

October 21, 2005

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Department of Management and Organizations
Stern School of Business
New York University
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EDUCATION

The University of Michigan
Ann Arbor, MI

Doctor of Philosophy in Organizational Psychology (1999)

The University of Michigan
Ann Arbor, MI

Master of Arts (1996)

The University of Pennsylvania
Philadelphia, PA

Bachelor of Arts, Honors Degree in Psychology, magna cum laude (1994)

ACADEMIC POSITIONS

New York University
1999-Present

Leonard N. Stern School of Business
Assistant Professor

University of Michigan
1999

Business School
Adjunct Lecturer

University of Michigan
1994-1996

Department of Psychology
Graduate Student Instructor

REFEREED PUBLICATIONS

Gandal, N., Roccas, S., Sagiv, L. & Wrzesniewski, A. (in press). Personal value priorities of economists. Human Relations.

Wrzesniewski, A., Dutton, J. E., & Debebe, G. (2003). Interpersonal sensemaking and the meaning of work. Research in Organizational Behavior, 25, 93-135.

Wrzesniewski, A. (2002). "It's not just a job": Shifting meanings of work in the wake of 9/11. Journal of Management Inquiry, 11(2), 230-234.

Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a job: Revisioning employees as active crafters of their work. Academy of Management Review, 26(2), 179-201. Reprinted in C. L. Cooper & W. H. Starbuck (Eds.), Work and Workers: A Three-Volume Set. Thousand Oaks: Sage Publications, 2005.

Rozin, P., Fischler, C., Imada, S., Sarubin, A., & Wrzesniewski, A. (1999). Attitudes to food and the role of food in life in the U.S.A., Japan, Flemish Belgium and France: Possible implications for the diet-health debate. Appetite, 33, 163-180.

Wrzesniewski, A., McCauley, C. R., & Rozin, P. (1999). Odor and affect: Individual differences in the impact of odor on liking for places, things and people. Chemical Senses, 24, 713-721.

Rozin, P., Wrzesniewski, A., & Byrnes, D. (1998). The elusiveness of evaluative conditioning. Learning and Motivation, 29, 397-415.

Wrzesniewski, A., McCauley, C. R., Rozin, P., & Schwartz, B. (1997). Jobs, careers, and callings: People's relations to their work. Journal of Research in Personality, 31, 21-33.

Baeyens, F., Wrzesniewski, A., de Houwer, J., & Eelen, P. (1996). Toilet rooms, body massages, and smells: Two field studies on human evaluative odor conditioning. Current Psychology, 15, 77-96.

Todrank, J., Byrnes, D., Wrzesniewski, A., & Rozin, P. (1995). Odors can change preferences for people in photographs: A cross-modal evaluative conditioning study with olfactory USs and visual CSs. Learning and Motivation, 26, 116-140.

OTHER PUBLICATIONS

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

Bartel, C. A., Wrzesniewski, A., & Wiesenfeld, B. (in preparation). The struggle to establish organizational membership: Newcomer socialization in remote work contexts. To appear in Identity and the Modern Organization. Bartel, C. A., Blader, S., & Wrzesniewski, A. (Eds.). Mahwah, NJ: Lawrence Erlbaum.

Wrzesniewski, A. & Tosti, J. (2005). Career as a calling. In J. H. Greenhaus & G. A. Callanan (Eds.), Encyclopedia of Career Development. Thousand Oaks: Sage Publications.

Cameron, K. S., Dutton, J. E., Quinn, R. E., & Wrzesniewski, A. (2003). Developing a discipline of positive organizational scholarship. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), Positive Organizational Scholarship. San Francisco: Berrett-Koehler.

Wrzesniewski, A. (2003). Finding positive meaning in work. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), Positive Organizational Scholarship. San Francisco: Berrett-Koehler.

Wrzesniewski, A., Dutton, J. E., & Debebe, G. (2003). Help in unexpected places: Access and assistance from within an organization. In M. Feldman, J. Bell, & M. Berger (Eds.), Gaining Access: A Practical Guide for Qualitative Researchers. San Francisco: Altamira Press.

Worline, M., Wrzesniewski, A., & Rafaeli, A. (2002). Courage and work: Breaking routines to improve performance. In R. G. Lord, R. J. Klimoski, & R. Kanfer (eds.), Emotions in the Workplace: Understanding the Structure and Role of Emotions in Organizational Behavior. San Francisco: Jossey-Bass.

Wrzesniewski, A., Rozin, P., & Bennett, G. (2002). Working, playing, and eating: Making the most of most moments. In C. L. M. Keyes & J. Haidt (Eds.), Flourishing: The Positive Person and the Good Life. Washington, DC: American Psychological Association.

PAPERS UNDER REVIEW

Wrzesniewski, A., & Dutton, J. E. Cleaning and caring: On cultivating humanity at work. Invitation to revise and resubmit, Academy of Management Journal.

Wrzesniewski, A. Careers and callings: How work meanings shape job transitions. Invitation to revise and resubmit, Organization Science.

Wrzesniewski, A., Tosti, J., & Landman, J. If I could turn back time: Occupational regret and its consequences for work and life. Under review, Personality and Social Psychology Bulletin.

Grant, A. M., Wrzesniewski, A., Flanagan, C. G., & Lee, K. Prosocial work orientation: From main effects to domain effects of other-orientation. Under review, Journal of Applied Psychology.

Okimoto, T. G., & Wrzesniewski, A. Inclusionary motivations in effort-based performance in groups. Under review, Personality and Social Psychology Bulletin.

WORKING PAPERS

Wrzesniewski, A., Bartel, C. A., & Wiesenfeld, B. Remoteness as a resource: The impact of virtual work on job crafting.

Anteby, M., & Wrzesniewski, A. Resolving hybrid organizational identities: Orienting the mirror from below.

Drori, I., Wrzesniewski, A., & Ellis, S. Symbolic boundaries and boundary work during post-merger integration.

REFEREED PRESENTATIONS

Gandal, N., Roccas, S., Sagiv, L., & Wrzesniewski, A. (2005). Occupation-embedded values: The case of the personal value priorities of economists. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Berson, Y., & Wrzesniewski, A. (2005). The impact of transformational leadership and employee work engagement on team innovation. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Drori, I., Wrzesniewski, A., & Ellis, S. (2005). Miracle: How boundary work and cultural practice shape organizational integration. Paper presented at the Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.

Anteby, M. J., & Wrzesniewski, A. (2004). Can ideology-driven organizations tolerate multiple identities? Paper presented at the Annual Meeting of the Academy of Management, August 2004, New Orleans, LA.

Anteby, M. J., & Wrzesniewski, A. (2004). You can't study that!: Research on socially disapproved organizational behaviors. Co-chair, symposium presented at the Annual Meeting of the Academy of Management, August 2004, New Orleans, LA.

Anteby, M. J., & Wrzesniewski, A. (2003). Resolving hybrid organizational identities: Orienting the mirror from below. Paper presented at the Annual Meeting of the Academy of Management, August 2003, Seattle, WA.

Wrzesniewski, A. (2003). Status and the meaning of work: Prestige in the eye of the beholder. Research presented at the Annual Meeting of the Academy of Management, August 2003, Seattle, WA.

Anteby, M. J., & Wrzesniewski, A. (2002). Ashtrays, rockets, and love-letters: Artistic experiences in factories. Paper presented in roundtable session at the Annual Meeting of the American Sociological Association, August 2002, Chicago.

Wrzesniewski, A. (2001). Reflections on dirty work, tricks of the mind, and the meaning of work. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 2001, Washington, DC.

Wrzesniewski, A., & Dutton, J. E. (2001). Competent caring in organizations. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 2001, Washington, DC.

Worline, M., & Wrzesniewski, A. (2001). Why tell courage stories? Paper presented at the Annual Meeting of the Western Academy of Management, April 2001, Sun Valley, ID.

Wrzesniewski, A., & Dutton, J. E. (2000). Crafting a job: Revisioning employees as active crafters of their work. Paper presented at the Annual Meeting of the Academy of Management, August 2000, Toronto, Canada.

Wrzesniewski, A. (1999). Jobs, careers, and callings: How work orientation shapes job transitions. Paper presented in symposium at the Annual Meeting of the Academy of Management, August 1999, Chicago, IL.

Myers, V. L., Morgan, L. M., & Wrzesniewski, A. (1999). Calling and coping: The relationship between work orientation and well-being. Paper presented at the Annual Meeting of the American Psychological Association, August 1999, Boston, MA.

Wrzesniewski, A., & Dutton, J. E. (1998). Architecting dirty work as a blessing or a burden. Paper presented in showcase symposium at the Annual Meeting of the Academy of Management, August 1998, San Diego, CA.

Wrzesniewski, A. (1998). The role of work orientation in employment transitions. Paper presented at the Society of Industrial and Organizational Psychology Conference, April 1998, Dallas, TX.

Dutton, J. E., Debebe, G., & Wrzesniewski, A. (1996). The re-valuing of de-valued work: The importance of relationships for hospital cleaning staff. Paper presented at the Annual Meeting of the Academy of Management, August 1996, Cincinnati, OH.

Wrzesniewski, A., & Landman, J. (1996). Occupational choice and regret. Paper presented at the American Psychological Society Conference, July 1996, San Francisco, CA.

Wrzesniewski, A., McCauley, C. R., Rozin, P., & Schwartz, B. (1995). Jobs, careers, and callings: A tripartite categorization of people's relations to their work. Paper presented at the Interdisciplinary Students of Organizations Conference, September 1995, University of North Carolina at Chapel Hill, Chapel Hill, NC.

INVITED PRESENTATIONS

Wrzesniewski, A. (2005). The Meaning of Work. Research presented at the Values-Based Leadership in High-Performance Organizations Conference, Emory University.

Wrzesniewski, A. (2004). Invited discussant. Tenth Annual Wharton Organizational Behavior Conference, University of Pennsylvania.

Wrzesniewski, A. (2004). Work Orientation and the Meaning of Work. Research presented at HEC Montreal, Criteos Research Center.

Wrzesniewski, A. (2003). Careers and Callings: Work Orientation in Job Transitions. Research presented at the Ninth Annual Wharton Organizational Behavior Conference, University of Pennsylvania.

Wrzesniewski, A. (2003, 2004). Starting the Thesis. Talk presented to the New Doctoral Student Consortium, Academy of Management Meetings, Seattle, WA & New Orleans, LA.

Wrzesniewski, A. (2003). When Jobs, Careers, and Callings Collide: The Role of Work Orientation in Teams. Research presented in seminar series at University of Southern California and University of Illinois.

Wrzesniewski, A. (2003). Jobs, Careers, and Callings: Creating Meaning in Work. Invited Presentation. Research presented to the Center for School Study Councils at the Graduate School of Education, University of Pennsylvania.

Wrzesniewski, A. (2002). Conflicted Organizational Identities: An Ongoing Field Study of "Helping Hands". Research presented in brown bag speaker series, New York University.

Wrzesniewski, A., Frost, P., & Worline, M. (2002). Positive Organizing. Research presented at the Positive Psychology Conference, January 2002, Akumal, Mexico.

Wrzesniewski, A. (2001). The Scholarship of Positive Organizing. Research presented at the Positive Organizational Scholarship Conference and the Interdisciplinary Committee on Organizational Studies Seminar, December 2001, University of Michigan.

Wrzesniewski, A. (2001). A Positive Psychology of Organizations. Research presentation at the Positive Psychology Summit, October 2001, Washington, DC.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Work Orientation and Job transitions. Research presented at departmental colloquium, Department of Psychology, New York University and Teachers College, Columbia University.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Creating Meaning in Work. Research presentation at the Positive Psychology Summit, October 2000, Washington, DC.

Wrzesniewski, A. (2000). Crafting a Job: Revisioning Employees as Active Crafters of Their Work. Paper presented at the 2nd Annual Positive Psychology Conference, January 2000, Akumal, Mexico.

Wrzesniewski, A. (2000). Jobs, Careers, and Callings: Work Orientation and Job Transitions. Research presented at the University of Maryland, University of California at Irvine, University of Minnesota, University of Southern California, Harvard Business School, New York University.

CONFERENCES ORGANIZED

“Roundtable on Identities in Organizations” (June, 2004). Sponsored by the Stern School of Business and the Academy of Management, Organizational Behavior Division.

The workshop provided a forum for the exchange of cutting-edge ideas among leading management and social science scholars investigating processes and outcomes related to the creation, maintenance and enactment of identities in organizational contexts. The workshop was designed to stimulate broad, multidisciplinary thinking and discussion, with the goal of surfacing promising research ideas that will help move the organizational identity literature forward in both theory and practice. Toward this end, the Roundtable on Identities in Organizations had a distinct emergent, informal, and developmental flavor, with all presentations representing unpublished research that is currently in progress. The organizers are now co-editing a book under contract based on the work presented in the conference.

“The May Meaning Meeting” (May, 2004; May 2005). Sponsored by the Positive Psychology Network and the University of Michigan.

This meeting provides a space for psychologists and organizational scholars to share their research in the domain of meaning, defined broadly to cover the meaning of work, organizational meaning frames, task meaning, and the impact of meaningfulness in organizational contexts. The meeting facilitates the exchange and development of research in this developing area, and has begun to build a community of scholars who conduct empirical research in the broad area of meaning. Given the response and interest in the research of this group, a second meeting was held in May 2005.

TEACHING EXPERIENCE

Summer 2003	Executive Education (MBA)
Spring 2004	Managing Organizations
Spring 2005	New York University, Stern School of Business
Spring 2003	Organizational Behavior (PhD Seminar)
	New York University, Stern School of Business
	<u>Teaching ratings (7-point scale):</u> Instructor: 6.7 (Spring 2003)
Fall 2001	Managing Organizations (MBA Core)
Spring 2003	New York University, Stern School of Business
Fall 2004	<u>Teaching ratings (7-point scale):</u>
	Instructor: 6.8 (Fall 2001)
	Instructor: 6.7 (Spring 2003)
	Instructor: 6.7 (Fall 2004)

- Spring 2000
Spring 2001
Fall 2001
Fall 2002
- Management and Organizational Analysis (Ugrad)**
New York University, Stern School of Business
Teaching ratings (7-point scale):
Instructor: 6.0, 6.1 (Spring 2000)
Instructor: 6.5, 6.7, 6.7 (Spring 2001)
Instructor: 6.6, 6.8 (Fall 2001)
Instructor: 6.9 (Fall 2002)
- Winter 1999
- Teamwork and Interpersonal Relations in Organizations**
University of Michigan Business School, Undergraduate
Teaching ratings (5-point scale): Instructor: 4.9 (30 students)
- Graduate Student Instructor** [Full responsibility for the content and process of 2 weekly discussion meetings with 30-40 students each for 14 week term]
- Fall 1994
- Introduction to Organizational Psychology**
Professor Thomas A. Finholt
Teaching ratings (5-point scale): Instructor: 4.74 (42 students)
- Winter 1995, 1996
- Introduction to Organizational Psychology**
Professor Lloyd E. Sandelands
Teaching ratings (5-point scale):
Winter 1995, Instructor: 4.76 (47 students)
Winter 1996, Instructor: 4.70 (43 students)
- Fall 1995
- Advanced Laboratory in Organizational Psychology**
Professor Ruby Beale
Teaching ratings (5-point scale): Effectiveness as GSI: 4.90 (29 students)
- Fall 1996
- Bargaining and Influence Behavior**
MBA Course
Teaching Assistant with Professor James P. Walsh

ADVISING

Doctoral Thesis Committees

Michel Anteby, Management, Stern School of Business, New York University, “Work, Meaning, and Identity: A Study of Semi-Clandestine Factory Interactions,” Chair. Currently Assistant Professor, Harvard Business School.

Linda Dunn-Jensen, Stern School of Business, New York University, “Unmasking Face Time: Work, Family and Presence at the Office,” current student.

Niary Gorjian, Alliant University, “The Virtue of Transcendence in Relation to Work Orientation, Job Satisfaction and Turnover Cognitions,” current student.

Sara Grant, Wagner Graduate School of Public Service, New York University, “Transitioning between the private and the public sector: An exploratory study,” current student.

Patricia Hewlin, Management, Stern School of Business, New York University, “And the Award For Best Actor Goes to . . .: Facades of Conformity in Organizational Settings,” 2001. Currently Assistant Professor, McDonough School of Business, Georgetown University.

Tyler Okimoto, Department of Psychology, New York University, “Outcomes as Affirmation of Membership Value: Material Compensation for Procedural Injustice,” 2005. Currently Post-Doctoral Scholar, Flinders University of South Australia.

Gregory Robbins, Management, Columbia Graduate School of Business, Columbia University, “Titles and tasks: New jobs for new media in Silicon Alley?” 2001. Currently Assistant Professor, College of Management, Georgia Tech.

Independent Study Advisor

Danielle Stines, Stern School of Business, NYU, “Leadership and Job Crafting,” 2002.

Amanda Diamondstein, Gallatin School, NYU, “Organizational Culture,” 2001.

Faculty Mentor of Undergraduates

Stern Scholars Class of 2006 Faculty Advisor, New York University, 2002-present

University Mentorship Society, University of Michigan, 1995-1998

RESEARCH INTERESTS

The experience and meaning of work

Creation of meaning in challenging organizational and occupational contexts

The valuing and devaluing of work

TEACHING INTERESTS

Organizational Psychology

Organizational Behavior

Team Dynamics in Organizations

Negotiation and Conflict Resolution

Research Methods

HONORS, GRANTS & AWARDS

- 2003 **New York University Excellence in Teaching Award**
NYU Stern Executive Education Program
- 2003 **New York University Undergraduate College “Club 6”**
Award given for teaching excellence
- 2002 **IBM Faculty Award**
Award given for research excellence
- 2000 **Positive Psychology Network**
Leader of funded research group studying the “Positive Psychology of Organizations”
- 1998 **Horace H. Rackham One-Term Dissertation Fellowship**
Rackham School of Graduate Studies, The University of Michigan
- 1996-1998 **Departmental Associate**
Elected honor among psychology department graduate students
Department of Psychology, The University of Michigan
- 1997 **OB/OMT Doctoral Consortium Participant**
Annual Meeting of the Academy of Management
- 1995 **Honorable Mention, National Science Foundation**
National Science Foundation Graduate Research Fellowship competition
- 1995, 1998 **Spring-Summer Research Fellowship**
Department of Psychology, The University of Michigan
- 1993 **Psi Chi National Psychology Honor Society**
Co-President, The University of Pennsylvania, 1994
- 1990-1994 **National Merit Achievement Scholarship, W. W. Smith Charitable
Trust Scholarship**
The University of Pennsylvania

OTHER RESEARCH EXPERIENCE

University of Michigan Business School, Ann Arbor, MI

September 1996-August 1999

Collaborative research with Professor Jane E. Dutton on a project designed to study how people in “dirty work” jobs derive meaning in their work. Conducted focus groups, interviews, and observations with hospital cleaners. Coded and analyzed data, summarized findings in two empirical papers.

Institute for Social Research, Survey Research Center, University of Michigan, Ann Arbor, MI June 1996-August 1998

Research assistant with Professor Richard H. Price and Dr. Amiram D. Vinokur in Michigan Prevention Research Center project on the impact of job loss on couples. Investigated the impact of the experience of work as a job, career, or calling on job seeking behaviors and eventual re-employment patterns in NIMH-funded, large, two-site, longitudinal field study. Coordinated interview and survey waves in the field; assessed field procedures; oversaw data collection; assisted with scale construction and data analyses; and authored research articles.

Department of Psychology, University of Pennsylvania, Philadelphia, PA

September 1991-August 1994

Research assistant with Professor Paul Rozin on projects sponsored by The MacArthur Foundation and Unilever. Collaborative research on all facets of research projects. Research topics included field surveys of work orientation; evaluative conditioning of olfactory and visual stimuli in both laboratory and field contexts; and measurement of attention to and importance of sense of smell. Designed and implemented laboratory experiments and surveys; analyzed and interpreted data; presented research at weekly laboratory meetings; authored and assisted in the authoring of journal articles.

Department of Psychology, Hiroshima Shudo University, Hiroshima, Japan

June 1994-July 1994

Research assistant with Professor Sumio Imada. Research projects included body image perception and attitudes toward eating. Collected and analyzed survey data and made classroom presentations of collaborative research projects.

Department of Psychology, Katholieke University of Leuven, Leuven, Belgium

May 1993-August 1993

Research assistant with Professors Paul Eelen and Frank Baeyens on projects sponsored by Unilever. Research topics included evaluative conditioning and learning in humans in both laboratory and field contexts, and cross-cultural food and smell sensory attitudes. Aided in the design of laboratory experiments; implemented laboratory experiments and surveys; learned psychophysiological measurement techniques and research methods; assisted in data

analysis and interpretation; wrote research reports; assisted in authoring of journal articles.

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Psychological Society
- American Psychological Association
- Society for Industrial and Organizational Psychology
- Society for Personality and Social Psychology

SERVICE

Ad hoc reviewer: National Science Foundation, Journal of Personality and Social Psychology, Psychological Science, Motivation and Emotion, American Behavioral Scientist, Sociological Focus, Administrative Science Quarterly, Academy of Management Review, Academy of Management Journal, Organization Science, Journal of Management, Journal of Happiness Studies, Journal of Organizational Behavior

Research Committee, Department of Management, New York University, 2005-present

Doctoral Program Committee, Department of Management, New York University, 2000-2003, 2004-2005

Faculty Recruiting Committee, Department of Management, New York University, 2001-2002

Course Developer and Organizer, Year-Long Ph.D. Seminar for New Students, New York University, 2001-2003

Member, Research Subcommittee, Department of Management, New York University, 2000

Graduate Executive Committee, Department of Psychology, University of Michigan, 1997-99

Executive Committee, Organizational Psychology, University of Michigan, 1995-97

Psychology Graduate Council, Department of Psychology, University of Michigan, 1994-96

Co-coordinator, Organizational Psychology Colloquium, University of Michigan, 1994-95