Eli Awtrey
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EDUCATION

2018	Ph.D.	University of Washington (Organizational Behavior)
2013	M.S.B.A.	University of Washington (Organizational Behavior)
2010	M.B.A.	University of Oregon (Entrepreneurship)
1998	B.S.	University of Oregon (Journalism, Economics, Political Science)
1995		Santa Rosa Junior College

ACADEMIC POSITIONS

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

RESEARCH INTERESTS

Team processes (collaboration, decision-making, trust); positive organizational behavior (well-being, compassion, gratitude); within-unit structures (networks, dispersion, disparity, diversity)

PEER-REVIEWED PUBLICATIONS (* = shared authorship, ** = doctoral student)

Pestian, T.**, **Awtrey, E.,** Kanov, J., Winick, N., & Thienprayoon, R. (2023). The impact of organizational compassion in healthcare on clinicians: A scoping review. *Worldviews on Evidence-Based Nursing*, 20:290-305. DOI: 10.1111/wvn.12664

Johnson, M.J., **Awtrey, E.**, and Ong, W. (2022). Verdicts, elections, and counterterrorism: When groups take unofficial votes. *Academy of Management Discoveries*. DOI: 10.5465/amd.2021.0099

Thienprayoon, R., Sinclair, S., Lown, B., Pestian, T.**, **Awtrey, E.,** Winick, N., & Kanov, J. (2022). Organizational compassion: Ameliorating healthcare worker's suffering and burnout. *Journal of Wellness*, 3(4):1. DOI: 10.55504/2578-9333.1122

Awtrey, E.*, Thornley, N.*, Dannals, J. E., Barnes, C. M., & Uhlmann, E. L. (2021). Distribution neglect in performance evaluations. *Organizational Behavior and Human Decision Processes.* 165: 213-227. DOI: 10.1016/j.obhdp.2021.04.007

Barnes, C., **Awtrey, E.**, Lucianetti, L., & Spreitzer, G. (2020). Leader sleep devaluation, employee sleep, and unethical behavior. *Sleep Health.* 6(3): 411-417. DOI: 10.1016/j.sleh.2019.12.001

Silberzahn, R., Uhlmann, E. L., Martin, D. P., Anselmi, P., Aust, F., **Awtrey, E.**,…Nosek, B. (2018). Many analysts, one dataset: Making transparent how variations in analytical choices affect results. *Advances in Methods and Practices in Psychological Science,* 1(3): 337-356. DOI: 10.1177/2515245917747646

Fehr, R., Fulmer, A., **Awtrey, E.**, and Miller, J. (2017). The grateful workplace: A multilevel model of gratitude in organizations. *Academy of Management Review,* 42(2): 361-381. DOI: 10.5465/amr.2014.0374 [Finalist, AMR Best Paper of the Year Award, 2017]

Tierney, W., Schweinsberg, M., Jordan, J., Kennedy, D., Qureshi, I., Sommer, A., Thornley, N., Madan, N., Vianello, M., **Awtrey, E.**,…Uhlmann, E. (2016). Data from a pre-publication independent replication initiative examining ten moral judgement effects. *Scientific Data*, 3: 160082. DOI: 10.1038/sdata.2016.82

Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., Jordan, J., Tierney, W., **Awtrey, E.**,…Uhlmann, E. (2015). The Pipeline Project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology,* 66: 55-67. DOI: 10.1016/j.jesp.2015.10.001

PAPERS UNDER REVIEW & WORKING PAPERS (** = doctoral student)

(titles and authors redacted to protect blind review)
The network effects of gratitude expressions in work teams** [second revise-and-resubmit]
Organizational compassion in healthcare (theory) ** [revise-and-resubmit]
Team goal networks [preparing for submission]
Trust networks in teams [preparing for submission]
Multilevel trust and focus** [preparing for submission]
Gender diversity and team collaboration networks [designing second data collection]
Differentiated gratitude expressions and team collaboration** [designing second data collection]
Workload and teamwork** [analysis]

OTHER WORK IN PROGRESS (** = doctoral student)

(titles and authors redacted to protect blind review)
Organizational compassion in healthcare** [data collection]
Group decision making in high-stakes collectives** [data collection]
Evaluating teamwork in student engineering teams [grant proposal submitted]
"Team tetris": Designing a multiplayer online version of a classic behavioral task** [design]
The microstructures of collaboration networks in teams
Firm-specific human capital in the wild ** [data collection]
The influence of team identification on boundary spanning**[data collection]

HONORS & AWARDS

2023 Lindner Junior Faculty Summer Research Stipend
2022 Finalist, University Research Council (URC) Faculty Research Scholars Award

2021 Finalist, University Research Council (URC) Faculty Research Scholars Award
2021 Lindner Summer Research Grant
2020 Daniel J. Westerbeck Junior Faculty Graduate Teaching Award
2018 Dean's List of Teaching Excellence
2017 Finalist, *Academy of Management Review* Best Paper of the Year Award
2017 Excellence in Teaching Award, Management and Organization (UW)
2017 PhD Program Teaching Award (UW)
2016 Boeing Fund for Excellence Fellowship (UW)
2016 Michael G. Foster Students First Scholarship (UW)
2015 Boeing Fund for Excellence Fellowship (UW)
2015 Michael G. Foster Students First Scholarship (UW)
2014 Terence Mitchell PhD Fellowship (UW)
2013 Terence Mitchell PhD Fellowship (UW)
2012 Terence Mitchell PhD Fellowship (UW)
2011 Terence Mitchell PhD Fellowship (UW)

CONFERENCE PRESENTATIONS & SYMPOSIA (** = doctoral student)

2023 Thienprayoon, R., Awtrey, E., Pestian, T.**, Lown, B., Winick, N., & Kanov, J. A conceptual model of organizational compassion in healthcare. Annual Assembly of Hospice and Palliative Care, Montreal, Quebec.

2022 Khan, U.**, Fehr, R., Awtrey, E., Basit, A. Impact of received gratitude expression disparity on team psychological safety climate, performance, and customer satisfaction. MOC division paper at 82nd Meeting of the Academy of Management, Seattle, WA.

2022 Sackett, E., Awtrey, E., Cronin, M., & Rockmann, K. Re-thinking the structure and process of goal alignment for modern teams: A motivational vector approach. OB division paper at 82nd Meeting of the Academy of Management, Seattle, WA.

2022 Khan, U.**, Fehr, R., Awtrey, E., Basit, A. Impact of received gratitude expression disparity on team psychological safety climate, performance, and customer satisfaction. Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.

2022 Thienprayoon, R., Pestian, T. **, Awtrey, E., Kanov, J., Winick, N., and Lown, B. Organizational compassion in healthcare. Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.

2022 Awtrey, E., Johnson, M.D., & Schabram, K. Beyond static aggregation: Team trust emergence through dynamic trust microstructures. 11th FINT Workshop on Trust Within and Between Organizations, Charleston, SC.

2021 Sackett, E., Awtrey, E., Cronin, M., & Rockmann, K. Re-thinking the structure and process of goal alignment for modern teams: A motivational vector approach. INGRoup Conference (virtual).

2019 Johnson, M.D., Awtrey, E. & Ong, W.J. **. Can straw polls enhance group decision quality? INGRoup Conference, Lisbon, Portugal.

2018 Awtrey, E. & Fehr, R. What about me? The impact of differentiated gratitude expressions in teams. MOC/OB symposium paper at 77th Meeting of the Academy of Management, Chicago, IL.

2018 Awtrey, E. & Fehr, R. Co-chairs, Gratitude at multiple levels of the organizations. MOC/OB symposium at the 77th Annual Meeting of the Academy of Management, Chicago, IL.

2016 Awtrey, E. A network theory of team diversity. MOC division paper at the 75th Annual Meeting of the Academy of Management, Anaheim, CA.

2015 Barnes, C., Awtrey, E., Lucianetti, L., Spreitzer, G. Sleep depriving leader behavior, subordinate sleep, and unethical behavior. Symposium presentation at 74th Annual Meeting of the Academy of Management, Vancouver, BC.

2015 Fehr, R., Fulmer, A., Awtrey, E. & Miller, J. The grateful workplace: A tripartite model of gratitude in organizations. 7th Positive Organizational Scholarship (POS) Research Conference, Orlando, FL.

2014 Awtrey, E. & Johnson, M.D. Tough times ahead: The persistent effects of process loss on teamwork. INGRoup Conference, Raleigh NC.

2013 Johnson, M.D. & Awtrey, E. Pedagogical insights for teaching teamwork. PDW presentation at the 72nd Meeting of the Academy of Management, Orlando, FL.

2012 Awtrey, E. Getting the best out of diverse teams: Leadership moderators of information elaboration. Doctoral Symposium in Leadership, University of Houston, Houston TX.

OTHER INVITED RESEARCH PRESENTATIONS

2017 Baylor University (Management)
2017 University of Cincinnati (Management)
2017 University of Oregon (Management)
2016 Harvard Business School (Organizational Behavior)
2016 Montana State University (Management)

MEDIA MENTIONS & PRACTIONER OUTLETS

The Pipeline Project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology.*

- Selected media coverage: The Atlantic, Retraction Watch, fivethirtyeight.com

The grateful workplace: A multilevel model of gratitude in organizations. *Academy of Management Review.*

- Practitioner summary: How Gratitude Benefits Organizations and Employees

Leader sleep devaluation, employee sleep, and unethical behavior. *Sleep Health.*

- Selected media coverage: Harvard Business Review

Verdicts, elections, and counterterrorism: When groups take unofficial votes. *Academy of Management Discoveries*.

- Practitioner summary: Verdicts, Elections, and Counterterrorism: When Groups Take Unofficial Votes

Many analysts, one dataset: Making transparent how variations in analytical choices affect results. *Advances in Methods and Practices in Psychological Science.*

- Selected media coverage: Harvard Business Review, Nature, fivethirtyeight.com

CONSULTING

2023–present	Cincinnati Children's Hospital (Heart Institute)
2023	Microsoft
2023	Greater Cincinnati Collegiate Connection
2019	Kroger
2017–2018	International & English Language Programs (Seattle)
2014–2018	Consulting and Business Development Center (Seattle)

TEACHING

University of Cincinnati
Leadership and Organizations (2018–2023; MBA course; Mean rating: 7.6 / 8.0)
High Performing Teams (2022–2023; MBA course; Mean rating: 7.8 / 8.0)
Quantitative Research Methods (2019–2023; Ph.D. seminar; Mean rating: 8.0 / 8.0)
Organizational Behavior (2021; Ph.D. seminar co-taught with Elaine Hollensbe)
University of Washington
Leadership and Organizational Behavior (2014–2016; UG course; Mean rating: 4.6 / 5.0)
Leading Teams and Organizations (2016–2017; MBA course; Mean rating: 5.0 / 5.0)

SERVICE

Reviewing
2022–present Editorial review board member, *Journal of Organizational Behavior*
2020–present Editorial review board member, *Academy of Management Discoveries*
Ad hoc reviewing: *Academy of Management Journal*, *Academy of Management Review*, *Essentials of Organizational Behavior (Robbins & Judge, 15th edition), Group and Organization*

Management, Journal of Organizational Behavior, *Organizational Behavior and Human Decision Processes*, *Oxford Bibliographies*, *Scientific Data*, *SCORE (Systematizing Confidence in Open Research & Evidence) Project*

Advising

Dissertation committees

2025 (exp.) Olivia Anger (dissertation chair)
2025 (exp.) Kaiqi Zhang (dissertation chair)
2023 Dan Peat (committee member)
2023 Achira Sedari (committee member)

Theses and second-year projects

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

Other institutional, collegial, and departmental service

2022–present Advisor, Lindner team, Baylor MBA Case Competition in Ethical Leadership
2021–present Doctoral program co-coordinator, Management
2019–present MBA Capstone Coach, Carl H. Lindner College of Business
2018–present Departmental RPT committee, Management
2022 RPT Training in Equitable Practices
2021–2022 Dean's steering committee, Lindner College of Business
2021–2022 Selection committee, Westerbeck Graduate Teaching Award
2021 Faculty search committee, Organizational Behavior (x2)
2021 Faculty search committee, Entrepreneurship
2021 Advisor, Lindner team, Smeal (Penn State) MBA Sustainability Case Competition
2020 Doctoral student comprehensive exam coordinator, Management
2019 Canvas CMS Pilot Program
2014–2018 Mentor and advisor, Undergraduate Research Program (UW)

PROFESSIONAL AFFILIATIONS

Academy of Management (Divisions: MOC, OB, RM)
Interdisciplinary Network for Group Research (INGRoup)
Positive Organizational Scholarship Community of Scholars

INDUSTRY EXPERIENCE

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