

# ASHLEY E. HARDIN

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Assistant Professor of Organizational Behavior  
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## ACADEMIC POSITIONS

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

Assistant Professor of Organizational Behavior, 2017 – Present

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

Doctoral Research Fellow, Center for Positive Organizations, 2015 – 2017

## EDUCATION

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

PhD in Business Administration (Management and Organizations), 2017

Dissertation: *Getting Acquainted: How Knowing About Colleagues' Personal Lives Impacts Workplace Interactions, for Better and Worse*

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

## 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. From noticing to surfacing: Enriching understanding of how awareness of suffering occurs in organizations. (*Revise and Resubmit at AMJ*).

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. (*Revise and Resubmit at JEP:G*).

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

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

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

## CONFERENCE PRESENTATIONS

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Hardin, A. E. (August, 2018) Getting acquainted: How knowing about colleagues' personal lives impacts workplace interactions, for better not worse. Paper presentation at the *78th Annual Meeting of the Academy of Management, Chicago, IL*.

Dobson, K., Pillemer, J., Hardin, A. E., Harrison, S., Moore, C., Leroy, H. (August, 2018) Authenticity and Social Connection at Work. Panel Presentation at Showcase Symposium at the *78th Annual Meeting of the Academy of Management, Chicago, IL*.

Hardin, A. E., Dutton, J. E., & Workman K. M. (June, 2018) From noticing to surfacing: Enriching understanding of how awareness of suffering occurs in organizations. Research presentation at the *Positive Relationships at Work Roundtable, Arlington, VA*.

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. (June, 2016) Getting acquainted: How knowing about colleagues' personal lives impacts workplace interactions, for better not worse. Research presentation at the *Positive Relationships at Work Roundtable, Ithaca, NY*.

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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- Michigan Health and Rehabilitation Workshop, April 2017
- 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 - Instructor Rating: 9.9/10.0
- OB 600A: Introduction to Organizational Field Research, PhD required course, 2018 -

## 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, 2016
- Ross School of Business Research Grant, 2016
- Outstanding Reviewer Award (*OB & MOC Divisions, Academy of Management*), 2016
- Gerald & Lillian Dykstra Fellow for Teaching Excellence, 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, *Academy of Management Journal*, 2018 – Present
- Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*, 2018 – Present
- Ad hoc reviewer, *Journal of Organizational Behavior*, 2017 – Present
- Ad hoc reviewer, *Journal of Business Ethics*, 2017 – Present
- Ad hoc reviewer, *Human Relations*, 2016 – Present
- Reviewer, AOM Annual Meetings (*OB and MOC Divisions*), 2012 – Present
- Ross School of Business PhD Grants Committee Reviewer, 2014 – 2017

### Dissertation Committees

- Elizabeth Luckman, Washington University's Olin Business School (Member, 2018)
- Jasmine Huang, Washington University's Olin Business School (Member, Expected 2019)

### Other Professional Service

- PhD Recruiting Co-Chair, Organizational Behavior, 2018
- 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, 2013 – 2014
- PhD Recruiting Committee, Management & Organizations, 2013
- Manager of the Compassion Lab 2.0 research group, 2012 – 2013

## **Professional Associations**

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

## **NON-ACADEMIC PROFESSIONAL EXPERIENCE**

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**Bain and Company**, Senior Associate Consultant, September 2009 – July 2012 Chicago, IL

- Developed organizational redesign process during separation of Fortune 500 Company
- Crafted internal tool to analyze and discuss employee stress levels
- Developed and evaluated organizational diagnostic to analyze culture of \$37B company; achieved improved decision-making processes and increased morale

**The Bridgespan Group**, Senior Associate Consultant, February 2012 – July 2012 Boston, MA

- Revamped employee training program structure and content in order to better onboard new employees as well as provide professional development for promoted employees
- Developed national replication plan for a home visitation model targeting disadvantaged children
- Created implementation plan for a new grant program targeting community revitalization efforts