

ERIK DANE
Olin Business School
Washington University in St. Louis
One Brookings Drive, St. Louis, MO 63130
erikdane@wustl.edu

EDUCATION

University of Illinois at Urbana-Champaign

Ph.D. in Business Administration, 2007

Area: Organizational Behavior

Tulane University, A. B. Freeman School of Business

Master of Business Administration, 2002

Marta and Peter Bordeaux Scholastic Achievement Award (highest GPA)

Tulane University

Bachelor of Arts, 2001

Phi Beta Kappa: top-ranked inductee

Oxford University, England

International Study Program, 1999-2000

ACADEMIC POSITIONS HELD

2020 – Present	Associate Professor of Organizational Behavior, Olin Business School, Washington University in St. Louis
2018 – 2020	Jones School Distinguished Associate Professor of Management, Jones Graduate School of Business, Rice University
2016 (Jan. – Jun.)	Visiting Scholar, INSEAD
2014 – 2018	Associate Professor of Management, Jones Graduate School of Business, Rice University
2007 – 2014	Assistant Professor of Management, Jones Graduate School of Business, Rice University

RESEARCH PUBLICATIONS

- Baer, M., Dane, E., & Madrid, H. P. (In press). Zoning out or breaking through? Linking daydreaming to creativity in the workplace. Forthcoming in *Academy of Management Journal*. [Co-first authorship]
- Dane, E. (2021). Attention, please: How the attention-related stories we tell our students in class influence their performance at work. *Academy of Management Learning & Education*, 20, 73-88.
- Dane, E., & Rockmann, K. W. (2020). Traveler's mind: A narrative-based account of working and living mindfully. *Journal of Management Inquiry*, 29, 330-337.
- Dane, E. (2020). Suddenly everything became clear: How people make sense of epiphanies surrounding their work and careers. *Academy of Management Discoveries*, 6, 39-60.
- Pratt, M. G., Lepisto, D. A., & Dane, E. (2019). Exploring the hidden side of trust: Supporting and sustaining leaps of faith among firefighters. *Administrative Science Quarterly*, 64, 398-434. [Co-first authorship]
- Dane, E. (2018). Where is my mind? Theorizing mind wandering and its performance-related consequences in organizations. *Academy of Management Review*, 43, 179-197.
- George, J. M., & Dane, E. (2016). Affect, emotion, and decision making. *Organizational Behavior and Human Decision Processes*, 136, 47-55.
- Sutcliffe, K. M., Vogus, T. J., & Dane, E. (2016). Mindfulness in organizations: A cross-level review. *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 55-81. [Co-first authorship]
- Dane, E. (2015). Mindfulness and performance: Cautionary notes on a compelling concept. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 247-252.
- Dane, E., & Sonenshein, S. (2015). On the role of experience in ethical decision making at work: An ethical expertise perspective. *Organizational Psychology Review*, 5, 74-96.
- Dane, E., & George, J. M. (2014). Unpacking affective forecasting and its ties to project work in organizations. *Academy of Management Review*, 39, 181-201.

- Dane, E., & Brummel, B. J. (2014). Examining workplace mindfulness and its relations to job performance and turnover intention. *Human Relations*, 67, 105-128.
- George, J. M., & Dane, E. (2014). Taking a deeper look at hard times and worker well-being. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 573-576.
- Vough, H. C., Cardador, M. T., Bednar, J. S., Dane, E., & Pratt, M. G. (2013). What clients don't get about my profession: A model of perceived role-based image discrepancies. *Academy of Management Journal*, 56, 1050-1080.
- Dane, E. (2013). Things seen and unseen: Investigating experience-based qualities of attention in a dynamic work setting. *Organization Studies*, 34, 45-78.
- Dane, E., Rockmann, K. W., & Pratt, M. G. (2012). When should I trust my gut? Linking domain expertise to intuitive decision-making effectiveness. *Organizational Behavior and Human Decision Processes*, 119, 187-194.
- Dane, E. (2011). Paying attention to mindfulness and its effects on task performance in the workplace. *Journal of Management*, 37, 997-1018.
- Dane, E. (2011). Changing the tune of academic writing: Muting cognitive entrenchment. *Journal of Management Inquiry*, 20, 332-336.
- Dane, E., Baer, M., Pratt, M. G., & Oldham, G. R. (2011). Rational versus intuitive problem solving: How thinking "off the beaten path" can stimulate creativity. *Psychology of Aesthetics, Creativity, and the Arts*, 5, 3-12.
- Cardador, M. T., Dane, E., & Pratt, M. G. (2011). Linking calling orientations to organizational attachment via organizational instrumentality. *Journal of Vocational Behavior*, 79, 367-378.
- Dane, E. (2011). Capturing intuitions 'in flight': Observations from research on attention and mindfulness. In M. Sinclair (Ed.), *Handbook of Intuition Research* (pp. 217-226). Cheltenham, UK: Edward Elgar.
- George, J. M., & Dane, E. (2011). Workers as whole people with their own objectives. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 109-111.
- Dane, E. (2010). Reconsidering the trade-off between expertise and flexibility: A cognitive entrenchment perspective. *Academy of Management Review*, 35, 579-603.

Dane, E., & Pratt, M. G. (2009). Conceptualizing and measuring intuition: A review of recent trends. In G. P. Hodgkinson & J. K. Ford (Eds.), *International Review of Industrial and Organizational Psychology*, Vol. 24 (pp. 1-40). Chichester, UK: Wiley.

Dane, E., & Pratt, M. G. (2007). Exploring intuition and its role in managerial decision making. *Academy of Management Review*, 32, 33-54. [AMR 2007 Best Paper Award]

AWARDS & HONORS

Poets & Quants' Professor of the Week (August 13, 2019)
<https://poetsandquants.com/2019/08/13/rice-jones-dane-epiphanies-can-power-your-work-life-too/?pq-category=professor-of-the-week>

Scholarship Excellence Award, Jones Graduate School of Business (2013, 2014)

Academy of Management Review 2007 Best Paper Award ("Exploring Intuition and its Role in Managerial Decision Making")

Reviewer Award, *Academy of Management Discoveries* (2020)

Reviewer Award, *Academy of Management Review* (2013, 2016)

Reviewer Service Award, MOC Division, Academy of Management (2014)

List of Teachers Ranked as Excellent by their Students, University of Illinois (2005, 2006)

INVITED TALKS

UCL School of Management, University College London: "*Suddenly, I realized...*" *Exploring the nature and psychological foundations of epiphanies*. October 9, 2019.

University of Southern Denmark: *Where is my mind? Theorizing mind wandering and its performance-related consequences in organizations*. April 7, 2016.

INSEAD: *The mindful wanderer: Exploring mind wandering and tapping its performance-related potential*. February 12, 2016.

Harvard University, Learning Innovations Laboratory (Graduate School of Education): *Cognitive entrenchment: Understanding and resisting a key threat to flexible expertise*. October 22, 2014.

The Wharton School, University of Pennsylvania: *Zoning out or breaking through? Exploring mind wandering in the workplace*. November 15, 2013.

Olin Business School, Washington University in St. Louis: *Where is my mind? Exploring mindfulness in the workplace*. April 6, 2012.

CONFERENCE PRESENTATIONS

Dane, E., & Rockmann, K. W. *Traveler's mind: A novel lens on working and living mindfully*. Paper presented at the 2017 Frontiers in MOC and TIM Conference, Zurich, Switzerland.

Dane, E., & Baer, M. *Zoning out or breaking through? Exploring daydreaming and its consequences in the workplace*. Paper presented at the 2014 Society for Industrial and Organizational Psychology Conference, Honolulu, HI.

Dane, E., & Brummel, B. J. *Examining workplace mindfulness and its relations to job performance and turnover intention*. Paper presented at the 2013 Academy of Management Meeting, Orlando, FL.

Dane, E. *Mindfulness at work: Performance outcomes and research considerations*. Talk delivered at the 2013 Academy of Management Meeting, Orlando, FL, as part of a Professional Development Workshop (PDW): *Eastern mindfulness at work: The cutting edge of scholarship*.

Pratt, M. G., Lepisto, D. A., & Dane, E. *Trust under fire: Judgments of trustworthiness as occupationally-situated labeling in firefighting*. Paper presented at the 2013 Academy of Management Meeting, Orlando, FL.

Dane, E. *Mindfulness in the workplace: Key questions*. Talk delivered at the 2012 Academy of Management Meeting, Boston, MA, as part of a Professional Development Workshop (PDW): *Mindfulness research and practice: Building bridges across disciplines*.

Dane, E. *Reading as a critical part of the research process*. Talk delivered at the 2011 Academy of Management Meeting, San Antonio, TX, as part of a Professional Development Workshop (PDW): *The productivity process: Research tips and strategies from prolific junior faculty*.

Dane, E. *The benefits of "being there": Unpacking the performance-related outcomes of mindfulness*. Paper presented at the 2010 Academy of Management Meeting, Montreal, Canada.

Dane, E. *An overview of mindfulness research*. Talk delivered at the 2009 Academy of Management Meeting, Chicago, IL, as part of a Professional Development Workshop (PDW): *A mindfulness mélange: Developing skills for researching mindfulness in and of organizations*.

Dane, E. *Examining experience and its role in dynamic versus static decision-making effectiveness*. Paper presented at the 2008 Academy of Management Meeting, Anaheim, CA.

Dane, E. *Beginner's mind: Circumventing the trade-off between expertise and creativity*. Paper presented at the 2008 Academy of Management Meeting, Anaheim, CA.

Vough, H. C., Cardador, M. T., & Dane, E. *Do you see what I see? The content and consequences of outsider perceptions of professions*. Paper presented at the 2008 Academy of Management Meeting, Anaheim, CA.

Cardador, M. T., Pratt, M. G., & Dane, E. *Meaning matters: The implications of calling vs. career orientations*. Paper presented at the 2007 Academy of Management Meeting, Philadelphia, PA.

Dane, E. *Measuring intuition: Assessing where we are and where we might go*. Paper presented at the 2006 Academy of Management Meeting, Atlanta, GA.

Dane, E., Baer, M., Pratt, M. G., & Oldham, G. R. *Off the beaten path: Non-typical thinking and creativity*. Paper presented at the 2006 Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Dane, E., Rockmann, K., & Pratt, M. G. *Should I trust my gut? The role of task characteristics in intuitive and analytical decision-making*. Paper presented at the 2005 Academy of Management Meeting, Honolulu, HI.

Cardador, M. T., Dane, E., & Pratt, M. G. *Understanding patterns of professional and organizational identification: A Multi-method study*. Paper presented at the 2005 Academy of Management Meeting, Honolulu, HI.

Dane, E. *Expertise and creativity: Solving the riddles*. Paper presented at the 2005 Midwest Academy of Management Meeting, Chicago, IL.

Dane, E., & Pratt, M. G. *Intuition: Its boundaries and role in organizational decision-making*. Paper presented at the 2004 Academy of Management Meeting, New Orleans, LA.

MEDIA MENTIONS

“Want to be more innovative at work? Scientists say to try daydreaming.” *Forbes*, August 18, 2020. <https://www.forbes.com/sites/alisonescalante/2020/08/18/want-to-be-more-innovative-at-work-scientists-say-to-try-daydreaming/#16acb9cd53d0>

“Daydreaming can help you – if you do it right.” *Inverse*, July 19, 2020. <https://www.inverse.com/mind-body/science-of-daydreaming>

“This is how to have more epiphanies.” *Fast Company*, May 24, 2019. <https://www.fastcompany.com/90353189/this-is-how-to-have-more-epiphanies>

“Can mindfulness fill corporate America with better, happier workers?” *Pacific Standard*, July 21, 2016. <https://psmag.com/can-mindfulness-fill-corporate-america-with-better-happier-workers-1bff8996a27#.cstmbqqgv>

“Why your idea of success might be making you miserable.” *Fast Company*, April 13, 2016. <http://www.fastcompany.com/3058773/why-your-idea-of-success-might-be-making-you-miserable>

“Don’t bother with Zen – Stress helps you perform better.” *New York Post*, March 13, 2016. <http://nypost.com/2016/03/13/dont-bother-with-zen-stress-helps-you-perform-better/>

“Meditation helps people feel better. Can it help you work smarter too?” *Bloomberg Businessweek*, February 12, 2014. <http://www.businessweek.com/articles/2014-02-12/meditation-makes-people-feel-better-dot-can-it-help-you-work-smarter-too>

“Mindfulness as a foundation for organizational effectiveness.” *Huffington Post*, January 17, 2014. http://www.huffingtonpost.com/jacqueline-carte/corporate-based-mindfulness_b_4597952.html

“Using gut instinct.” *Allure Magazine*, June 2013. <http://www.allure.com/beauty-trends/health/2013/using-gut-instinct>

“Trust your gut this Christmas.” *Daily Mail*, December 21, 2012. <http://www.dailymail.co.uk/sciencetech/article-2251683/Trust-gut-Christmas-How-buying-presents-minute-actually-HELP-choose-perfect-gift.html>

“Relying on intuition – Should you always trust your gut feelings?” *Management Today*, November 1, 2012. <http://www.managementtoday.co.uk/news/1155928/Relying-intuition---always-trust-gut-feelings>

“Expand your mindfulness.” *Management Today*, May 31, 2012. <http://www.managementtoday.co.uk/features/1133191/expand-mindfulness/>

PODCAST APPEARANCES

“Mindfulness beyond meditation.” *Everyday Endorphins*, November 5, 2020.
<https://open.spotify.com/episode/2IUTbF9WigGi6TpCc9BBKy?si=KaHpHaAGSHiZ910Fpm-whA>

“Inside the magic of work epiphanies.” *Rice Business Wisdom: The Index* (2019).
<https://soundcloud.com/user-977330908/inside-the-magic-of-work-epiphanies>

TEACHING EXPERIENCE

Olin Business School, Washington University in St. Louis (2020 – present)

OB 5601 (Organizational Behavior – Professional MBA core course)

OB 568E (Mindfulness and Performance in the Workplace – MBA elective)

OB 630E (Research as a Generative Process – Ph.D. seminar)

Jesse H. Jones Graduate School of Business, Rice University (2007 – 2020)

Degree Program Courses

MGMT 809 (Organizational Behavior – Executive MBA core course)

MGMP 510 (Organizational Behavior – Professional MBA core course)

MGMT 510 (Organizational Behavior – Full Time MBA core course)

MGMT 604 (Mindfulness and Performance in the Workplace – MBA elective)

BUSI 310 (Leading People in Organizations – Undergraduate course)

Executive Education Courses

Emerging Leaders Program (ELP): Negotiations and Decision Making

Rice Advanced Management Program (RAMP): Decision Making

University of Illinois at Urbana-Champaign (2005 – 2006)

BADM 310 (Management and Organizational Behavior)

ACADEMIC SERVICE

Associate Editor

Academy of Management Discoveries

Editorial Board Member

Academy of Management Journal

Ad Hoc Reviewer

Academy of Management Review

Administrative Science Quarterly

Human Relations

Journal of Applied Psychology

Journal of Management

Journal of Management Inquiry

Journal of Management Studies

Journal of Organizational Behavior

Organization Science

Organization Studies

Organizational Behavior and Human Decision Processes

Organizational Psychology Review

Strategic Management Journal

PROFESSIONAL MEMBERSHIPS

Academy of Management

American Psychological Association

American Anthropological Association

Association for Psychological Science

Society for Industrial and Organizational Psychology