

CURRICULUM VITAE

J. STUART BUNDERSON

JOHN M. OLIN BUSINESS SCHOOL, WASHINGTON UNIVERSITY IN ST. LOUIS
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EDUCATION

Ph.D. in Strategic Management and Organization, Carlson School of Management,
University of Minnesota (1998), Principal Advisor: Andrew H. Van de Ven.

M.S. in Organizational Behavior (*with highest honors*), Marriott School of Management,
Brigham Young University.

B.S. in Psychology (*with honors*), Brigham Young University.

ACADEMIC AND PROFESSIONAL POSITIONS

JOHN M. OLIN BUSINESS SCHOOL, WASHINGTON UNIVERSITY IN ST. LOUIS

Co-Director, Bauer Leadership Center, April 2016 –

Associate Dean & Director of Executive Programs, March 2014 –

George & Carol Bauer Professor of Organizational Ethics & Governance, Dec. 2010 –

Professor of Organizational Behavior, July 2010 –

Associate Professor of Organizational Behavior (with tenure), 2005 – 2010

Associate Professor of Organizational Behavior (without tenure), 2003 – 2005

Marcile and James Reid Chair in Teaching Excellence, 2003 – 2004

Assistant Professor of Organizational Behavior, 1998 – 2003

FACULTY OF ECONOMICS AND BUSINESS, UNIVERSITY OF GRONINGEN (NETHERLANDS)

Honorary Professor of Group & Organization Management, September 2011 –

Visiting Research Professor, 2006 – 2011

PEPSICO, INC., CORPORATE HEADQUARTERS (PURCHASE, NEW YORK)

Project Manager and Consultant, Organization & Management Development, 1992,
1994-1995.

PUBLICATIONS

REFEREED JOURNAL ARTICLES

- Sanner, B. & Bunderson, J.S. In press. When feeling safe isn't enough: Contextualizing models of safety and learning in teams. *Organizational Psychology Review*.
- Bunderson, J.S., Van der Vegt, G.S., Cantimur, Y., & Rink, F. 2016. Different views of hierarchy and why they matter: Hierarchy as inequality or as cascading influence. *Academy of Management Journal*, 59: 1265–1289.
- Quinn, R.W. & Bunderson, J.S. 2016. Could we huddle on this project? Participant learning in newsroom conversations. *Journal of Management*, 42: 386–418.
- Bunderson, J.S., Van der Vegt, G.S., & Sparrowe, R.T. 2014. Status inertia and member replacement in role-differentiated teams. *Organization Science*, 25: 57-72.
- Barton, M.A. & Bunderson, J.S. 2014. Assessing member expertise in groups: An expertise-dependence perspective. *Organizational Psychology Review*, 4: 228-257.
- Bingham, J.B., Oldroyd, J.B., Thompson, J.A., Bednar, J.S., & Bunderson, J.S. 2014. Status and the true believer: The impact of psychological contracts on social status attributions of friendship and influence. *Organization Science*, 25: 73-92.
- Bunderson, J.S. & Reagans, R.E. 2011. Power, status, and learning in organizations. *Organization Science*, 22(5): 1182-1194.
- Van der Vegt, G.S., Bunderson, J.S., & Kuipers, B. 2010. Why turnover matters in self-managing work teams: Learning, social integration, and task flexibility. *Journal of Management*, 36(5): 1168-1191.
- Bunderson, J.S. & Boumgarden, P. 2010. Structure and learning in self-managed teams: Why 'bureaucratic' teams can be better learners. *Organization Science*, 21: 609-624.
- Van der Vegt, G.S., De Jong, S., Bunderson, J.S., & Molleman, E. 2010. Power asymmetry and learning in teams: The moderating role of performance feedback. *Organization Science*, 21: 347-361.
- Bunderson, J.S. & Thompson, J.A. 2009. The call of the wild: Zookeepers, callings, and the dual edges of deeply meaningful work. *Administrative Science Quarterly*, 54: 32-57.
- * *Outstanding Publication Award* from the OB Division of the Academy of Management for the best paper published in organizational behavior during 2009.
- * *William A. Owens Scholarly Achievement Award* in recognition of the best publication (appearing in a refereed journal) in the field of industrial and organizational psychology during 2009.

* *Best Paper in Positive Organizational Scholarship* to recognize outstanding scholarship in positive organizational scholarship, for papers published in 2009.

Van der Vegt, G.S., Bunderson, J.S., & Oosterhof, A. 2006. Expertness diversity and interpersonal helping in teams: Why those who need the most help end up getting the least. *Academy of Management Journal*, 49(5): 877-893.

Van der Vegt, G.S. & Bunderson, J.S. 2005. Learning and performance in multi-disciplinary teams: The importance of collective team identification. *Academy of Management Journal*, 48: 532-547.

Bunderson, J.S. 2003. Recognizing and utilizing expertise in work groups: A status characteristics perspective. *Administrative Science Quarterly*, 48: 557-591.

Bunderson, J.S. 2003. Team member functional background and involvement in management teams: Direct effects and the moderating role of power centralization. *Academy of Management Journal*, 46(4): 458-474.

Thompson, J.A. & Bunderson, J.S. 2003. Violations of principle: Ideological currency in the psychological contract. *Academy of Management Review*, 28(4): 571-586.

Bunderson, J.S. & Sutcliffe, K.M. 2003. Management team learning orientation and business unit performance. *Journal of Applied Psychology*, 88(3): 552-560.

* Research translation: Bunderson, J.S. & Sutcliffe, K.M. 2003. When to put the brakes on learning. *Harvard Business Review*, February: 20-21.

Bunderson, J.S. & Sutcliffe, K.M. 2002. Comparing alternative conceptualizations of functional diversity in management teams: Process and performance effects. *Academy of Management Journal*, 45: 875-893.

Johnson, C.J. & Bunderson, J.S. 2002. Enacting litigious environments: Litigation and Florida's nursing homes. *Health Care Management Review*, 27(3): 6-19.

Bunderson, J.S. 2001. How work ideologies shape the psychological contracts of professional employees: Doctors' responses to perceived breach. *Journal of Organizational Behavior*, 22(7): 717-741.

Bunderson, J.S. 2001. Normal injustices and morality in complex organizations. *Journal of Business Ethics*, 33(3): 181-190.

Thompson, J.A. & Bunderson, J.S. 2001. Work/nonwork conflict and the phenomenology of time: Beyond the balance metaphor. *Work and Occupations*, 28(1): 17-39.

* Among the 10 most-cited articles in *Work and Occupations*.

Bunderson, J.S., Lofstrom, S.M., & Van de Ven, A.H. 2000. Conceptualizing and measuring professional and administrative models of organizing. *Organizational Research Methods*, 3(4): 366-391.

CONTRIBUTIONS TO EDITED BOOKS

- Bunderson, J.S. & Sanner, B. Forthcoming. How and when can social hierarchy promote learning in groups? In L. Argote & J. Levine (Eds.), *Handbook of Group and Organizational Learning*. Oxford University Press.
- Sawyer, R.K. & Bunderson, J.S. 2013. Innovation: A review of research in organizational behavior. In A. Thakor (ed.), *Innovation and Growth: What Do We Know?* New Jersey: World Scientific Publishing Company.
- Bunderson, J.S. & Barton, M.A. 2011. Status cues and expertise assessment in groups: How group members size one another up ... and why it matters. In J.L. Pearce (Ed.), *Status in Management and Organizations*, pp. 215-237. New York: Cambridge University Press.
- Bunderson, J.S. & Sutcliffe, K.M. 2002. Why some teams emphasize learning more than others: Evidence from business unit management teams. In M. Neale, E. Mannix, & H. Sondak (Eds.), *Research on Managing Groups and Teams*, 4: 49-84. Oxford: Elsevier Science Ltd.
- Barney, J., Bunderson, S., Foreman, P., Gustafson, L., Huff, A., Martins, L., Reger, R., Sarason, Y., & Stimpert, L. 1998. A strategy conversation on the topic of organization identity. In D.A. Whetten & P. Godfrey (Eds.), *Identity in Organizations: Building Theory through Conversations*, Sage Publications.
- Bunderson, J.S., Lofstrom, S.M., & Van de Ven, A.H. 1998. Allina Medical Group: A division of Allina Health System. In Ginter, P.M., Swayne, L.M., & Duncan, W.J. (Eds.), *Strategic Management of Health Care Organizations*: 602-619. Cambridge, MA: Basil Blackwell.

BOOKS

- Thompson, J.A. and Bunderson, J.S. 2013. *Calling*. Provo, UT: Brigham Young University Academic Publishing.

CONFERENCE PROCEEDINGS (REFEREED)

- Barton, M.A. & Bunderson, J.S. 2009. Assessing relative member expertise in groups: An expertise dependence perspective. *Academy of Management Best Papers Proceedings*.
- Bunderson, J.S. 2002. Team member functional background and involvement in management teams. *Academy of Management Best Papers Proceedings*.
- Thompson, J.A. & Bunderson, J.S. 2001. Violations of principle? Ideological currency in the employment exchange. *Academy of Management Best Papers Proceedings*.
- Bunderson, J.S. & Sutcliffe, K.M. 1995. Work history and selective perception: Fine-tuning what we know. *Academy of Management Best Papers Proceedings*: 459-63.

Invited Research Seminars

Boston College (2016)
Brigham Young University (2005, 2008, 2012)
Carnegie Mellon University (2007)
Cornell University (2004)
Darden School, University of Virginia (2011)
Duke University (2007)
Emory University (2007)
Harvard University (2009)
INSEAD (2006)
London Business School (2014)
McGill University (2011)
The Ohio State University (2012)
University of California, Irvine (2011)
University of Florida (2015)
University of Groningen (2006)
University of Illinois, Urbana-Champaign (2004, 2011)
University of Maastricht (2006)
University of Maryland (2004)
University of Michigan (2004)
University of Missouri, St. Louis (2001)
University of Missouri, Columbia (2010)
University of Texas, Austin (2007)
University of Utah (2012)
University of Washington, Seattle (2009)
Wharton School, University of Pennsylvania (2008, 2014)

Media mentions

New York Times Magazine, Fox Business, St. Louis Post Dispatch, Slate Magazine, BizEd, Deseret News, The Economic Times, The Times of India, Utah Public Radio, Business News Daily, Deccan Chronicle, Science Daily, Utah Business, Science Codex

TEACHING

Courses

Informal Leadership: Managing Power and Influence, full-time MBA, part-time MBA, and Executive MBA programs (St. Louis and Shanghai, China) at Washington University in St. Louis.

Leading Innovative Teams, EMBA program, Washington University in St. Louis.

Creative Thinking and Leading the Creative Organization, full-time MBA program, Washington University in St. Louis, Olin-Brookings Masters of Science in Leadership Program, Washington D.C.

Defining Moments: Lessons in Leadership and Character from the Top, full-time MBA and BSBA programs, Washington University in St. Louis.

Global Leadership Competence, Executive MBA program, Washington University in St. Louis.

Organizational Behavior, required undergraduate course at Washington University.

Business Policy and Strategy, required undergraduate course at the Univ. of Minnesota.

Introduction to Management, required undergraduate course at the Univ. of Minnesota.

Executive Seminars and Presentations

Open enrollment executive education:

- *Leading through Influence*, Brookings Executive Education
- *Informal Leadership*, Olin Business School
- *Inspiring Creativity*, Brookings Executive Education
- *Public Service Motivation*, Brookings Executive Education
- *Leading Innovative Teams*, Olin Business School, co-taught with Keith Sawyer
- *Leadership Lab*, Brookings Executive Education

Custom executive programs and invited seminars with:

- AB-Inbev
- American Association of Zookeepers
- Berry Plastics
- Bunge Corporation
- Centene
- DST
- Edward Jones
- Federal Bureau of Investigation
- Federal Executive Board
- Husch-Blackwell
- Intel Corporation
- Mallinckrodt Pharmaceuticals
- Metals Service Center Institute
- NASA, Marshall Space Flight Center
- National Advisory Council, Olin Business School
- National Institutes of Health
- Training Officer's Consortium
- Unigroup
- US Transcom

- Wal-Mart
- Washington University, University Management Team
- Washington University, Department of Anesthesiology
- Wells Fargo

Teaching Recognition and Awards

Reid Teaching Award from EMBA Class 24 (2005), EMBA Class 26 (2006), Shanghai EMBA Class 4 (2006), EMBA Class 28 (2007), Shanghai EMBA Class 5 (2007), Shanghai EMBA Class 9 (2011), Shanghai EMBA Class 10 (2012), Olin School of Business at Washington University.

* Awarded to two faculty members selected by a graduating class

2003-2004 Marcile and James Reid Chair, Washington University (in recognition of consistently outstanding teaching contribution at the Olin School of Business; selected by senior faculty).

Professor of the Semester Award, Washington University Undergraduate Business Student Council, Fall 1999.

EDITORIAL AND PROFESSIONAL ACTIVITIES

Editorial service

Organization Science, Senior Editor, 2008 – 2013

Academy of Management Review, Editorial Board, 2005 – 2013

Organization Science, Editorial Board, 2004 – 2007

Academy of Management Journal, Editorial Board, 2006 – 2007

Chair, *Academy of Management Review* Best Paper Selection Committee (for papers published in 2005).

Member, Cummings Scholarly Achievement Award Committee (2011)

Representative-at-large, Managerial and Organizational Cognition Division, Academy of Management, 2003-2007. (Elected office; elected two times).

Co-organizer, MOC/OMT/ODC Doctoral Student Consortium, Academy of Management Annual Meetings, New Orleans, LA. 2004, 2005, 2007.

Panelist, OB Junior Faculty Consortium, OMT Junior Faculty Consortium, OB Doctoral Student Consortium, Various Academy of Management Meetings.

Ad-hoc reviewer for: *Administrative Science Quarterly*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Organization Studies*, *Organizational Behavior and Human Decision Processes*

UNIVERSITY SERVICE ACTIVITIES

Co-Director, Bauer Leadership Center, Olin Business School, Wash U., 2016 –

Associate Dean and Director of Executive Programs, Olin Business School, Washington University in St. Louis, 2014 –

Senior Faculty Chair, Olin Business School, Washington University in St. Louis, 2012 – (Elected position, represents faculty on Olin’s executive committee, oversees promotion and tenure process).

Academic Director, Olin-Brookings Master of Science in Leadership program (2011 – present).

Academic Director for Leadership & Influence Course, Executive MBA Program, Washington University (2006 – present).

Committees and task forces: Shanghai Curriculum Redesign Committee (2015), Domestic EMBA Curriculum Redesign Committee (2014), Decanal Review Committee (2011), Specialized Masters Program Committee (2011 – present), Faculty Oversight Committee, Olin-Brookings Partnership (2009-present), EMBA Curriculum Committee (2004-present), Olin Omnibus Committee (2010-present), Olin Course Evaluation Template Redesign Committee Chair (2010-2011), Olin-Fudan Executive MBA Oversight Committee (2005 – 2008), EMBA Strategic Planning Committee (2006-2007), Olin Relationships Strategic Planning Committee (2006-2007), EMBA Redesign Task Force (2005-2006), MBA Communication and Skills Assessment Committee (2006), Washington University Center for the Study of Ethics and Human Values – Executive Committee (2004-2006).

PERSONAL

Married with four children

Interests: Family, outdoors, sports, guitar, church and community service