

# *Jeffrey S. Bednar*

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Marriott School of Business  
Department of Management  
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## ***Academic Appointments***

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**Brigham Young University, Marriott School of Management- Provo, Utah**  
Assistant Professor- 2013-Present

## ***Education***

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**University of Michigan, Stephen M. Ross School of Business- Ann Arbor, MI**  
PhD in Business Administration (Management and Organizations), 2013

**Brigham Young University, Marriott School of Management- Provo, Utah**  
Master of Accountancy, Bachelor of Science-Accounting, Minor-Economics, *Magna Cum Laude*, 2007

## ***Research***

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### **Research Interests**

Identity, identity work, identification, organizational memory, impostorism, business ethics,

### **Publications in Peer Reviewed Journals**

Bednar, J.S., Galvin, B.M., Ashforth, B.E., & Hafermalz, E. (in-press). Putting identification in motion: A dynamic view of organizational identification. *Organization Science*.

Owens, B. P., Yam, K. C., Bednar, J. S., Mao, J., & Hart, D. W. (2019). The impact of leader moral humility on follower moral self-efficacy and behavior. *Journal of Applied Psychology*, 104(1), 146-163.

Bingham, J. B., Oldroyd, J., Thompson, J. A., Bednar, J. & 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(1): 73-92.

Vough, H., Cardador, T., Bednar, J., 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(4): 1050-1080.

Dutton, J.E., Roberts, L.M., & Bednar, J.S. (2010). Pathways for positive identity construction at work: Four types of positive identity and the building of social resources. *Academy of Management Review*, 35 (2): 265-293.

### Other Publications and Book Chapters

Madsen, G. C., Bednar, J. S., & Godfrey, P. C. (2014). Africa, the informal economy, and the hermeneutic circle. In *Advancing Research Methodology in the African Context: Techniques, Methods, and Designs. Research Methods in Strategy and Management*, 10, 133-166.

Dutton, J.E., Roberts, L.M., & Bednar, J.S. (2011). Using a positive lens to complicate the positive in identity research. *Academy of Management Review*, 36(2): 427-431.

Dutton, J.E., Roberts, L.M., Bednar, J.S. (2011). Prosocial practices, positive identity, and flourishing at work. In S.I. Donaldson, M. Csikszentmihalyi, & J. Nakamura (Eds.), *Applied Positive Psychology: Improving Everyday Life, Schools, Work, Health, and Society*. New York, NY: Routledge.

Dutton, J.E., Roberts, L.M., & Bednar J.S. (2009). Positive identities and organizations: An introduction and invitation. In L.M. Roberts & J.E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*. New York, NY: Routledge.

Dutton, J.E., Roberts, L.M., & Bednar J.S. (2009). Forging ahead: Positive identities and organizations as a research frontier. In L.M. Roberts & J.E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*. New York, NY: Routledge.

### Works in Progress

Bednar J.S. & Brown, J.A. Organizational ghosts: The enduring influence of departed organizational members. *Under 2<sup>nd</sup> Review at Organization Studies*

Gardner, R.G., Bednar, J.S., Stewart, B.W., Oldroyd, J. & Moore, J. "I must have slipped through the cracks somehow": An examination of coping with perceived impostorism and the role of social support. *Under 2<sup>nd</sup> Review at Journal of Vocational Behavior*

Bednar, J.S., & Elder, R.S. When you're gone: Legacy need and motivated decision making in organizations. *Empirical Paper. Writing Stage. Preparing for submission to Organizational Behavior and Human Decision Processes*

Bednar, J.S., Dixon, R.D., Owens, B.P., Roberts, L.M., & Dutton, J.E. The magnetic effect of perceived self-progress: A movement-based view of the evaluation of job choices. *Empirical Paper: Writing Stage. Preparing for submission to Journal of Management*.

Bednar, J.S., Cunningham, G., Biniari, M., & Sandholtz, K. Serving two masters: The critical role of identity narratives as organizationally embedded professionals respond to proposed functional boundary changes. *Empirical Paper: Writing Stage. Preparing for Submission to Organization Science*

Cunningham, G. & Bednar, J.S. Who will I become? An exploration of the dimensions and impact of individuals' future-oriented identity predictions. *Theory Paper: Writing Stage. Target Journal: Academy of Management Review.*

## Conference Presentations

Hwang, E.B. & Bednar, J.S. *Storying of the Self: The Power of Self-Narration in an Organizational Context*. Symposium organized for the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Bednar, J.S. & Elder, R.S. *The Impact of Legacy Security on Decision Making in Organizations*. Symposium Paper presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Bednar J.S. & Brown, J.A. *Organizational ghosts: The Preservation and Function of Organizational Legacies*. Full Paper presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Bednar, J.S., Cunningham, G., Biniari, M., & Sandholtz, K. *Serving Two Masters: Using Identity Work to Reconcile Professional and Organizational Memberships*. Presentation at the 2018 May Meaning Meeting, Houston, TX

Bednar, J.S., Galvin, B.M., Ashforth, B.E., & Hafermalz, E. Putting Identification in Motion: A Dynamic Sensemaking View of Organizational Identification. Poster presented at the 2018 Macro Meets Micro Conference, Tempe, AZ.

Bednar J.S. & Brown, J.A. *Organizational Ghosts: The Present Functions of Individuals from the Remembered Past*. Paper presented at the 2018 Annual Meeting of the Western Academy of Management, Salt Lake City, UT.

Bednar, J.S., Galvin, B.M., Ashforth, B.E., & Hafermalz, E. *Identification Across Time: The Critical Role of Narrative Alignment on Identification Trajectories in Organizations*. Full Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.

Gardner, R.G., Bednar, J.S., Stewart, B.W., & Oldroyd, J. *When Group Membership Doesn't Benefit: An Investigation of Impostorism*. Symposium Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA

Bednar, J.S., Godfrey, P.C., & Simmons, D. *Searching for Meaning in Conditions of Poverty and Informality*. Symposium Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.

Ames, J.B., Owens, B.P., Bednar, J., Gaskin, J.E. (2017). *Executive “self” destruction: Understanding how internal conflict of role identities impacts moral stress within senior management team decision-making processes*. Paper presented at the 2017 Society of Business Ethics Annual Conference, Atlanta, GA.

Sandholtz, K., Biniari, M., Bednar, J.S., & Cunningham, G. *Putting Identity to Work: How professionals use identity in responding to organizational work demands*. Paper presented at the 2017 International Symposium on Process Organizational Studies, Kos, Greece.

Bednar, J.S., Godfrey, P.C., & Simmons, D. *Searching for Meaning in Conditions of Poverty and Informality*. Presentation at the 2017 May Meaning Meeting, Boston, MA.

Cunningham, G. & Bednar, J.S. *Who will I become? An exploration of the dimensions and impact of individuals' future-oriented identity predictions*. Paper presented at the 2017 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Bednar, J.S., Dixon, R.D., Owens, B.P., Roberts, L.M., & Dutton, J.E. *Hotter or Colder: The Critical Role of Self Progress in the Evaluation of Career Choices*. Paper presented at the 2017 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Bednar, J.S., Sandholtz, K., & Biniari, M. *Advances in Identity Work Research: Opportunities, Stickiness, Toolkits, and Legitimacy*. Symposium organized for the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.

Sandholtz, K., Biniari, M., & Bednar, J.S. *Engineering Resistance: The Political Uses of Professional Identity*. Symposium paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.

Owens, B.P., Bednar, J.S., & Mao, J. *Modeling moral growth: The impact of leader moral humility on follower moral self-efficacy and behavior*. Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA. **Published in the Best Paper Proceedings.**

Bednar, J.S., Dixon, R.D., Owens, B.P., Roberts, L.M., & Dutton, J.E. *The Power of Progress for Positive Identity Construction*. Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.

Bednar, J.S., *Beyond Identity: The Power of Generativity and Legacies in Organizational Life*. Symposium organized for the 2011 Annual Meeting of the Academy of Management, San Antonio, TX. Nominated for the Best Symposium Award from the Careers Division.

Bednar, J.S., *Legacy Thinking: The Quest for Immortality in Organizations*. Paper presented at the 2011 Annual Meeting of the Academy of Management, San Antonio, TX.

Bednar, J.S., Owens, B.P., Dutton, J.E., & Roberts, L.M. *Measuring Positive Identity: An Investigation of the Reliability and Validity of Six Scales that Measure the Positivity of an Individual's Organizational Identity*. Paper presented at the 2011 Annual Meeting of the

Academy of Management, San Antonio, TX.

Bednar, J.S. *Mind the Gap: Identity Discrepancies and Identity Control in Interactions with Outsiders*. Paper presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.

Dutton, J.E., Bednar, J.S., and Williams, M. *Constructing Worth from a One-Down Position in Organizations: Learning from University Staff*. Paper presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.

Bednar, J.S. *Positive Professional Identity and the Creation of Positive Meaning*. Paper presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

Bednar, J.S., LeBaron, C. and Dutton, J.E. *Opening a Strategic Conversation: Constituting Discursive Resources within a Virtual Environment*. Paper presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

Dutton, J.E. & Bednar, J.S. *Looking Through the Lens of Positive Identity*. Symposium organized for the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.

Dutton, J.E., Roberts, L.M., & Bednar, J.S., *A Prism for Understanding the Generative Possibilities of Positive Identity*. Paper presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.

Oldroyd, J., Bingham, J., Thompson, J., Bednar, J.S., & Bunderson, S. *The Effects of Ideological Work Beliefs on Organizational Influence: Shaping Social Networks through the Psychological Contract*. Paper presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.

Oldroyd, J., Bingham, J. B., Thompson, J. A., Bednar, J. & Bunderson, J. S. *Psychological Contracts and Social Network Centrality: How Does "Buying Into" Organizational Ideology Influence One's Social Status?* Paper presented at the 2008 International Association of Business & Society, Tampere, Finland. **Published in the Best Paper Proceedings.**

Bunderson, S., Thompson, J., Bednar, J., & Oldroyd, J. *Shaping Social Networks Through Employment Relationships: A Psychological Contract Perspective*. Paper presented at the 2007 Annual Meeting of the Academy of Management, Philadelphia, PA.

## ***Teaching***

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### **Brigham Young University, Marriott School of Management**

MBA 693R: Qualitative Inquiry	1 section	Fall 2018	5.0/5.0
HRM 391: Organizational Effectiveness	2 sections	Fall 2018	4.9/5.0
HRM 540: Organizational Behavior	1 section	Fall 2018	4.9/5.0
BUSM 540: Organizational Behavior	4 sections	Fall 2017	4.8/5.0

BUSM 540: Organizational Behavior	4 sections	Fall 2016	4.6/5.0
BUSM 540: Organizational Behavior	4 sections	Fall 2015	4.7/5.0
OB 321: Organizational Effectiveness	3 sections	Fall 2014	7.5/8.0
OB 321: Organizational Effectiveness	3 sections	Winter 2014	7.7/8.0
ACC 210: Principles of Accounting 2	1 section	Summer 2006	7.4/8.0

### **University of Michigan, Stephen M. Ross School of Business**

MO 300: Behavioral Theory and Management      1 section      Winter 2010      4.9/5.0

What will (Y)our legacy be? Executive Education, Winter 2011-Spring 2012

### ***Awards and Grants***

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2018 Outstanding Teacher Award, Management Department  
2017 Outstanding Reviewer Award, Academy of Management MOC Division  
2016 MEG Research Grant for mentored student Research- \$20,000  
2016 ORCA Grant for mentored research with Joseph Moore- \$1500  
2016 ORCA Grant for mentored research with Derick Simmons- \$1500  
2015 Outstanding Teacher Award, BYU OB/HR Group  
2015 ORCA Grant for mentored research with David Dixon- \$1500  
2015 Outstanding Reviewer Award, Academy of Management MOC Division  
2012 Clarence J. Hicks Memorial Fellowship, University of Michigan  
2011 Dykstra Fellowship for outstanding teaching by a student in the Ross PhD program  
2011 Outstanding Reviewer Award, Academy of Management MOC Division  
2009 Thomas Leabo Memorial Award for academic performance in the Ross PhD program  
2008 ICOS Small Grant, University of Michigan- \$3000

### ***Service***

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#### ***Profession Level***

2018 Doctoral Student Workshop Facilitator, Micro Meets Macro Conference  
2018 Doctoral Student Consortium Panelist, Annual Meeting of the Western Academy of Management  
2017-Present, Editorial Board Member, Academy of Management Review  
2014-Present, Ad Hoc Reviewer, Academy of Management Review  
2011-2017, Co-Organizer: "Reviewing in the Rough" Professional Development Workshop at the Annual Proceedings of the Academy of Management  
2010-2011, Co-Organizer: "Cognition in the Rough" Professional Development Workshop at the Annual Proceedings of the Academy of Management, Montreal, Canada  
2009-2011, Student Representative-at-Large, Executive Committee of the Managerial and Organizational Cognition (MOC) Division of the Academy of Management  
2008-Present, Volunteer Reviewer for the Annual Meeting of the Academy of Management

#### ***Brigham Young University***

2019-Present, Management Department, Conference Planning Committee, Management  
2016-Present, Co-Organizer, Marriott School Experimental Brownbag  
2013-Present, Management Department, Recruiting Committee  
2015-Present, MBA Program, Co-Organizer & Faculty Advisor, Ghana Field Study Program  
2013-2015- Mentored Research with David Dixon (Placed in the Stanford WTO PhD Program)  
2015-Present- Mentored Research with Gabby Cunningham (Placed in the Oxford PhD Program)  
2015-Present- Mentored Research with Derick Simmons

### ***Work Experience & Professional Training***

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#### **KPMG, LLP**

Austin, TX/ Montvale, NJ  
Auditing Intern, Jun 2006-Aug 2006

#### **Wal-Mart Stores Inc.**

Bentonville, AR  
Finance Intern, May 2005-Jul 2005

#### **Missionary Training Center**

Provo, UT  
Zone Leader, Instructor, Aug 2003-Oct 2005

#### **The Church of Jesus Christ of Latter-day Saints**

London, England  
Volunteer Representative, May 2001-Jul 2003

#### **Consulting Opportunities & Professional Training**

BYU Management Society, St. George, UT, 2018  
BYU Leadership Summit, Provo UT, 2018  
Olumo, Provo, UT, Strategic Advisor, 2016-2017  
Ford Motor Company, Accra, Ghana, 2016  
Wal-Mart Stores Inc, Accra, Ghana, 2015  
Utah Local Government Trust, North Salt Lake, UT, 2015  
BYU Taggart Symposium, Provo, UT, 2014  
Edwards Brothers Malloy, Ann Arbor, MI, 2012  
Michigan Executive Education, Ann Arbor, MI, 2012  
Cincinnati Children's Hospital, Ann Arbor, MI, 2012  
Batelle for Kids, Columbus, OH, 2011

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