical Quality and Implementation Research)

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**

A Longitudinal Study of Employment and Educational Instability for Young Adults with Autism Spectrum Disorder, National Institute of Health/National Institute of Mental Health, 2020-2025, Key Personnel, 5%

Inclusion AI for Neurodiverse Employment, National Science Foundation, 2020-2022, Key Personnel, 12.5%.

NSF2026: EAGER: Collaborative Research: Enhancing Employment for Neurodiverse Individuals through Next-Generation, AI-Enabled Assessments of Visuospatial Cognition, National Science Foundation, 2020-2022, Co-Principal Investigator.

Cancer Patient Safety Learning Laboratory (CaPSLL): Preventing Clinical Deterioration in Outpatients, Agency for Healthcare Research and Quality, 2018-2022, Key Personnel, 5%.

Convergence Accelerator Phase I (RAISE): Empowering Neurodiverse Populations for Employment through Inclusion AI and Innovation Science, National Science Foundation, 2019-2020, Key Personnel, 12.5%.

The Role of Collective Mindfulness in Delivering Reliable and Safe Perioperative Care to Neonates, v Agency for Healthcare Research and Quality, 2018-2019, Key Personnel, 5%.

Co-recipient of Trans-Institutional Program (TIPs) Research Grant, “Vanderbilt Initiative for Autism, Innovation, and the Workforce,” Vanderbilt University, 2017-2019.

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, Past Division 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

Associate Editor, *Health Care Management Review*, 2019 - Present

Associate Editor, Health Service, *Journal of Service Management*, 2019 – Present

Editorial Board, *Health Care Management Review*, 2016 – 2019

Editorial Board, *Academy of Management Review*, 2014 – 2017

Editorial Board, *Organization Science*, 2008 – 2016

Guest Co-Editor (with John Carroll, Michael Frese, Zhike Lei, and Eitan Naveh), *Academy of Management Discoveries*, 2021

- “Errors in Organizations: New Research Evidence, Frontiers, and Opportunities for Impact.”

Guest Co-Editor (with Jochen Reb and Tammy Allen), *Organizational Behavior and Human Decision Processes*, 2020

- “Mindfulness at Work: Pushing Theoretical and Empirical Boundaries.”

Guest Co-Editor (with Allison S. Gabriel and Laura E. McClelland), *Work and Occupations*, 2020

- “The Emotional Experience of Caregiving Work in Health Care.”

Guest Co-Editor (with Sara Singer), *Medical Care Research and Review*, Special Topic Forum, 2016

- “Unpacking Accountable Care: Using Organization Theory to Understand the Adoption, Implementation, Spread, and Performance of Accountable Care Organizations.”

### 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 Affairs*  
*Health Care Management Review*  
*Health Expectations*  
*Health Policy*  
*Health Services Research*  
*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*  
*Journal of Service Research*  
*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, Ralph Gomory Best Industry Studies Paper Award, Industry Studies Association, 2017  
  
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 (5 sections, Fall 2021): 4.66/5.00  
Average Instructor Evaluation (2 sections Fall 2020): 4.86/5.00  
Average Instructor Evaluation (2 sections Fall 2019): 4.85/5.00  
Average Instructor Evaluation (3 sections Fall 2018): 4.52/5.00  
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 (Spring 2021): 4.95/5.00  
Instructor Evaluation (Fall 2019): 4.83/5.00  
Instructor Evaluation (Fall 2018): 4.93/5.00  
Average Instructor Evaluation (2 sections, Fall 2017): 4.86/5.00

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 2020): 4.72/5.00  
Instructor Evaluation (Fall 2019): 4.93/5.00  
Instructor Evaluation (Fall 2018): 4.80/5.00  
Instructor Evaluation (Fall 2017): 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**

Yaminette Diaz-Linhart (Current, Heller School, Brandeis University)  
Benjamin Pratt (2021, Purdue University)  
Manuel Hepfer (2021, Oxford University)  
Jennifer Early (2020, Health Administration, Virginia Commonwealth University)  
Matt DePuccio (2019, Health Administration, Virginia Commonwealth 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, 2018

Chancellor's Strategic Planning Committee for Mental Health and Wellbeing, Committee Member, 2016-2017

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

### Vanderbilt University, Owen Graduate School of Management

Course Evaluations Committee, 2019-2020

International Student Care Task Force, 2019 – Present

Tenure and Promotion Review Committee for Jessica Kennedy, Chair, 2019

4<sup>th</sup> Year Review Committee for Jessica Kennedy, Chair, 2018

4<sup>th</sup> Year Review Committee for Tae-Youn Park, Committee Member, 2016

2<sup>nd</sup> 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, 2013-2017

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 national Academy of Management Health Care Management Division Excellence in Teaching Award, 2019

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, 2017, 2018, 2021

Dean's Award for Teaching Innovation, Owen Graduate School of Management, 2018

"Thanks Teach!" Award, Owen Graduate School of Management, 2018

Voted on by all current Owen students and described as "This professor should win an Oscar for their performance in the classroom. Beyond being a phenomenal educator, they also made an impact outside the classroom through student activity involvement, independent studies, and personal mentorship. Owen would not be the same without them!"

Finalist for the "Thanks Teach!" Award, 2019, 2021

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  
Society for Industrial and Organizational Psychology  
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