

# ASHLEY E. HARDIN

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Assistant Professor of Organizational Behavior  
Olin Business School  
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## EDUCATION

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

PhD in Business Administration (Management and Organizations), 2017

Bachelor of Business Administration, concentration in finance, minor in mathematics, 2009

## ACADEMIC POSITIONS

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### Washington University in St. Louis, Olin Business School

Assistant Professor of Organizational Behavior, 2017 – Present

## PUBLICATIONS

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Kopelman, S., Hardin, A. E., Myers, C. G., & Tost, L. P. (2016). Cooperation in multicultural negotiations: How the cultures of people with low and high power interact. *Journal of Applied Psychology*, 101(5), 721-730.

Carmeli, A., Dutton, J. E., & Hardin, A. E. (2015). Respect as an engine for new ideas: Linking respectful engagement, relational information processing, and creativity among employees and teams. *Human Relations*, 68(6), 1021-1047.

Dutton, J. E., Workman K. M., & Hardin, A. E. (2014). Compassion and work organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 1(1), 277-304.

## MANUSCRIPTS UNDER REVIEW & WORKING PAPERS

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Hardin, A. E., Dutton, J. E., Workman K. M., & Worline, M. From noticing to surfacing: Enriching understanding of how awareness of suffering occurs in organizations.

Hardin, A. E. Getting acquainted: How knowing about colleagues' personal lives impacts workplace interactions, for better not worse.

Hardin, A. E., & Tost, L. P. Heartless at the top? The relationship between hierarchical position and empathic concern.

Lee, J. J., Hardin, A. E., Parmar, B. & Gino, F.G. The unintended interpersonal costs of dishonesty: How unethical behavior reduces individuals' ability to detect and empathize with others' emotions.

Mayer, D. M., Hardin, A. E., & Bauman, C. W. What's in your office? How photos of close others can reduce unethical behavior at work.

## CONFERENCE PRESENTATIONS

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- Lee, J. J., Hardin, A. E., Parmar, B. & Gino, F.G. (May, 2017). The unintended interpersonal costs of dishonesty: How unethical behavior reduces individuals' ability to detect and empathize with others' emotions. Research presentation at the *8th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI*.
- Mayer, D. M., Hardin, A. E., & Bauman, C. W. (August, 2016) What's in your office? How photos of close others can reduce unethical behavior at work. Symposium presentation (OB, MOC, and CM Divisions; Best Symposium Award Winner for the OB Division) at the *76th Annual Meeting of the Academy of Management, Anaheim, CA*.
- Hardin, A. E. & Parmar, B. (August, 2016) The hidden cost of unethical behavior: Examining the link between unethical behavior and empathic concern. Symposium presentation (OB, MOC, and SIM Divisions) at the *76th Annual Meeting of the Academy of Management, Anaheim, CA*.
- Hardin, A. E., Dutton, J. E. & Workman, K. M. (August, 2015) With or without a doubt: Dilemmas in granting and taking compassionate action. Symposium presentation (OB and MOC Divisions) at the *75th Annual Meeting of the Academy of Management, Vancouver, BC*.
- Worline, M., Dutton, J. E., Kanov, J., Maitlis, S., Clegg, S., Simpson, A., Delbecq, A., McClelland, L., & Hardin, A. E. (August, 2015). Engaging compassion in research and teaching: An active tribute to the legacy of Peter Frost (MOC Division) at the *75th Annual Meeting of the Academy of Management, Vancouver, BC*.
- Hardin, A. E., & Tost, L. P. (June, 2015). Heartless at the top? Why higher rank does not diminish empathy. Research presentation at the *7th Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL*.
- Hardin, A. E. (May, 2015). Interpersonal knowledge: What is it, how do we get it, and why should we care. Jamboree session hosted at the *12<sup>th</sup> Annual May Meaning Meeting, Litchfield, CT*.
- Hardin, A. E., & Tost, L. P. (August, 2014). Does climbing the organizational ladder always lead to less compassion? The effects of hierarchy on feelings and expressions of compassion in the workplace. Symposium presentation at the *74th Annual Meeting of the Academy of Management, Philadelphia, PA*.
- Dutton, J. E., Hardin, A. E., & Workman K. M. (August, 2014). Beginnings matter: How organizations enable and disable compassion activation at work. Symposium presentation at the *74th Annual Meeting of the Academy of Management, Philadelphia, PA*.
- Aceves, C. R., Garrett, L., Hardin, A. E., & Quinn, R. E. (August, 2013). Discovering your solar system: Identifying and crafting your research identity. Professional development workshop hosted at *73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL*.
- Dutton, J. E., Hardin, A. E., & Workman K. M. (June, 2013). Pain-full attention: The work of noticing suffering at work. Jamboree session at the *10<sup>th</sup> Annual May Meaning Meeting, Ann Arbor, MI*.

## INVITED SCHOLARLY TALKS & PRESENTATIONS

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- Harvard Business School Organizational Behavior Unit, December 2016
- University of British Columbia Sauder School of Business, November 2016
- Michigan State University School of Human Resources and Labor Relations, November 2016
- Washington University in St. Louis Olin Business School, November 2016
- University of Oxford Saïd Business School, November 2016
- London School of Economics and Political Science, November 2016
- University of Virginia McIntire School of Commerce, October 2016
- University of Massachusetts Amherst Isenberg School of Management, October 2016
- University of Maryland Robert H. Smith School of Business, September 2016
- University of Georgia Terry College of Business, September 2016

## TEACHING EXPERIENCE

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### Washington University in St. Louis, Olin Business School

#### Instructor

- OB 360: Organizational Behavior within the Firm, undergraduate core course, 2017

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

#### Instructor

- BA 200: Business & Leaders: The Positive Difference, undergraduate core course, 2014  
Instructor Rating: **5.0/5.0**

#### Teaching Assistant

- MO 503: Leading People & Organizations, MBA core course, 2014
- MO 512: Bargaining & Influence Skills: Negotiation Strategy, MBA elective course, 2016
- MO 615: Managing Professional Relationships, MBA elective course, 2012 – 2017
- MO 634: Negotiations, EMBA elective course, 2012 – 2016

## AWARDS & HONORS

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- Gladys D. and Walter R. Stark Fellow for Academic Excellence, 2016
- Rackham Predoctoral Fellow (*university-wide award recognizing ambitious, creative, risk-taking dissertations; full year's support, granted to 1% of doctoral students*), 2016
- Ross School of Business Research Grant, 2016
- Outstanding Reviewer Award (*OB Division, Academy of Management*), 2016
- Outstanding Reviewer Award (*MOC Division, Academy of Management*), 2016
- Gerald & Lillian Dykstra Fellow for Teaching Excellence (*business school award recognizing teaching excellence by a graduate student, full semester's support*), 2015
- Rackham Graduate Student Research Grant, 2014
- James B. Angell Scholar, 2007
- William J. Branstrom Freshman Prize Honoree, 2006

## SERVICE

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### Reviewing

- Ad hoc reviewer, *Journal of Organizational Behavior*, 2017 – Present
- Ad hoc reviewer, *Human Relations*, 2016 – Present
- Reviewer, AOM Annual Meetings (*OB, GDO, and MOC Divisions*), 2012 – Present
- Reviewer, IACM Annual Meetings, 2014 – 2015
- Ross School of Business PhD Grants Committee Reviewer, 2014 – 2017

### Other Professional Service

- Contributor, ASQ Student Blog, 2014 – 2017
- Conference Organizer, Positive Organizational Scholarship Research Conference, 2014 – 2015
- Ross School of Business, M&O Department, Subject Pool Coordinator, 2013 – 2017
- Ross School of Business PhD Forum, Social Co-Chair, 2013 – 2014
- PhD Recruiting Committee, Management & Organizations, 2013
- Manager of the Compassion Lab 2.0 research group, 2012 – 2013

### Professional Associations

- Academy of Management, 2012 – Present
- Center for Positive Organizations, 2012 – Present
- Compassion Lab 2.0, 2012 – Present
- Positive Relationships at Work Micro Community, 2014 – Present
- Society for Industrial and Organizational Psychology, 2014 – Present

## NON-ACADEMIC PROFESSIONAL EXPERIENCE

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### Bain and Company

Chicago, IL

- Associate Consultant Intern, Summer 2008
- Associate Consultant, 2009 – 2011
- Senior Associate Consultant, 2011 – 2012

### The Bridgespan Group

Boston, MA

- Senior Associate Consultant, 2012