

CURRICULUM VITAE

Caroline A. Bartel

The University of Texas at Austin
McCombs School of Business
Management Department
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Education

The University of Michigan
Ann Arbor, MI

Doctor of Philosophy in Organizational Psychology (August 1998)

The University of Michigan
Ann Arbor, MI

Master of Arts in Organizational Psychology (January 1996)

State University of New York at Stony Brook
Stony Brook, NY

Bachelor of Arts in Psychology (June 1992)

Academic Appointments

The University of Texas at Austin
Austin, TX

Professor, Management Department (2020-present)

Associate Professor, Management Department (2010-present)

Assistant Professor, Management Department (2005 – 2010)

New York University
New York, NY

Assistant Professor, Management and Organizations Department (1998 – 2005)

The University of Michigan
Ann Arbor, MI

Graduate Student Instructor, Psychology Department (1992 – 1997)

Publications

Citation Counts:

1,249 in *ISI Web of Science* and 4,227 in *Google Scholar*

Refereed Journal Articles:

Sanchez-Burks, J., Bartel, C. A., Rees, L., & Huy, Q. (2016). The emotional aperture measure (EAM): A measure of collective affect recognition. *Cognition and Emotion*, 30(1): 117-133.

Fast, N. J., Burris, E. R., & Bartel, C. A. (2014). Managing to stay in the dark: Managerial self-efficacy, ego defensiveness, and the aversion to employee voice. *Academy of Management Journal*, 57: 1013-1034.

Bartel, C. A. & Wiesenfeld, B. (2013). The social negotiation of group prototype ambiguity in dynamic organizational contexts. *Academy of Management Review*, 38: 503-524.

Bartel, C. A., Wrzesniewski, A., & Wiesenfeld, B. (2012). Knowing where you stand: Perceived respect, organizational identification and physical isolation among virtual workers. *Organization Science*, 23: 743-757.

Garud, R., Dunbar, R., & Bartel, C. A. (2011). Dealing with unusual experiences: A narrative perspective on organizational learning. *Organization Science*, 22: 587-601. (*Authorship is listed in reverse alphabetical order and the authors have contributed equally to this paper.)

Sharek, J., Burris, E., & Bartel, C. A. (2010). When does voice prompt action? Constructing ideas that trigger attention, importance and feasibility. *Best Paper Proceedings*, Academy of Management.

Sanchez-Burks, J., Bartel, C. A., & Blount, S. (2009). Performance in intercultural interactions at work: Cross-cultural differences in response to behavioral mirroring. *Journal of Applied Psychology*, 94(1): 216-223.

Bartel, C. A. & Garud, R. (2009). The role of narratives in sustaining organizational innovation. *Organization Science*, 20(1): 107-117.

Wiesenfeld, B. M., Swann, W. B., Brockner, J., & Bartel, C. A. (2007). Is more fairness always preferred? Self-esteem moderates reactions to procedural justice. *Academy of Management Journal*, 50(5): 1235-1253.

*Finalist for the 2007 Best Paper Award from the *Academy of Management Journal*.

Janicik, G. A. & Bartel, C. A. (2003). Talking about time: Effects of temporal planning and time awareness norms on group coordination and performance. *Group Dynamics: Theory, Research and Practice*, 7(2): 122-134.

Bartel, C. A. (2002). I love New York, more than ever: Changes in people's identities as New Yorkers following the World Trade Center terrorist attacks. *Journal of Management Inquiry*, 11(3): 240-248.

Bartel, C. A. (2001). Social comparisons in boundary-spanning work: Effects of community outreach on members' organizational identity and identification. *Administrative Science Quarterly*, 46: 379-413.

Bartel, C. A., Saavedra, R., & Van Dyne, L. (2001). Design conditions for learning in community service contexts. *Journal of Organizational Behavior*, 22: 367-385.

Bartel, C. A. & Saavedra, R. (2000). The collective construction of work group moods. *Administrative Science Quarterly*, 45: 197-231.

Edited Books:

Bartel, C. A., Blader, S., & Wrzesniewski, A. (Eds.) (2007). Identity and the Modern Organization. Mahwah, NJ: Lawrence Erlbaum.

* Reviews of this book appear in *Administrative Science Quarterly* and *PsychCRITIQUES* (published by the American Psychological Association).

Invited Book Chapters:

Bartel, C. A., Baldi, C., & Dukerich, J. (2016). Fostering stakeholder identification through expressed organizational identities. In M. G. Pratt, M. Schultz, B. Ashforth, and D. Ravasi (Eds.), Handbook of Organizational Identity. Oxford University Press.

Bartel, C. A., Wrzesniewski, A., & Wiesenfeld, B. (2007). The struggle to establish organizational membership in remote work contexts. In C. A. Bartel, S. Blader, and A. Wrzesniewski (Eds.), Identity and the Modern Organization (pp. 119-133). Lawrence Erlbaum.

Bartel, C. A. & Milliken, F. (2004). Perceptions of time in work groups: Do members develop shared cognitions about their temporal demands? In M. Neale, E. Mannix, and S. Blount (Eds.), Research on Managing Groups and Teams (Vol. 6, pp. 87-109). Elsevier.

Milliken, F., Bartel, C. A., & Kurtzberg, T. (2003). Diversity and creativity in work groups: A dynamic perspective on the affective and cognitive processes that link diversity and performance. In P. B. Paulus and B. Nijstad (Eds.), Group Creativity (pp. 32-62). Oxford University Press.

Bartel, C. A. & Garud, R. (2003). Narrative knowledge in action: Adaptive abduction as a mechanism for knowledge creation and exchange in organizations. In M. Easterby-Smith and M. A. Lyles (Eds.), The Blackwell Handbook of Organizational Learning and Knowledge Management (pp. 324-342). Blackwell Publishers.

Bartel, C. A. & Dutton, J. E. (2001). Ambiguous organizational memberships: Constructing organizational identities in interactions with others. In M. A. Hogg and D. Terry (Eds.), Social Identity Processes in Organizational Contexts (pp. 115-130). Psychology Press.

Other Publications:

Book review. Haslam, A., Reicher, S. D., & Platow, M. J. (2010). The New Psychology of Leadership: Identity, Influence and Power. New York: Psychology Press. *Administrative Science Quarterly*.

Working Papers

Bartel, C. A., Janardhanan, N., & Burris, E. Peering from the shadows: How coworkers observe, inform, and direct the production of employee voice. *Under review*.

Bartel, C. A., Martins, L., Janardhanan, N., & Howell, T. Common bonds vs. common identity in teams: Meta-analytic results on multiple pathways to team identification.

Bartel, C. A., Rockmann, K., & Caporale-Berkowitz, N. Canary in the coal mine: Systemic loneliness and the problem of organizational identity.

Bartel, C. A., Rothman, N. B., & Sanchez-Burks, J. Emotional ambivalence and entrepreneurs' responses to feedback.

Rothman, N. B., Harrison, D. A., & Bartel, C. A. Stuck in between or rising above? Cumulative evidence about attitudinal and emotional ambivalence at work.

Bartel, C. A. & Martin, S. Individual adaptation to organizational identity incongruence: The unintended consequences of job crafting.

Professional Presentations

Bartel, C. A. & Caporale-Berkowitz, N. (2020). All the lonely people: A dynamic systems perspective on workplace loneliness. Paper accepted for the Annual Meeting of the Academy of Management, Vancouver, British Columbia. ***Virtual meeting held due to COVID-19.*

Rothman, N. B., Harrison, D. A., & Bartel, C. A. (2020). Stuck in between or rising above? Cumulative evidence about attitudinal and emotional ambivalence at work. Paper accepted for the Annual Meeting of the Academy of Management, Vancouver, British Columbia. ***Virtual meeting held due to COVID-19.*

Bartel, C. A., Wiesenfeld, B. M., Janardhanan, N., & Dow, B. (2016). Mergers and multiple identities: Consequences for knowledge sharing. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Bartel, C. A. & Wiesenfeld, B. M. (2016). Individual and collective adaptation to the emergence of multiple identities in organizations. Co-chair, Showcase symposium presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Janardhanan, N., Howell, T. A., Martins, L. L., & Bartel, C. A. (2016). “Centripetal, centrifugal, and equilibrating forces on team identification: A meta-analysis.” Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Janardhanan, N. & Bartel, C. A. (2015). “Individual perspectives and emergent team information processes.” Co-chair, symposium presented at the Annual Meeting of the Academy of Management, Vancouver, British Columbia.

Janardhanan, N., Bartel, C. A., & Burris, E. (2015). “Choral crescendo: Emergence of collective voice in teams.” Paper presented at the Annual Meeting of the Academy of Management, Vancouver, British Columbia.

Harrison, D. A. & Bartel, C. A. (2014). “Centripetal and centrifugal social forces: Toward a theory of relational structure and team identification.” Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Sanchez-Burks, J., Bartel, C. A., Huy, Q., & Rees, L. (2013). “(Mis)Reading the emotional compositions of collectives: Emotional aperture and transformational leadership.” Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.

Wrzesniewski, A., Bartel, C. A., & Wiesenfeld, B. (2013). “Remoteness as a resource: The impact of virtual work on job crafting.” Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.

Sanchez-Burks, J., Bartel, C. A., Huy, Q., & Rees, L. (2013). “(Mis)Reading the emotional compositions of collectives: Emotional aperture and transformational leadership.” Paper presented at the Annual INGRoup Conference, Atlanta, GA.

Lo, E., Harrison, D. A., & Bartel, C. A. (2011). “The structure and character(s) of relationship conflict: Network tie configurations matter in teams.” Paper presented at the annual INGRoup conference, Minneapolis, MN.

Sharek, J., Burris, E., & Bartel, C. A. (2010). “When does voice prompt action? Constructing ideas that trigger attention, importance and feasibility.” Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.

Sanchez-Burks, J., Bartel, C. A., & Rees, L. L. (2009). “Emotional aperture facilitates working in and leading teams.” Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Sanchez-Burks, J., Bartel, C. A., & Rees, L. L. (2009). “Affective variation and the accuracy of forecasts in collectives.” Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Bartel, C. A. (2006). “Negotiating membership status in organizational groups.” Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Bartel, C. A., Opie, T., & Saavedra, R. (2006). “When groups capitalize on novel ideas: The effects of timing and emotion on group responsiveness to minority influence.” Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Bartel, C. A. (2005). “The perceived legitimacy of organizational identity threat: Implications for members’ responses.” Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI.

Bartel, C. A. (2003). “Achieving democracy in a knowledge economy: Minority voice in organizational groups.” Panelist, All Academy Symposium presented at the Annual Meeting of the Academy of Management, Seattle, WA.

Bartel, C. A., Wiesenfeld, B., & Wrzesniewski, A. (2003). “Insider or outsider? Resolving membership ambiguity through social interaction.” Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.

Wiesenfeld, B., Bartel, C. A., & Leroy, S. (2002). “Enacting multiple identities in organizational contexts: A review and integration.” Paper presented at the Annual Meeting of the Academy of Management, Denver, CO.

- Bartel, C. A. & Garud, R. (2002). "Adaptive abduction as a mechanism for generalizing from narratives." Paper presented at the Annual Meeting of the Academy of Management, Denver, CO.
- Bartel, C. A. & Milliken, F. (2002). "Perceptions of time in work groups: Do members develop shared cognitions about their temporal demands?" Paper presented at the Seventh Annual Research on Managing Groups and Teams Conference, Graduate School of Business, Stanford University.
- Janicik, G. A. & Bartel, C. A. (2001). "Managing time and pace in project groups: Effects of temporal planning on coordination." Paper presented at the Annual Meeting of the Academy of Management, Washington, DC.
- Wiesenfeld, B. M. & Bartel, C. A. (2001). "Parting is such sweet sorrow: The challenge of social identity exits." Paper presented at the Annual Meeting of the Academy of Management, Washington, DC.
- Bartel, C. A. & Garud, R. (2001). "Narratives of and for innovation: Generalizing from narratives through adaptive abduction." Paper presented at the Annual Meeting of the Academy of Management, Washington, DC.
- Bartel, C. A. (2001). "Community service for organizational identification management: When 'giving back' generates psychological and behavioral outcomes." Paper presented at the Annual Hawaii Conference on Business, Honolulu, HI.
- Bartel, C. A. (1999). "What if stories were the unit of analysis in research on knowledge in organizations? Conceptual and methodological implications." Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
- Bartel, C. A. & Worline, M. (1998). "The stories we tell: Collaborative work groups as the locus of cross-level organizational learning." Paper presented at the Annual Meeting of the College of Organization Science, INFORMS, Seattle, WA.
- Saavedra, R. & Bartel, C. A. (1998). "Links between task and organizational event structures and work group moods." Paper presented at the Annual Meeting of the Academy of Management, San Diego, CA.
- Bartel, C. A., D'Aunno, T., & Saavedra, R. (1997). "Organizational responses to conflicting ideologies: A simulation study of hospital teams." Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Bartel, C. A., Saavedra, R., & Van Dyne, L. (1996). "Learning to lead with a conscience: The effects of structured community service on MBA participants." Paper presented at the Annual Meeting of the Academy of Management, Cincinnati, OH.

Bartel, C. A. (1996). Facilitating learning processes in organizations. Chair, Showcase Symposium presented at the Annual Meeting of the Academy of Management, Cincinnati, OH.

Bartel, C. A. & Friend, R. (1993). "The relationship between level of aspiration and stress among university professors: Gender differences." Paper presented at the American Psychological Association's Women's Health Conference, Washington, DC.

Invited Presentations:

- 2019 New Directions in Identity Research Conference, The Wharton School, University of Pennsylvania
- 2015 Work, Identity and Meaning Research Group, co-sponsored by Harvard University and Boston College
- 2015 Jones Graduate School of Business, Rice University
- 2014 Carey School of Business, Arizona State University
- 2007 Department of Psychology, The University of Texas at Austin
- 2004 Goizueta Business School, Emory University
- 2004 Yale School of Management, Yale University
- 2004 Eccles School of Business, The University of Utah
- 2003 Ninth Annual Organizational Behavior Conference, The University of Pennsylvania
- 2002 Eighth Annual Organizational Behavior Conference, The University of Pennsylvania
- 2002 Department of Psychology, New York University
- 2001 Davis Conference on Qualitative Research, The University of California at Davis
- 2001 Department of Psychology, Teachers College, Columbia University
- 2000 Ross School of Business, The University of Michigan

Conferences Organized:

"Roundtable on Identities in Organizations" (June 2004)

Co-organizers: Steve Blader and Amy Wrzesniewski

Sponsored by the Stern School of Business, New York University and the Academy of Management (Organizational Behavior Division). An edited volume based on the workshop was published by Lawrence Erlbaum (2007).

Awards and Grants

- 2020 **Hank and Mary Harkins Award for Undergraduate Teaching**
McCombs School of Business, The University of Texas at Austin
- 2013 **CBA Foundation Advisory Council Centennial Fellowship #6**
McCombs School of Business, The University of Texas at Austin
- 2008 **Trammell/CBA Foundation Teaching Award for Assistant Professors**
McCombs School of Business, The University of Texas at Austin

- 2007 **Dean's Fellow**
McCombs School of Business, The University of Texas at Austin
- 2003 **Academy of Management**
Conference Award; Organizational Behavior Division
- 2002 **IBM Faculty Research Award**
Research Grant
- 2001 **Tenneco Faculty Research Award**
Research Grant, Stern School of Business, New York University
- 2000 **Rensis Likert Best Dissertation Award**
The University of Michigan: Interdisciplinary Committee for Organizational Studies
- 1997 **Honeywell Foundation, Honeywell, Inc.**
Research Grant
- 1997 **Pillsbury Foundation, The Pillsbury Company**
Research Grant
- 1997 **SC Johnson Wax Foundation**
Research Grant
- 1995 **Interdisciplinary Committee on Organizational Studies Research Grant**
Horace H. Rackham School of Graduate Studies, The University of Michigan

Teaching

Undergraduate Courses:

- Leading for Impact
- Organizational Behavior
- Management and Organizational Analysis
- Advanced Laboratory in Organizational Psychology
- Introduction to Organizational Psychology

Graduate Courses:

- Managing People and Organizations
- Managing People and Organizations (**for students in the College of Natural Sciences*)
- Creative and Innovative Management
- Integrative Capstone: Leading for Impact

Doctoral Seminars:

- Research Methods I: Theory Building and Qualitative Methodologies
- Advanced Seminar in Organizational Behavior
- Becoming an Organizational Scholar

Executive Education:

- Managing Organizations
- Leading Virtual Teams
- Motivating Superior Performance
- Using Emotional Intelligence for Outstanding Performance
- Managing Organizational Change
- Refining Your Leadership Approach and Style

Acknowledgements:

- 2020 McCombs Faculty Honor Roll (BBA program)
- 2019 McCombs Faculty Honor Roll (MSTC program)
- 2019 McCombs Faculty Honor Roll (BBA program)
- 2017 McCombs Faculty Honor Roll (BBA program)
- 2017 McCombs Faculty Honor Roll (Dallas MBA program)
- 2014 Outstanding Faculty Member, Texas Blazers

Service

Management Department Committees:

- Executive Committee (2018-20, 2015-17, 2012-14, 2009-10, 2006-07)
- Organization Science Area Coordinator and Recruiting Chair (2013-present)
- Co-chair, Management department Teaching Observation Committee (2016-17)
- Member, teaching observation review committees (8 assignments, 2015-present)
- Chair, promotion subcommittees (4 assignments, 2006-present)
- Chair, third-year review committee (1 assignment, 2010)
- Member, third-year review committees (4 assignments, 2006-present)
- Department Chair review committee for Jim Fredrickson (2014)
- Co-chair, Department Undergraduate Curriculum Committee (2012-14)
- Organizer, reception at the annual Academy of Management meeting (2007-2011)

McCombs School of Business Committees and Activities:

- Faculty Research Committee (2014-18)
- Co-Director, McCombs School of Business Center for Leadership Excellence (2014-16)
- Co-chair, ad-hoc Consultative Committee for the Selection of the Dean of the McCombs School of Business (2015)
- Undergraduate Program Committee (2009-14)
- Chair, BBA Women's Retention Committee (2012-13)
- BBA Curriculum Review Committee (2010-11)

- Advisory Council, Business Honors Program (2006-09)

University Committee and Activities:

- Faculty Ombuds (2020-present)
- Task Force for Developing Community Standards for Faculty (Fall 2020-Spring 2021)
- Council for Racial and Ethnic Equity and Diversity (CREED) (Fall 2020-ongoing)
- University Faculty Gender Equity Council (UFGEC) (Fall 2020-ongoing)
- Faculty Grievance Policy working group (Fall 2020)
- Quality Enhancement Plan committee (2016-18)

Professional Community:

- Associate Editor, *Administrative Science Quarterly*, 2015-present (renewed through 2021)
- Senior Editor, *Organization Science*, 2014-15
- Editorial Board Member: *Organization Science*, January 2007-14
- Selection Committee: Academy of Management, Organizational Behavior Division, 2008 Outstanding Publication in Organizational Behavior
- Selection Committee: *Academy of Management Review*, Best Paper of 2007