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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 – 2017

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

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

PUBLICATIONS

ARTICLES

- Strayer, Thomas E., Spalluto, Lucy B., Burns, Abby, Lindsell, Christopher J., Henschke, Claudia I., Yankelevitz, David, Moghanaki, Drew, Dittus, Robert S., Vogus, Timothy J., Audet, Carolyn, Kripalani, Sunil, Roumie, Christianne L., & Lewis, Jennifer A. In Press. "Using the Framework for Reporting Adaptations and Modifications-Expanded (FRAME) to study lung cancer screening adaptations in the Veterans Health Administration." *Implementation Science Communications*.
- Glover, Wiljeana J., & Vogus, Timothy J. In Press. "Beyond the Equity Project: Grounding Equity in All Quality Improvement Efforts." *BMJ Quality & Safety*.
- Ezerins, M. E., Vogus, T. J., Gabriel, A. S., Simon, L. S., Calderwood, C., & Rosen, C. C. In Press. "From Environmental Niches to Unique Contributions: Reconsidering Fit to Foster Inclusion Across Neurotypes." *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Ward, Michael J., Kripalani, Sunil, Muñoz, Daniel, Collins, Sean P., Moser, Kelly, Jenkins, Cathy A., Liu, Dandan, & Vogus, Timothy J. In Press. "High Quality Physician Coordination is Associated with Faster Acceptance during STEMI Transfers." *American Journal of Accountable Care*.
- Martin, Valerie, Flanagan, Tara D., Vogus, Timothy J., & Chênevert, Denis. In Press. "Sustainable Employment Depends on Quality Relationships between Supervisors and Their Employees on the Autism Spectrum." *Disability and Rehabilitation*.
- Pratt, Benjamin R., Dunford, Benjamin B., Vogus, Timothy J., Ashkanani, Ahmad M., Morgeson, Frederick P., & Alexander, Mary. 2023. "Unsafe by Design: Infusion Task Reallocation and Safety Perceptions in U.S. Hospitals." *Health Care Management Review* 48(1): 14-22.
- Rotteau, Leahora, Goldman, Joanne, Shojania, Kaveh G., Christianson, M., Vogus, Timothy J., Baker, G. Ross, Rowland, Paula, & Coffey, Trey. 2022. "Striving for High Reliability in Health Care: A Qualitative Study of the Implementation of a Hospital Safety Program." *BMJ Quality & Safety* 31 (12): 867-877.
- Adiani, Deeksha, Itzkovitz, Aaron, Bian, Dayi, Katz, Harrison, Breen, Michael, Hunt, Spencer, Swanson, Amy, Vogus, Timothy J., Wade, Joshua, Sarkar, Nilanjan. 2022. "Career Interview Readiness in Virtual Reality (CIRVR): A Platform for Simulated Interview Training for Autistic Individuals and Their Employers." *ACM Transactions on Accessible Computing* 15(1): 1-28.
- Vogus, Timothy J., Sitterding, Mary, Randall, Kelly, & Wilson, Amy. 2022. "We're All in This Together: How COVID-19 Revealed the Co-Construction of Mindful Organizing and Organizational Reliability." *BMJ Quality & Safety* 31(3): 230-233.
- 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. 2021. "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* 5: 4.

- 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.
- 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. 2021. "Defining the Epidemiology of Safety Risks in NICU Patients Requiring Surgery." *Journal of Patient Safety* 17(8): e694-e700.
- 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.
- Stollendorf, 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.
- 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.
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- 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, Chistopher, 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, Thomasee, 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.

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. 2022. "Neurodiverse Applicant Screening, Interviewing, and Selection." In Bruyere, Susanne M., & Colella, Adrienne (Eds.), *Neurodiversity in the Workplace*: 98-123. New York: Routledge..

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. Gittel, *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." 2nd revision requested at *Medical Care Research and 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*.

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." Under 3rd round review at *Journal of Management*.

Adiani, Deeksha, Breen, Michael, Migovich, Miroslava, Wade, Joshua, Hunt, Spencer, Khan, Nibraas, Tauseef, Mahrukh, Colopietro, Kelley, Lanthier, Meghan, Swanson, Amy, Vogus, Timothy J., & Sarkar, Nilanjan. "Multimodal Job Interview Simulator for Training of Autistic Individuals." Under 2nd round review at *Assistive Technology Journal*.

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*.

Vogus, Timothy J. "Organization Theory's (and My) Double Empathy Problem." Revise and resubmit at *Journal of Management Studies*.

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.

Chang, Hsiao-Ying, Saleh, Matthew C., Bruyere, Susanne M., & Vogus, Timothy J. "Making the Employment Interview Work for a Neurodiverse Workforce: Perspectives of Individuals on the Autism Spectrum, Employers, and Service Providers." Under review.

Lewis, Jennifer A., Samuels, Lauren R., Weems, Jacy, Park, Daniel, Winter, Robert, Lindsell, Christopher J., Callaway-Lane, Carol, Audet, Carolyn, Slatore, Christopher G., Soylemez Wiener, Renda, Dittus, Robert S., Kripalani, Sunil, Yankelevitz, David F., Henschke, Claudia I., Moghanaki, Drew, Matheny, Michael E., Vogus, Timothy J., Roumie, Christianne L., Spalluto, Lucy B. "Organizational Readiness is Associated with Increased Lung Cancer Screening Utilization in the Veterans Health Administration: A National Cross-sectional Study." Under review.

Rathert, Cheryl, Mittler, Jessica, Lee, Yuna, & Vogus, Timothy J. "Better Outcomes Through Patient – Provider Therapeutic Connections? An Exploratory Study of Proposed Mediating Variables." Under review.

Migovich, Miroslava, Adiani, Deeksha, Breen, Michael, Swanson, Amy, Vogus, Timothy J., & Sarkar, Nilanjan. "Stress Detection of Autistic Adults during Simulated Job Interviews using a Novel Physiological Dataset and Machine Learning." Under review.

Adiani, Deeksha, Colopietro, Kelly, Wade, Joshua, Migovich, Miroslava, Vogus, Timothy J., & Sarkar, Nilanjan. "Dialogue Act Classification via Transfer Learning for Automated Labelling of Interviewee Responses in Virtual Reality Job Interview Training Platforms." Under review.

Rathert, Cheryl, Mittler, Jessica, Lee, Yuna, & Vogus, Timothy J. "What Matters to You? A Study of Patient and Care Provider Expectations for Therapeutic Connections." Under review.

WORKING PAPERS

Kudesia, Ravi S., Reina, Christopher S., Reb, Jochen, Shaffakat, Samah, Vogus, Timothy J., Lehman, David W., & Grossman, Catherine E. "Mindful Organizing and Team Effectiveness in Problem Solving." Under Revision for submission to *Journal of Management*.

Longmire, Natalie H., Vogus, Timothy J., & Colella, Adrienne J. "Sources and Consequences of Relational Misfit at Work." Under revision for submission to *Academy of Management Review*.

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*.

Grimes, Matthew, Vogus, Timothy J., & Rerup, Claus. “Seeing Beyond the Hype: How Mindful Organizing Enables Recognizing and Responding to Environmental Contingencies.” Under revision for submission to *Journal of Business Venturing*.

Satterstrom, Patricia, & Vogus, Timothy J. “Keeping Frontline Voice Alive: How Ideas Move from Speaking Up to Implementation.” Under revision for submission to *Health Care Management Review*.

Novikov, Zhanna, Glover, Wiljeana, Olsen, Esther A., Vogus, Timothy J., & Singer, Sara J. “Improvisation as Defense Against Crisis: A Cross-Level Exploration.” Under revision for submission to *Medical Care Research and Review*.

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

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.

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, 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

“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). 10th 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). 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, 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

2022

Johns Hopkins University (Carey School of Business)
Autism at Work Roundtable
Johns Hopkins Health
Vanderbilt University (Psychology)

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 – 2020

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 – 2023

Editorial Board, *Journal of Service Management*, 2023 - 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 Health Psychology
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
Strategic Organization
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, Responsible Research in Business and Management, Dare to Care Dissertation Scholarship, 2022, 2023
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): 4.86/5.00
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

Afshan Rauf (2022, University of Wollongong, Australia)
Yaminette Diaz-Linhart (2022, 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)
Matthew 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

Reimagining Culture Task Force, 2022 - Present

Course Evaluations Committee, 2019-2020

International Student Care Task Force, 2019 – Present

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

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 - 2019

Health Care Programs Committee, Committee Member, 2010-2015

Miller Chair Faculty Search, Committee Member, 2013-2017

Student Achievement Committee, Committee Co-Chair, 2021-Present Committee Member, 2008
– 2020

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

International Association of Conflict Management, Outstanding Publication Award, 2022.
Awarded for 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.

Research Impact Award, Owen Graduate School of Management, 2022

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, 2022

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