

## DAVID R. HEKMAN

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Office 416  
Boulder, CO 80309

Associate Professor  
Leeds School of Business  
University of Colorado at Boulder

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### AWARDS AND HONORS

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- Finalist for the Inaugural Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership from the Strategic Management Society
- Invited to present diversity research at Apple Corp, Cupertino, CA, September 2020
- Invited to present diversity research at The White House, 2016
- Invited to speak at the Secretary of the Air Force's National Security Scholars Conference, 2017
- Invited Member 2017-2018 University of Colorado Faculty Leadership Institute
- Joseph L. Frasca Teaching Excellence Award nominee, 2014-2021 (student-nominated)
- Academy of Management Best Paper Proceedings, 2023
- Academy of Management Best Paper Proceedings, 2022
- Academy of Management Best Paper Proceedings, 2021 (three papers)
- Academy of Management Best Paper Proceedings, 2019
- Academy of Management Best Paper Proceedings, 2016
- Academy of Management Best Paper Proceedings, 2015
- Academy of Management Best Paper Proceedings, 2014 (two papers)
- Academy of Management Best Paper Proceedings, 2013
- Finalist for Best Article Published in Positive Organizational Scholarship, 2015
- Academy of Management Journal Best Article Award, 2010 (lead author)
- Saroj Parasuraman Award for the Outstanding Publication on Gender and Diversity, 2010
- Roger L. Fitzsimonds Distinguished Scholar Award, 2011 (one awarded to Lubar Business School faculty per year)
- University of Colorado ATLAS Faculty Fellow (Alliance for Technology, Learning and Society)
- Business Advisory Council Teaching Excellence Award, 2011 (one awarded to Lubar Business School faculty per year)
- Top 10 MBA Teacher Award – Spring 2011
- Top 10 Business Undergraduate Teacher Award – (2 sections) Spring 2011
- Top 10 MBA Teacher Award, Fall 2010
- Top 10 MBA Teacher Award, Spring 2010
- Top 10 Business Undergraduate Teacher Award, (3 sections) Fall 2009
- Top 10 Business Undergraduate Teacher Award, Spring 2009
- Top 10 Business Undergraduate Teacher Award (2 sections), Fall 2008

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### EDUCATION

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## **Ph.D. in Management**

University of Washington, Seattle, WA, December 2007

## **Bachelor of Business Administration**

Grand Valley State University, Allendale, MI

Major: Finance, May 2000

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## **ACADEMIC POSITIONS**

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### **Associate Professor of Organizational Leadership and Information Analytics with Tenure,**

University of Colorado at Boulder, Leeds School of Business, 2015 to present

**Assistant Professor of Management and Entrepreneurship,** University of Colorado at Boulder, Leeds School of Business, 2012 to 2015

**Assistant Professor of Management,** University of Wisconsin-Milwaukee, Lubar School of Business, 2008 to 2012

**Post-Doctoral Research Faculty,** University of Washington, Department of Health Services, 2008

**Research Assistant,** University of Washington, Foster School of Business, 2002-2007

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## **JOURNAL PUBLICATIONS**

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Chan, E.T., Hekman, D.R., Foo, M.D. (forthcoming). An Examination of Whether and How Leader Humility Enhances Leader Personal Career Success. *Human Resource Management*. Accepted January 7, 2024.

Decker, M. & Hekman, D.R. 2023. The Hen House Effect: The Negative Repercussions of Working in Women-Only Teams. *Academy of Management Proceedings*. Boston. (1), 12606. <https://doi.org/10.5465/AMPROC.2023.12606abstract>

Lehmann, M., Pery, S., Kluger, A. N., Hekman, D. R., Owens, B. P., & Malloy, T. E. 2023. Relationship-Specific (Dyadic) Humility: How Your Humility Predicts My Psychological Safety and Performance. *Journal of Applied Psychology*. 108: 809-825. doi:10.1037/apl0001059

- Highlighted in “[The Conversation](#),” December 8, 2023

Hekman, D.R., Cropanzano, R., Chan, E., Kirk, J.F., Lamb, M., 2022. How illegitimate pay inequality leads to worse performance via aggression and coworker devaluing. *Academy of Management Proceedings*. Seattle, WA. 1: 15045. <https://doi.org/10.5465/AMBPP.2022.15045abstract>

Kirk, J.F., Hekman, D.R., Chan, E.T., Foo, M.D. 2022. Public Negative Labeling Effects on Team Interaction and Performance. *Small Group Research*. First Published April 6, 2022 online. doi: 10.1177/10464964221082516

Hekman, D.R., Van Wagoner, P., Owens, B., Mitchell, T.R., Holtom, B., Lee, T.M., Dinger, J. 2022. An Examination of Whether and How Prevention Climate Alters the Influence of Turnover on Performance. *Journal of Management*. 48: 542-570. doi:10.1177/0149206320978451

- Kahle Family Research Award Finalist, 2023

Zorgdrager, B., & Hekman, D.R., 2021. An Inductively-Derived Process Model of Nonprofit Leadership Behaviors and Mechanisms. *Academy of Management Proceedings*. Virtual Conference, August 2021. <https://doi.org/10.5465/AMBPP.2021.15746abstract>

Marsh, V. & Hekman, D.R. 2021. Managing Power Dependence in Diversity Work at San Francisco Bay Area High-Growth Firms (2016-2020). *Academy of Management Proceedings*. Virtual Conference, August 2021. <https://doi.org/10.5465/AMBPP.2021.14720abstract>

Lehmann, M., Pery, S., Kluger, A.N., & Hekman, D.R. 2021. You Cause my Humility: The Dyadic Effect of Co-Worker Humility on Performance. *Academy of Management Proceedings*. Virtual Conference, August 2021. <https://doi.org/10.5465/AMBPP.2021.12423abstract>

Dinger, J., Conger, M., Hekman, D.R., Bustamante, C. 2020. Somebody That I Used to Know: The Immediate and Long-Term Effects of Social Identity in Post-disaster Business Communities. *Journal of Business Ethics*. 166: 115–141. doi:10.1007/s10551-019-04131-w

Van Wagoner, P., Embry, E., Barnes, L.Y., Rivin, J.M., Rick Reed, R. Hekman, D.R., Volpone, S.D., & Johnson, S.K. 2019. Leveraging Diversity to Enhance Inclusion Efforts for Team Processes and Outcomes. *Academy of Management Proceedings*. Boston, August 2019. doi: 10.5465/AMBPP.2019.15302abstract

Hekman, D.R., Johnson, S.K. Foo, M.D. & Yang, W. 2017. Does diversity-valuing behavior result in diminished performance ratings for nonwhite and female leaders? *Academy of Management Journal*. 60: 771-797.

Also summarized and included in the Women and Public Policy Program's Gender Action Portal (GAP – [gap.hks.harvard.edu](http://gap.hks.harvard.edu))

Highlighted in the following media outlets:

- CNN, March 24, 2016
- *The Atlantic*, April 4, 2016
- *Huffington Post*, March, 29, 2016
- *Fivethirtyeight.com*, March 25, 2016

Hekman, D.R., Johnson, S.K., Cropanzano, R., Kirk, J., Chan, E., Lamb, M. 2016. How Executive Pay Leads to Racial and Gender Bias, Aggression and Worse Executive Performance. *Academy of Management Proceedings*. Anaheim, August 2019. <https://doi.org/10.5465/ambpp.2016.16584abstract>

York, J., Vedula, S., Conger, M., Hekman, D.R. 2016. Green to Gone: How Institutional Logics Impact the Survival of Social Entrepreneurs. *Frontiers of Entrepreneurship Research*: Vol. 36 : Iss. 15, Article 4.

Johnson, S.K., Hekman, D.R., & Chan, E.T. 2016. If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired. *Harvard Business Review*. April 26, 2016. <https://hbr.org/2016/04/if-theres-only-one-woman-in-your-candidate-pool-theres-statistically-no-chance-shell-be-hired>

Johnson, S.K. & Hekman, D.R. 2016. Women and Minorities Are Penalized for Promoting Diversity. *Harvard Business Review*. March 23, 2016. <https://hbr.org/2016/03/women-and-minorities-are-penalized-for-promoting-diversity>

Hekman, D.R., van Knippenberg, D. & Pratt, M.G. 2016. Channeling Identification: How Perceived Regulatory Focus Moderates the Influence of Organizational and Professional Identification on Professional Employees' Diagnosis and Treatment Behaviors. *Human Relations*, 69: 753–780. <https://journals.sagepub.com/doi/10.1177/0018726715599240>

Owens, B. & Hekman, D.R. 2015. How Does Leader Humility Influence Team Performance? Exploring the Mechanisms of Contagion and Collective Promotion Focus. *Academy of Management Journal*. 59: 1088-1111.

- SIOP award for being one of the top 10 articles published in 2016 (out of 955 management articles published in the fifteen most prestigious management journals in 2016 and this was the only one of the 10 selected that was published in AMJ <http://www.siop.org/tip/april17/gap.aspx>)

Saleh, S.H., Foo, M.D., Hekman, D.R., 2015. Mentor or Tormentor: Understanding How Mentors Impact Entrepreneurs' Performance Using a Creativity Perspective. *Frontiers of Entrepreneurship Research*. 35: 5.

Kirk, J., Hekman, D. R. Chan, E. 2015. It's All in The Name: An Investigation of Bad Apple Antecedents. *Academy of Management Proceedings*, Vancouver, BC, August 2015, 18020. <https://doi.org/10.5465/ambpp.2015.18020abstract>

Hekman, D.R. & Foo, M.D. 2014. Does valuing diversity result in worse performance ratings for minority and female leaders? *Academy of Management Proceedings*, Philadelphia, August 2014, 12277. <https://doi.org/10.5465/ambpp.2014.297>

Highlighted in the following media outlets:

- *Time*, July 22, 2014
- *The Wall Street Journal*, July 21, 2014
- *The Financial Times*, July 16, 2014

Sun, S. Owens, B.P., Hekman, D.R. 2014. When Proactive Employees Meet Humble Leaders: Job Satisfaction, Innovation and Learning Behavior. *Academy of Management Proceedings*, Philadelphia, August 2014, 12213. <https://doi.org/10.5465/ambpp.2014.12213abstract>

Schilpzand, P. Hekman, D.R., & Mitchell, T.R. 2014. An Inductively-Generated Typology and Process Model of Workplace Courage. *Organization Science*. 26: 52-77.

\*Finalist for best Positive Organizational Scholarship article published in 2014 award.

Owens, B.P., Hekman, D.R. 2013. Humility in Teams: Collective Humility and Its Impact on Team Growth Climate and Performance. *Academy of Management Proceedings*, Orlando, August 2013, 14272. <https://doi.org/10.5465/ambpp.2013.14272abstract>

Owens, B. & Hekman, D.R. 2012. Modeling How to Grow: An Inductive Examination of Humble Leader Behaviors, Outcomes, and Contingencies. *Academy of Management Journal*, 55: 787-818.

Highlighted in the following media outlets:

- *Forbes*, February 16, 2012
- *The Atlantic*, January 13, 2012

Johnson, M., Morgeson, F. & Hekman, D.R. 2012. Cognitive and Affective Identification: Developing a New Measure and Exploring the Links between Different Forms of Social Identification and Personality with Work Attitudes and Behavior. *Journal of Organizational Behavior*, 8: 1142-1167.

\*Finalist for best article published in *JOB* in 2012 award.

Hekman, D.R., Aquino, K.A., Owens, B., Mitchell, T.R., Schilpzand, P. & Leavitt, K. 2010. An Examination of Whether and How Racial and Gender Biases Influence Customer Satisfaction. *Academy of Management Journal*, 53: 238 - 264.

\*AMJ Best Article Award, 2010

\*Saroj Parasuraman Award for the Outstanding Publication on Gender and Diversity in 2010

Highlighted in the following media outlets:

- *The Washington Post*, June 1, 2009
- *The Chicago Tribune*, June 2, 2009 and September 1, 2009
- *UWM News*, June 10, 2009
- *The NY Times*, June 23, 2009
- *The Boston Globe*, July 6, 2009
- *The Globe and Mail*, July 20, 2009

Hekman, D.R., Steensma, H.K., Bigley, G.A. & Hereford, J.F. 2009. Effects of Organizational and Professional Identification on the Relationship between Administrators' Social Influence and Professional Employees' Adoption of New Work Behavior. *Journal of Applied Psychology*. 94: 1325-1335

Hekman, D.R., Bigley, G.A., Steensma, H.K. & Hereford, J.F. 2009. Combined Effects of Organizational and Professional Identification on the Reciprocity Dynamic for Professional Employees. *Academy of Management Journal*. 52: 506-526.

Felps, W., Mitchell, T.R., Hekman, D.R., Lee, T.M., Holtom, B. & Harman, W. 2009. Turnover

Contagion: How Coworkers' Job Embeddedness and Coworkers' Job Search Behaviors Influence Quitting. *Academy of Management Journal*. 52: 545-561.

- Highlighted in [Fortune](#), January 25, 2022

Reynolds, S.J., Schultz, F.C. & Hekman, D.R., 2006. Stakeholder Theory and Managerial Decision-making: Constraints and Implications of Balancing Stakeholder Interests, *Journal of Business Ethics*. 64: 285-301.

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## CONFERENCE PRESENTATIONS

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Decker, M. & Hekman, D.R. 2023. The Hen House Effect: The Negative Repercussions of Working in Women-Only Teams. 83<sup>rd</sup> Annual Meeting of the Academy of Management, August 2023. Boston, MA.

Van Wagoner, H.P., Volpone, S., Embry, E., Hekman, D.R., Barnes, L., Reed, R., Rivin, J., & Johnson, S.K., 2022. An examination of how gender identity diversity influences boundary spanning and team performance. 82<sup>nd</sup> Annual Meeting of the Academy of Management, August 2022. Seattle, WA.

Hekman, D.R., Cropanzano, R., Chan, E., Kirk, J.F., Lamb, M., 2022. How illegitimate pay inequality leads to worse performance via aggression and coworker devaluing. 82<sup>nd</sup> Academy of Management Conference. Seattle, 2022.

Zorgdrager, B., Hekman, D.R. 2021. An Inductively-Derived Process Model of Nonprofit Leadership Behaviors and Mechanisms. 81<sup>st</sup> Academy of Management Conference, Virtual, 2021.

Lehmann, M., Pery, S., Kluger, A. N., Hekman, D. R. 2021. You Cause my Humility: The Dyadic Effect of Co-Worker Humility on Performance. 81<sup>st</sup> Academy of Management Conference, Virtual, 2021.

Marsh, V., Hekman, D.R. 2021. Managing Power Dependence in Diversity Work at San Francisco Bay Area High-Growth Firms (2016-2020). 81<sup>st</sup> Academy of Management Conference, Virtual, 2021.

Chiu, C.Y., Chan, E., Hekman, D.R., Owens, B.P. 2020. How Does Expressing Humility Affect Females? The Role of Supervisors' Gender. 80<sup>th</sup> Academy of Management Conference, Virtual, 2020.

Van Wagoner, P., Embry, E., Barnes, L., Rivin, L., Reed, R., Hekman D.R., Volpone, S.D., Johnson, S.J., 2019. Leveraging Diversity to Enhance Inclusion Efforts for Team Processes and Outcomes. The 79<sup>th</sup> Academy of Management Conference, Boston, 2019.

Kluger, A., Pery, S., Hekman, D.R. Dyadic-Level Analyses in Organizational Behavior: The Utility of the Social Relations Model. The 79<sup>th</sup> Academy of Management Conference, Boston, 2019.

Chiu, C-Y., Chan, E., Hekman, D.R., How Does Expressing Humility Affect Female Leaders? Role of Supervisors' Gender. The 79<sup>th</sup> Academy of Management Conference, Boston, 2019.

Hekman, D.R. Host of "Acing the Job Talk - Tips from Experts and Recent Grads." Professional Development Workshop. The 78<sup>th</sup> Academy of Management Conference, Chicago, August, 2018.

Hekman, D.R. Panelist in a symposium titled, "Me, Myself, and I: Opportunities and Challenges in Multiple Identities Research." The 78<sup>th</sup> Academy of Management Conference, Chicago, August, 2018.

Hekman, D.R. Discussant in the paper session, "The Virtue of Humility in the Workplace: Antecedents, Benefits, and Boundary Conditions." The 78<sup>th</sup> Academy of Management Conference, Chicago, August, 2018.

Lambert, B. Van Wagoner, P. Johnson, S.J., Lacerenza C.N. & Hekman, D.R. How Female Leadership Inspires Advancement, Breaks Barriers, and Destroys Biases. The 78<sup>th</sup> Academy of Management Conference, Chicago, August, 2018.

Lambert, B. Van Wagoner, P. Johnson, S.J. & Hekman, D.R. Proof Versus Potential: Why Women Are Not Making it to The Top. The 77<sup>th</sup> Academy of Management Conference, Atlanta, GA, August, 2017.

Lambert, B. Van Wagoner, P. & Hekman, D.R. Inclusive Leader Behaviors: What are They and What Do They Do? The 77<sup>th</sup> Academy of Management Conference, Atlanta, GA, August, 2017.

Hekman, D.R. You Can Get Away with That but Can I? Intersectionality and Minority Self-Presentation Strategies. Discussant. The 77<sup>th</sup> Academy of Management Conference, Atlanta, GA, August, 2017.

Hekman, D.R. Johnson, S.J., Cropanzano, R., Kirk, J.F., Chan, E.T., Lamb, M.B. 2016. How Executive Pay Leads to Racial and Gender Bias, Aggression and Worse Executive Performance. The 76<sup>th</sup> Academy of Management Conference, Anaheim, CA, August 5-9, 2016.

York, J.G., Conger, M. Vedula, S. Hekman, D.R. Green to Gone? How Institutional Logics Impact the Survival of Social Entrepreneurs. Accepted for presentation at the Babson College Entrepreneurship Research Conference, Bode, Norway, June, 2016.

Chan, E., Hekman, D., & Foo, M. D. Leader confronting behavior and performance: Effects of top-down and ground-up leadership. The 9<sup>th</sup> Asia Academy of Management Conference, Hong Kong, June 22-24, 2015.

Kirk, J., Hekman, D., & Chan, E. It's all in the name: An investigation of bad apple antecedents. The 75<sup>th</sup> Academy of Management Conference, Vancouver, August 7-11, 2015.

York, J.G., Conger, M., Vedula, S. Hekman, D. 2015. Sustainable Hybrids? How Institutional Logics Impact the Survival of Hybrid Ventures. Alliance for Research on Corporate Sustainability Conference, Northwestern University, Chicago, Illinois. 2015.

Saleh, S.H., Foo, M.D., Hekman, D.R. Mentor or Tormentor: How Mentors Impact Entrepreneurs' Creative Performance. Presented at SEE Conference, Denver, CO, April, 2015.

Saleh, S.H., Foo, M.D., Hekman, D.R. Mentor or Tormentor: How Mentors Impact Entrepreneurs' Creative Performance. Accepted for presentation at the Babson College Entrepreneurship Research Conference, Wellesley, MA, June, 2015.

Saleh, S., Hekman, D.R., Foo, M.D., Chan, E. Triggering Group Creativity: The Counterintuitive Benefits of Workload Pressure. Society of Industrial and Organizational Psychology 30th Annual Conference, Philadelphia, PA. April, 2015.

Van Gils, A., Chan, E. Foo, M.D., Bammens, Y., Hekman, D. Innovation in Family Small and Medium Sized Enterprises: The Impact of Emotions and Emotion Regulation. Theories of the Family Enterprise Conference. University of Alberta School of Business, Edmonton, Alberta, Canada, May 21-23, 2014.

York, J., Conger, M., Hekman, D.R., Vedula, S. Towards a theory of sociocultural munificence: How norms impact the survival of social entrepreneurs. Annual Meeting of the Academy of Management, Philadelphia. August 2014.

Hekman, D.R., Yang, W., & Foo, M.D. Does valuing diversity result in worse performance ratings for minority and female leaders? Annual Meeting of the Academy of Management, Philadelphia. August 2014.

\*Included in the Best Papers Proceedings

Sun, S., Owens, B.P., Hekman, D.R. When Proactive Employees Meet Humble Leaders: Job Satisfaction, Innovation and Learning Behavior. Annual Meeting of the Academy of Management, Philadelphia. August 2014.

\*Included in the Best Papers Proceedings

Yang, W. Hekman, D.R. Foo, M.D. The Gender Differences in Overconfidence and Their Impacts on the Evaluation of Entrepreneurs as Leaders: A Mediated Moderation Model. Babson College Entrepreneurship Research Conference, London, ON. June, 2014.

Owens, B. & Hekman, D.R. How does leadership affect team performance? A tracer study of leadership behaviors influencing team performance via contagion and climate. Annual Meeting of the Society for Industrial & Organizational Psychology, Honolulu. May 2014.

York, G.J., Conger, M., Vedula, S., Hekman, D., Towards a theory of socio-cultural munificence: Regional norms and social entrepreneurship perseverance. Presented at 9<sup>th</sup> annual NYU Stern Conference on Social Entrepreneurship. New York, NY, November 2013.

Owens, B. & Hekman, D.R. Humility in Teams: Collective Humility and Its Impact on Team Growth Climate and Performance. Annual Meeting of the Academy of Management, Orlando. August 2013.

\*Included in the Best Papers Proceedings



Bigley, G.A., Steensma, H.K., & Hekman, D.R. Social context effects on employee organizational identification. Annual Meeting of the Academy of Management, Boston. August 2012.

Hekman, D.R., Owens, B.P., Mitchell, T.R., Holtom, B.C., Lee, T., & Hinkin, T. How workforce immobility and external exposure jointly influence organizational performance. Annual Meeting of the Academy of Management, Boston. August 2012.

Hekman, D.R. Biology of Business: Why Some Organizations Die and Others Survive. Annual Meeting of the Academy of Management, San Antonio. August 2011.

Owens, B. & Hekman, D.R. Leader Humility in Action. Annual Meeting of the Academy of Management, Montreal. August 2010.

Hekman, D.R. Interaction of Collective Identity and Social Identification on Professional Employee Performance. Annual Meeting of the Academy of Management, Philadelphia, PA. August 2007.

Hekman, D.R. & Aquino, K.A., An Examination of Race and Sex-based Biases in Professional Employee Performance Evaluations. Annual Meeting of the Academy of Management, Philadelphia, PA. August 2007.

Felps, W., Mitchell, T.R., Hekman, D.R., Lee, T.M., Owens, B., Holtom, B. & Harman, W., When Staying Depends on Others: Collective Job Embeddedness as a Predictor of Employee Turnover. Annual Meeting of the Academy of Management, Philadelphia, PA. August 2007.

Hekman, D.R. New Conceptualizations and Measures of Collective Identity and Identification. Annual Meeting of the Academy of Management, Atlanta, GA. August 2006.

Hekman, D.R., Steensma, H.K. & Bigley, G.A. Effects of Social Identity Conflict on Ambivalence Regarding and Adoption of New Role Behavior. Annual Meeting of the Academy of Management, Atlanta, GA. August 2006.

Hekman, D.R., Bigley, G.A., Steensma, H.K. & Hereford, J.F., How Social Identification Influences Professional Employees' Performance: An Exchange Perspective. Annual Meeting of the Academy of Management, Honolulu, HI. August 2005.

Hekman, D.R., Steensma, H.K., Bigley, G.A. & Hereford, J.F., How You Act Affects How You Think and Feel: Behavioral Antecedents of Organizational Identification. Annual Meeting of the Academy of Management, Honolulu, HI. August 2005.

Hekman, D.R., Steensma, H.K., Bigley, G.A. & Hereford, J.F., The Effects of Professional and Organizational Identification on Employee Acceptance of a Strategic Initiative. Annual Meeting of the Academy of Management, New Orleans, LA. August 2004.

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## **TEACHING EXPERIENCE**

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### **University of Colorado at Boulder**

BCOR 2202\_005 (84 students) Fall 2023 Principles of Organizational Behavior 4.41/5 rating

BCOR 2202\_006 (82 students) Fall 2023 Principles of Organizational Behavior 4.43/5 rating

BUSM 2011\_001 (154 students) Fall 2023 Principles of Management 4.45/5 rating

BUSM 2011\_002 (187 students) Fall 2023 Principles of Management 4.48/5 rating

BCOR 2202 Fall 2022 Principles of Organizational Behavior 4.65/5 rating

BCOR 2202 Fall 2022 Principles of Organizational Behavior 4.56/5 rating

BUSM 2011 Fall 2022 Principles of Management 4.44/5 rating

BUSM 2011 Fall 2022 Principles of Management 4.16/5 rating

ORMG 7310 Fall 2022, Doctoral Seminar in OB (8 students) 4.91/5 rating

BCOR 2202 Fall 2021 Principles of Organizational Behavior 4.59/5 rating

BCOR 2202 Fall 2021 Principles of Organizational Behavior 4.65/5 rating

BUSM 2011 Fall 2021 Principles of Management 4.57/5 rating

BUSM 2011 Fall 2021 Principles of Management 4.50/5 rating

BCOR 2202 Fall 2020 Principles of Organizational Behavior 4.4/5 rating

BCOR 2202 Fall 2020 Principles of Organizational Behavior 4.6/5 rating

BUSM 2011 Fall 2020 Principles of Management 4.3/5 rating

BUSM 2011 Fall 2020 Principles of Management 4.4/5 rating

*\*FCQ ratings changed here, and I simply average all instructor ratings per class starting in 2020*

BCOR 2202 Fall 2019 Principles of Organizational Behavior 5.8/6 rating

BCOR 2202 Fall 2019 Principles of Organizational Behavior 5.8/6 rating

BUSM 2011 Fall 2019 Principles of Management 5.4/6 rating

BUSM 2011 Fall 2019 Principles of Management 5.5/6 rating

BCOR 2202 Fall 2018 Principles of Organizational Behavior 5.6 rating

BCOR 2202 Fall 2018 Principles of Organizational Behavior 5.5 rating

BCOR 2202 Fall 2018 Principles of Organizational Behavior 5.7 rating

BCOR 2202 Fall 2018 Principles of Organizational Behavior 5.3 rating

BCOR 2202 Fall 2018 Principles of Organizational Behavior 5.7 rating

ORMG 7310 Fall 2018 OB PhD Seminar 6.0 rating

BCOR 2001 Fall 2017 Principles of Marketing and Management 5.6 rating

BCOR 2001 Fall 2017 Principles of Marketing and Management 5.6 rating

BCOR 2001 Fall 2017 Principles of Marketing and Management 5.4 rating

BCOR 2001 Fall 2017 Principles of Marketing and Management 5.6 rating

MGMT 1000 Fall 2016 Dean's Leadership Forum (Joint Ikenberry/Hekman rating) 5.7 rating

ORMG 7310 Fall 2016 OB PhD Seminar 6.0 rating

BCOR 2001 Fall 2016 Principles of Marketing and Management 5.8 rating

BCOR 2001 Fall 2016 Principles of Marketing and Management 5.7 rating

BCOR 2001 Fall 2016 Principles of Marketing and Management 5.8 rating

BCOR 2001 Fall 2016 Principles of Marketing and Management 5.7 rating

BCOR 2001 Fall 2015 Principles of Marketing and Management 5.6 rating

BCOR 2001 Fall 2015 Principles of Marketing and Management 5.8 rating

BCOR 2001 Fall 2015 Principles of Marketing and Management 5.6 rating

BCOR 2001 Fall 2015 Principles of Marketing and Management 5.7 rating

BCOR 2001 Fall 2015 Principles of Marketing and Management 5.8 rating

BCOR 2001 Fall 2015 Principles of Marketing and Management 5.6 rating

MGMT 1000 Fall 2015 Dean's Leadership Forum 5.8 rating  
 ORMG 7310 Fall 2014 OB PhD Seminar 6.0 rating  
 MGMT 4850 Fall 2014 Management Capstone 5.6 rating  
 MGMT 4850 Fall 2014 Management Capstone 5.8 rating  
 MGMT 4850 Fall 2013 Management Capstone 6.0 rating  
 MGMT 3030 Fall 2013 Critical Leadership Skills 5.9 rating  
 MGMT 3030 Fall 2013 Critical Leadership Skills 6.0 rating  
 MGMT 4850 Fall 2012 Management Capstone 6.0 rating  
 MGMT 4850 Fall 2012 Management Capstone 6.0 rating  
 ORMG 7310 Fall 2012 OB PhD Seminar 6.0 rating

**University of Wisconsin—Milwaukee (5-point scale)**

Bus Adm 600 Spring 2012 Bachelors Management Capstone 5.0 rating  
 Bus Adm 600 Spring 2012 Bachelors Management Capstone 5.0 rating  
 Bus Adm 600 Spring 2012 Bachelors Management Capstone 5.0 rating  
 Bus Adm 720 Fall 2011 MBA Health Care Strategy 5.0 rating  
 Bus Adm 600 Spring 2011 Bachelors Management Capstone 5.0 rating  
 Bus Adm 600 Spring 2011 Bachelors Management Capstone 4.9 rating  
 Bus Adm 757 Spring 2011 MBA Health Care Operations Management 4.9 rating  
 Bus Mgmt 755 Fall 2010 MBA Organizational Behavior for Health Care Managers 5.0 rating  
 Bus Adm 720 Spring 2010 MBA Health Care Strategy 4.8 rating  
 Bus Adm 600 Fall 2009 Bachelors Management Capstone 5.0 rating  
 Bus Adm 600 Fall 2009 Bachelors Management Capstone 5.0 rating  
 Bus Adm 600 Fall 2009 Bachelors Management Capstone 5.0 rating  
 Bus Adm 550 Spring 2009 Bachelors Management Capstone 5.0 rating  
 Bus Adm 757 Spring 2009 MBA Health Care Operations Management 5.0 rating  
 Bus Adm 550 Fall 2008 Bachelors Management Capstone 5.0 rating  
 Bus Adm 550 Fall 2008 Bachelors Management Capstone 4.9 rating

**University of Washington (5-point scale)**

Mgmt 320 Fall 2003 Business Ethics 4.8 rating  
 Mgmt 320 Spring 2002 Business Ethics 4.2 rating  
 Mgmt 612 Global Executive MBA Capstone Course, Teaching Assistant  
 Mgmt 489 MBA Core Strategy, Teaching Assistant,  
 Mgmt 520 MBA International Strategic Management Elective, Teaching Assistant

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**SERVICE**

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Supervised Ph.D. Students

- Mallory Decker (CU Boulder), dissertation committee chair
- Rick Reed (CU Boulder), dissertation committee member
- Liza Barnes (CU Boulder), Dissertation committee member, defended dissertation proposal 9/2022, hired as assistant professor at Drexel University Business School.

- Jessi Rivin (CU Boulder), Dissertation committee member, defended dissertation proposal 9/2022, placed as assistant professor at San Diego State University Business School.
- Vic Marsh (CU Boulder) Dissertation committee chair, defended dissertation proposal 8/2020, obtained post-doc at UToronto Rotman School of Business 9/2020
- Phoenix VanWagoner (CU Boulder), Dissertation committee member, defended dissertation proposal 9/2020, now an assistant professor at Cal State Fullerton.
- Lana Scroggins (Oklahoma State University), Dissertation committee member, completed 4/2020
- Elsa T. Chan (CU Boulder) 2/2014, Dissertation committee chair, graduated May 2017, Elsa hired as assistant professor at City University in Hong Kong (UT Dallas rank #26)
- Jessica F. Kirk, Dissertation committee co-chair, graduated May 2019. Jessica is now an assistant professor at University of Memphis.
- Jennifer Dinger (CU Boulder) 4/2013, Dissertation committee chair, Jenni is now faculty at Indiana Kelley School of Business
- Sid Saleh (CU Boulder) 4/2013, Dissertation committee co-chair, Sid is now faculty at Colorado School of Mines
- Michael Conger (CU Boulder) 4/2013, Dissertation committee member, Michael is now an assistant professor at Miami University (Ohio).
- Rebecca Wyland (UW-Milwaukee) 2/2010, Dissertation committee member, Rebecca earned a tenure-track faculty position at UW-LaCrosse
- Barjinder Singh (UW-Milwaukee), 2/2012, Dissertation committee member, Barjinder earned a tenure-track position at UHouston).

Supervised funded undergraduate research assistantships (many of these students were paid from money that was donated to CU Leeds from my honoraria):

Alex Martinez 8/2018  
 Corrin Barker 9/2017  
 Fabiola Palomar 9/2017  
 Joon Baang 9/2017  
 Dillon Hayutin 1/2017  
 Daniela Vargas 9/2016  
 Alexandria Espinoza-Garcia 9/2016-12/2016 (\$1500)  
 Zhao Chen 9/2016-12/2016 (\$1500)  
 Khushali Dave 9/2016-12/2016 (\$1500)  
 Andrew Gomez 9/2016-12/2016 (\$1500)  
 Alysse Kimura 9/2016-12/2016 (\$1500)  
 Adrian Parker 9/2016-12/2016 (\$1500)  
 Tessa Ortiz 9/2016-12/2016 (\$1500)  
 Will Linkenheil 6/2016-9/2016 (\$800)  
 Kate DesCombes 1/2016-5/2016 (\$800)  
 Meredith Maney 8/2015-5/2016 (\$2300)  
 Mark Yabut 1/2015-5/2015 (\$400)  
 Mark Lamb 8/2013-5/2015 (\$2200)  
 CJ Manning 8/2014-12/2015 (\$2300)  
 Connor Bonerb 8/2013-5/2014 (\$800)  
 Daniel Pittenger 8/2014 (\$800)

Nathan Te 9/2014 (\$1500)

#### PUEC Service

Chair of Kevin Schaub's reappointment committee 8/2023  
Chair of Don Oest's reappointment committee 8/2023  
SRS Primary Unit 23-24  
Chair of the reappointment committee for Prof. Antonio Papuzza, Ph.D. 8/2022  
Chair of promotion to Associate Teaching Professor committee for Prof. Birdie Reznicek, MBA 8/2022  
Member of tenure committee for Tony Kong 4/2022  
Member of the reappointment committee for Salma Shukri 8/2022  
Member of Lorna Christoff reappointment case 8/2020  
Member of Birdie Reznicek primary unit for reappointment 8/2019  
Member of Kim Campbell re-appointment case 8/2018  
Chair of Antonio Papuzza re-appointment and promotion to Senior Instructor case 8/2018  
Member of Doug Bennett's re-appointment case 8/2017  
Chair of Liz Stapp's re-appointment case 8/2017  
Member of Don Oest's re-appointment case 8/2017  
Member of Dave Payne's re-appointment case 8/2017  
Member of Stefanie Johnson's tenure case 8/2016  
Member of Stefanie Johnson's re-appointment case 8/2016  
Member of Tracy Jennings's re-appointment case 8/2016  
Chair of Catherine Milburn's re-appointment case 8/2016  
Chair of Rick Reed's re-appointment case 8/2016  
Chair of Lorna Christoff's re-appointment case 8/2016  
Member of Don Oest's re-appointment case 8/2016  
Member of Birdie Resnick's re-appointment case 8/2016  
Member of Lawrence Williams' tenure case 8/2015  
Chair of Lauren Ramsay's promotion to Senior Instructor 5/2015  
Member of Keith Stockton Instructor re-appointment 10/2014  
Member of Kishen Iyengar Instructor re-appointment 10/2013  
Member of Kishen Iyengar promotion to Senior Instructor 10/2013

#### Other Committees

- Member of Al Pisano's hiring committee, Fall 2023
- Leeds representative to the IDEA Plan Council (Council for Community and Inclusion), 2020-2024
- Research Misconduct committee member, 2022-2024
- Chair of Ph.D. student teaching award committee, Fall 2022-Summer 2023
- SRS Primary Unit member, 2022-2024
- BFA Representative to the Provost's Campus Faculty Salary Working Group, 2022-2023
- Member of CU Intercollegiate Athletic Committee, 2018-2024
- Elected as At-Large Boulder Faculty Assembly Representative, 2018-2024
- Saroj Parsuraman Diversity Award Committee Member 2017-2020
- Member of the search committee for the new President's Leadership Class Director
- University of Colorado Faculty Leadership Institute 2017-2018

- Leeds Business Insights Committee Fall 2017
- Building Committee Fall 2017
- Leeds Executive Committee Fall 2017
- DCPC member and OLIA representative, Fall 2017
- University of Colorado MS in Organizational Leadership committee, Spring 2017
- University of Colorado Provost's Communication Committee, Fall 2016-Spring 2017
- Elected to the Leeds Executive Committee 11/2016
- Search committee chair for Leadership Assistant Professor job position 8/2016
- Leeds School of Business Building Advisory Committee Member 3/2014 – 12/2014
- Leeds Management and Entrepreneurship division's top-tier journal selection committee March 2013.
- Served on the UW-Milwaukee MBA program committee, 2010-2011.
- Ph.D. Student Teaching Award Committee Chair, Spring 2015
- Ph.D. Student Teaching Award Committee Chair, Summer 2015
- Project Facilitator on the University of Washington's President's "Leadership, Community, and Values Initiative." The purpose of this project was to alter the culture of the University of Washington, help academic leaders become better leaders, discover the organization's values, and create a sense of community between faculty and staff. I compiled a portfolio of best practices for improving academic leadership and enhancing relations between faculty and staff by talking with the Vice Provosts for Academic Affairs at each of the University of Washington's 26 peer institutions (<http://www.washington.edu/news/2006/05/25/leadership-community-values-initiative-moves-into-action-phase/>)

## Speaking

- Owen, B.R. & Hekman, D.R. 2023. "Leading From the Back: An Updated Look at Leader Humility." Symposium Co-Discussant. 83rd Annual Meeting of the Academy of Management. August 2023. Boston, Massachusetts.
- Invited to present diversity research at Apple Corp, Cupertino, CA, September 2020
- Invited presentation University of Colorado Chancellor's Executive Committee, Uncovering Unconscious Bias, 10/2016
- Invited speaker at the Loyal Donor & Heritage Society Member Dinner (audience was 600 top CU donor) at the Chancellor's residence 6/2016
- Co-taught "Dean's Leadership Forum" with Leeds Business School Dean Fall 2014 – Fall 2016
- Invited presentation CEB Global (over 100 Fortune 500 HR directors), 10/2016
- Invited presentation Cooley Law LLC executives and HR leaders, Uncovering Unconscious Bias, 10/2016
- Invited keynote presentation at Zayo Group "Inclusion and Innovation Summit 1.0" 5/20/15
- Invited panelist for KPMG Return on Inclusion Summit 7/23/15
- Presenter and organizer of an All-Academy professional development workshop at the flagship management conference (AOM) titled, "Employees as the forgotten internal stakeholders of organizations." Fellow speakers are Steven Blader (NYU), Freek Vermeulen (LBS), and Jeff York (CU). Orlando. August 2013.
- Invited speaker for the professional development workshop at the flagship management conference (AOM) titled, "The productivity process: research tips and strategies from prolific

junior faculty.” Annual Meeting of the Academy of Management, Philadelphia. August 2012, August 2013, August 2014.

- Represented Leeds School of Business on a panel for a Rocky Mountain PBS screening of the Emmy-nominated documentary titled, “As Goes Janesville.” Other panelists were Bill Dowling (Director of Employment and Training at the Colorado Department of Labor) and Crisanta Duran (Colorado State Representative, District 5). October 2012.

#### Institution-building

- Obtained funding for the first Creative Leadership Incubator Ph.D. student summer fellowship award (\$3,000) from the Templeton Foundation and Brigham Young University.
- Co-founded the Creative Leadership Incubator with Prof. Maw Der Foo. We meet weekly with CU Ph.D. students, visiting graduate students as well as undergraduates, and meet bi-annually with the Center for Creative Leadership (ranked #6 in the world for executive education) to discuss research projects we are leading and that are based on their database of over 80,000 leaders.
- Raised over \$70,000 for the Leeds School of Business from donated speaking honoraria

#### Teaching Seminars Attended

- [CORA and communications](#): Avoiding unwelcome surprises, Alex Loyd, Associate University Counsel, April 14, 2023 from 12:00 - 1:00
- CU Boulder AI Colloquium Series, [Spring 2023 –Wed, Apr 5 from 12:00 p.m.-1:30 p.m.](#)
- Designing ChatGPT-proof assignments Part 1, by [Prof. Kai Larsen - 1/11/2023 at 10 AM](#)
- Designing ChatGPT-proof assignments Part 2, by [Prof. Kai Larsen - 1/11/2023 at 10 AM](#)
- Trouble-Shooting Survival Skills for a Digital World, presented by LTS, February 24 from 8:30 A.M. to 9:30 A.M.
- Inclusive Pedagogy Panel, August 14th from noon to 1:15 p.m
- “Generative AI in the classroom” training with Kai Larsen August 22 at 2pm
- PUEC Best Practices meeting [Thursday, August 17, 2023](#)
- Balkin and Barnow Innovative Teaching Award workshop and lunch, October 6<sup>th</sup>, 12:30 - 1:30
- [Online FERPA Training for faculty and staff](#), Sept. 28 from 12:30–2 p.m.
- Pre-record videos 6-4-2020
- Canvas engagement 6-11-2020
- Zoom engagement 6-16-2020
- Iclicker cloud and reef 7-13-2020
- Advanced playposit 7-15-2020
- Pre-record zoom videos 7-17-2020
- Packback videos 7-27-2020
- Advanced zoom 7-29-2020
- Introduction to Camtasia 7-30-2020

#### Undergraduate Mentoring

Jesse Rivera, Fall 2019  
Dawson Kuhl, Fall 2019  
Alex Martinez, Fall 2018  
Nicholas Hudson, Fall 2018

Daniela Vargas, Fall 2017  
Eric de Jesus, Fall 2017

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## OTHER HONORS

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Invited Presentation Fuqua School of Business, Duke University, Spring 2018  
Invited Presentation RMB Capital, Uncovering Unconscious Bias, Chicago, Fall 2017  
Invited Presentation USAF National Security Scholars Conference, Wash, DC, Fall 2017  
Invited Presentation NYC Leeds Business Insights, Rockefeller Center, Fall 2017  
Invited Presentation CIFAR Kansas City (with Nobel Laureate George Akerlof), Summer 2017  
Invited Presentation CU System Summit on Diversity, Spring 2017  
Invited Presentation Women's Foundation of Colorado STEM Coalition, U of Denver, Fall 2017  
Invited Presentation Leeds Webinar, Spring 2017  
Invited Presentation University of Minnesota Carlson School of Business, Spring 2017  
Invited Presentation Carnegie Mellon Tepper School of Business, Spring 2017  
Invited Presentation Oklahoma State University Spears School of Business, Spring 2017  
Invited presentation WILD Summit, Women Amplifying Women, Spring 2017  
Invited presentation Spectra Logic, Uncovering Unconscious Bias, Spring 2017  
Invited presentation Zayo (Leeds Power Breakfast), Uncovering Unconscious Bias, Spring 2017  
Invited presentation Medtronic, Uncovering Unconscious Bias, Spring 2017  
Invited presentation Philips 66, Uncovering Unconscious Bias, July 2016  
Invited presentation CitiGroup, Uncovering Unconscious Bias, July 2016  
Invited presentation Wharton, New Directions in Leadership Conference, June 2016  
Invited presentation Ariel Investments, Uncovering Unconscious Bias, May 2016  
Invited presentation Boulder Think Tank, Uncovering Unconscious Bias, May 2016  
Invited presentation The White House, Briefing on Diversity in the Corporate Sector, April 2016  
Invited presentation WILD Summit, Uncovering Unconscious Bias, April, 2016  
Invited presentation Denver Chamber Roundtable, Uncovering Unconscious Bias, April, 2016  
Invited presentation Zayo Group, Uncovering Unconscious Bias, April, 2015  
Invited presentation McIntire School of Commerce, University of Virginia, November 2011  
Invited presentation Lundquist School of Business, University of Oregon, November 2011  
Invited presentation Smith School of Business, University of Maryland, November 2011  
Invited presentation Harvard Business School, November 2011  
Invited presentation Mays School of Business, Texas A&M, August 2011  
Invited presentation Shidler College of Business, University of Hawaii, October 2011  
Invited presentation Tippie School of Business, University of Iowa, September 2011  
Invited presentation Sauder School of Business, University of British Columbia, September, 2010  
Invited presentation Kenan-Flagler School of Business, University of North Carolina, November 2009  
UW nominee to the Academy of Management Strategy doctoral student consortium, 2007  
UW nominee to the Academy of Management OT doctoral student consortium, 2006  
Foster Endowed Fellowship dissertation funding, 2006 and 2007  
George W. Tyler Scholarship for conducting outstanding research, 2005  
Edna Benson Fellowship for advancing to candidacy, 2005



Management and Organization list of outstanding instructors, 2003  
University of Washington Graduate School Award for Excellence and Innovation, 2002  
Selected as master teacher (2006), and in that position, created web and paper resources to improve quality of instruction of “Business, Government, and Society.”

Last modified January 12, 2024