

August, 2009

## VITA

### Jane E. Dutton

#### Office Address:

Room R4356  
701 Tappan  
Stephen M. Ross School of Business  
University of Michigan  
Ann Arbor, MI 48109-1234  
(734) 764-1376 (office)  
(734) 936-0282 (fax)  
[janedut@umich.edu](mailto:janedut@umich.edu)

#### Education

- 1983 Ph.D. Organizational Behavior
- 1981 M.A. Organizational Behavior  
Northwestern University  
Evanston, Illinois
  
- 1974 B.A. Sociology  
Colby College  
Waterville, Maine

#### Academic Awards and Honors

- 2009 Distinguished Scholar, Organization Development and Change Division,  
Academy of Management
  
- 2008 Outstanding Reviewer, MOC Division, Academy of Management
  
- 2007 Robert L. Kahn Distinguished University Professor
  
- 2006 Ph.D. Teaching Award, Stephen M. Ross School of Business
  
- 2005 Outstanding Reviewer, Organization Science
  
- 2004 “Breaking the Frame Award” for best paper published in the Journal of  
Management Inquiry in 2003 for “Breathing Life into Organizational Studies”
  
- 2003 Researcher of the Year, University of Michigan Business School
  
- 2003 Best Symposium, Academy of Management, Organization Theory and  
Management Theory Division (Seattle, Washington)
  
- 2002 University of Michigan Business School CORE Award (Contributions to the  
Research Environment Award)
  
- 2002 Faculty Scholars Program in Integrated Health Care.
  
- 2001 Senior Scholar Award, University of Michigan Business School
  
- 2001 Organization and Management Theory (OMT) Distinguished Scholar Award
  
- 2000 Administrative Science Quarterly Award for Scholarly Contribution

|                |   |
|----------------|---|
| 1998 - 2001    | Elected to Academy of Management Board of Governors   |
| 1999           | Nominated for BBA Teaching Award, University of Michigan Business School                              |
| 1998, 1999     | Nominated for Ph.D. Teaching Award, University of Michigan Business School                            |
| 1997 - Current | Elected Fellow, National Academy of Management  |
| 1997 - 1999    | Jack D. Sparks/Whirlpool Corporation, Research Professor of Organizational Behavior                   |
| 1997           | Best Symposium, Academy of Management, Organization and Management Theory Division                    |
| 1992           | <u>Academy of Management Journal</u> Best Paper Award   |
| 1990           | Best Empirical Paper, Eastern Academy of Management   |
| 1985, 1987     | Tenneco Award received for Outstanding Paper in Management, New York University                       |
| 1980           | Doctoral Dissertation Award, American Assembly of Collegiate Business Schools Beta Gamma Sigma        |
| 1977, 1978     | Graduate Fellow, Center for Interdisciplinary Study in Science and Technology Northwestern University |

### **Employment**

|                |  |
|----------------|--|
| 2007 - Current | Robert L. Kahn Distinguished University Professor, University of Michigan  |
| 1996 - 2007    | William Russell Kelly Professor of Business Administration   |
| 2002           | Professor of Psychology  |
| 1994 - 1996    | Professor of Organization Behavior and Human Resource Management and Corporate Strategy  |
| 1989 - 1994    | Associate Professor of Organization Behavior and Human Resource Management and Corporate Strategy<br>University of Michigan School of Business Administration<br><br>Associate Professor of Psychology<br>University of Michigan |
| 1987 - 1989    | Associate Professor of Management<br>Graduate School of Business, New York University  |
| 1983 - 1986    | Assistant Professor of Management<br>New York University   |
| 1980 - 1982    | Visiting Lecturer<br>J. L. Kellogg Graduate School of Management<br>Northwestern University  |

### **Courses Taught**

Managing Professional Relationships (MBA)  
 Business Policy (Undergraduate, MBA)  
 Organization Theory, Organization Behavior (Undergraduate, MBA)  
 Action Skills for Middle Managers (MBA)  
 Positive Organizational Scholarship: A New Frontier in Organizational Studies (Undergraduate)  
 Organizational Change (Undergraduate)  
 Multidisciplinary Action Projects (MAP, MBA)  
 Strategy as Social Process (Ph.D.)  
 Organization Theory (Ph.D.)  
 Relationships and Organizations (Ph.D.)  
 Positive Organizing and Human Flourishing (Ph.D.)  
 Mechanisms of Organized Action (Ph.D.)

### **Administrative Positions**

|             |   |
|-------------|---|
| 2005 - 2008 | Chair, Management and Organizations Department  |
| 1994 - 2006 | Co-director, Rackham Interdisciplinary Program in Organization Studies (ICOS)<br>University of Michigan |
| 1994 - 1997 | Chair, Organization Behavior and Human Resource Management Department                                   |

### **Professional Service**

|                |   |
|----------------|---|
| 2003 - 2005    | Executive Committee, Ross School of Business  |
| 2004 - Present | Co-founder, Center for Positive Organizational Scholarship  |
| 2004 - Present | Board of Directors, Kelly Services  |
| 2003           | All Academy Awards Committee, National Academy of Management  |
| 2002           | Chair, Research Committee, University of Michigan Business School   |
| 2002 - 2004    | Advisory Board, Interdisciplinary Program in Organizational Studies   |
| 2003 - 2005    | Board of Governors, Academy of Management   |
| 1999 - 2001    | Executive Committee, University of Michigan Business School   |
| 1996 - 2001    | Citicorp Behavioral Sciences Research Council   |
| 1999, 2002     | Terry Book Award, Distinguished Scholar Award, National Academy of Management   |
| 1997           | Terry Book Award, National Academy of Management  |
| 1996           | Board of Governors Division Review Committee, National Academy of Management<br>Division Innovation Awards Committee, National Academy of Management<br>Past Division Chair, Division of Organization and Management Theory |
| 1995           | Division Chair, Division of Organization and Management Theory  |
| 1994           | Division Chair-elect, Division of Organization and Management Theory  |

|                  |  |
|------------------|--|
| 1993             | Program Chair, Division of Organization and Management Theory  |
| 1992, 1998, 2003 | Faculty Participant, Junior Faculty Consortium, Division of Organization and Management Theory                               |
| 1992, 1994       | Faculty Organizer, Doctoral Consortium, Division of Organization and Management Theory, National Academy of Management       |
| 1992             | Faculty Organizer, Junior Faculty Consortium, Division of Organization and Management Theory, National Academy of Management |
| 1992             | Program Chair-elect, Division of Organization and Management Theory  |
| 1991             | Faculty Organizer, Doctoral Consortium, Division of Business Policy and Planning, National Academy of Management             |
| 1989 - 1991      | Executive Committee, Division of Business Policy and Planning, National Academy of Management                                |
| 1989             | Faculty Organizer, Junior Faculty Consortium, Division of Business Policy and Planning, National Academy of Management       |

### **Editorial Appointments**

|                |   |
|----------------|---|
| 2005 - Present | Editorial Board, <a href="#"><u>Academy of Management Annual Review</u></a>             |
| 2005 - Present | Editorial Board: <a href="#"><u>International Public Management Journal</u></a>         |
| 1994 - Present | Editorial Board: <a href="#"><u>Organization Science</u></a>                            |
| 2005 - Present | Editorial Board: <a href="#"><u>Journal of Positive Psychology</u></a>                  |
| 2003 - Present | Editorial Board: <a href="#"><u>Organization Studies</u></a>                            |
| 2001 - Present | Editorial Board: <a href="#"><u>Journal of Management Education</u></a>                 |
| 1997 - Present | Editorial Board: <a href="#"><u>Advances in Qualitative Organizational Research</u></a> |
| 2003 - 2007    | Editorial Board: <a href="#"><u>Academy of Management Journal</u></a>                   |
| 1997 - 2000    | Editorial Board: <a href="#"><u>Corporate Reputation Review</u></a>                     |
| 1996 - 2003    | Editorial Board: <a href="#"><u>Administrative Science Quarterly</u></a>                |
| 1995 - 1997    | Editorial Board: <a href="#"><u>Journal of Organization Behavior</u></a>                |
| 1991 - 1997    | Co-editor: <a href="#"><u>Advances in Strategic Management</u></a>                      |
| 1991 - 1993    | Consulting Editor: <a href="#"><u>Academy of Management Journal</u></a>                 |
| 1984 - 1993    | Editorial Board: <a href="#"><u>Academy of Management Journal</u></a>                   |

### **Research Employment**

|             |   |
|-------------|---|
| 1974 - 1977 | Research Associate, Social Science Research Institute<br>University of Maine at Orono |
|-------------|---|

## Publications

- Dutton, J.E., L.M. Roberts and J. Bednar (Conditional acceptance). Pathways to Positivity for Work-Related Identities, Academy of Management Review.
- Berg, J. M., Wrzesniewski, A., & Dutton, J. E. (2010). Perceiving and Responding to Challenges in Job Crafting at Different Ranks: When Proactivity Requires Adaptivity. Forthcoming in the Journal of Organizational Behavior, , 31 (2)
- Carmeli, A. Brueller and J. Dutton. Linking High-Quality Interpersonal Relationships, Psychological Safety and Learning Behaviors in the Workplace, Systems Research and Behavioral Science, Vol. 26, 81-98, 2009.
- Dutton, J and F. Morehart. Heartwarming as the Other Side of Heartbreaking Experiences in Research. Journal of Management Inquiry. Forthcoming (Invited essay)
- Grant, A.M., J. Dutton, and B. Rosso. Giving Commitment: Employee Support Programs and the Prosocial Sensemaking Process, Academy of Management Journal, 51,5, 898-918, 2008.
- Heaphy, E. and J. Dutton Integrating Organizations and Physiology: Getting Started. Academy of Management Review, 33,4, 1009-1010, 2008.
- Fredrickson B. and J. Dutton Unpacking positive organizing: Organizations as sites of individual and group flourishing (Introduction to special issue of Journal of Positive Psychology, January, 2008.
- Heaphy, E. and J. Dutton. Positive Social Interactions and the Human Body at Work: Linking Organizations and Physiology, Academy of Management Review, 33,1, 137-163, 2008.
- Lilius, J. M. Worline, S. Maitlis, J. Kanov, J. Dutton and P. Frost. Contours of Compassion at Work, Journal of Organization Behavior, 29,193-218, 2008.
- Dutton, J., M. Worline, P. Frost and J. Lilius. Explaining Compassion Organizing, Administrative Science Quarterly, 51, 1, 59-96, 2006.
- Dutton, J. and J. Dukerich. The Relational Foundation of Research: An Underappreciated Dimension of Interesting Research, Academy of Management Journal, 49,1,21-26, 2006.
- Dutton, J. Bridging the gap between management-organizational research and public policy, Academy of Management Journal, 48, 6, 956-95, 2006.
- Rhee, S.Y, J. Dutton and R. Bagozzi Making Sense of Organizational Actions in Response to Tragedy: Virtue Frames, Organizational Identification and Organizational Attachment, Journal of Management, Spirituality and Religion, Vol. 3, Issues 1-2: 34-59, 2006. Reprinted in Manz, Charles C., Kim S. Cameron, Karen P. Manz and Robert D. Marx (eds.) (2008,). The Virtuous Organization: Insights from Some of the World's Leading Management Thinkers. Singapore and New Jersey: World Scientific.
- Spreitzer, G., K. Sutcliffe, J. Dutton, S. Sonenshein, and A. Grant. A Socially Embedded Model of Thriving at Work, Organization Science, Sept-Oct. 16, 5:537-549, 2005.
- Morgan, L., G. Spreitzer, J. Dutton, R. Quinn, E. Heaphy and B. Barker. How to Play to Your Strengths Harvard Business Review, January, 2005.
- Roberts. L.M., J. Dutton. G. Spreitzer, E.D. Heaphy and R.E Quinn, Composing the Reflected Best Self-Portrait: Building Pathways for Becoming Extraordinary in Work Organizations, Academy of Management Review,. 30, 4, 712-736, 2005.

- Quinn, R. and J. Dutton. Coordination as Energy-in-Conversation: A Process Theory of Organizing, Academy of Management Review, 30, 1, 36-57, 2005
- Kanov, J., S. Maitlis, M. Worline, J Dutton, P. Frost and J. Lilius. Compassion in Organizational Life. American Behavioral Scientist, 47,6, 808-827, 2004. Reprinted in J. V. Gallos (Ed.), Organization development: A Jossey-Bass Reader (The Jossey-Bass Business and Management Reader Series). Jossey-Bass.
- Dutton, J.E. Fostering high quality connections through respectful engagement Stanford Social Innovation Review, Winter, 54-57, 2003.
- Cameron, K., J. Dutton, R. Quinn and S. Bernstein Positive Organizational Scholarship: Meet the Movement, Journal of Management Inquiry, 12, 3, 266-271, 2003.
- Dutton, J. Breathing Life into Organizational Studies Journal of Management Inquiry, 12, 1-19, 2003. Winner of "Breaking the Frame" Award for Best Paper in the Journal of Management Inquiry for 2003.
- Dutton, J., S. Ashford, K. Lawrence and K. Miner-Rubino. Red Light, Green Light: Making Sense of the Organizational Context for Issue Selling. Organization Science, 13,4, 355-369, 2002.
- Dutton, J., P. Frost, M. Worline, J. Lilius and J. Kanov. Leading in Times of Trauma. Harvard Business Review, Jan., 54-61, 2002. Reprinted in Harvard Business Review on Building Personal and Organizational Resilience, (Boston: Harvard Business School Press). Reprinted in Harvard Business Review OnPoint, Leading High Performance Teams, Spring, 2008.
- Dutton, J., S. Ashford, R. O'Neill and K. Lawrence. Moves that Matter: Issue Selling and Organizational Change. Academy of Management Journal, 4, 44, 716-737, 2001.
- Wrzesniewski, A. and J. Dutton. Crafting a Job: Employees as Active Crafters of Their Work. Academy of Management Review, 26, 2, 179-201, 2001. Reprinted in C. L. Cooper & W. H. Starbuck (Eds.), Work and Workers: A Three-Volume Set. Thousand Oaks: Sage Publications, 2005.
- Gersick, C., J. Bartunek and J. Dutton. Learning from Academe: The Importance of Relationships in Professional Life. Academy of Management Journal, 43, 6, 1026-1045, 2000. Reprinted in Foundations for Inquiry: Choices and Trade-offs in the Organizational Sciences (C. Lundberg and C.A. Yong (Eds.) Stanford Business Press, Stanford, California, 444-454, 2005.
- Albert, S., B. Ashforth and J. Dutton. Organizational Identity and Identification: Charting New Waters and Building New Bridges. Academy of Management Review, 25, 1, 13-18, 2000.
- Ashford S., N. Rothbard, S. Piderit and J. Dutton. Out on a Limb: The Role of Context and Impression Management in Selling Gender-Equity Issues. Administrative Science Quarterly, 43, 23-57, 1998.
- Rafaeli, A., J. Dutton, C. V. Harquail and S. Lewis. Navigating by Attire: The Functions of Dress at Work. Academy of Management Journal, 40, 1, 9-45, 1997.
- Dutton, J., S. Ashford, L. Wierba, R. O'Neill and E. Hayes. Reading the Wind: How Middle Managers Read the Context for Issue Selling. Strategic Management Journal, 18, 5, 407-423, 1997.
- Denison, D., J. Dutton, J. Kahn and S. Hart. Organizational Context and the Interpretation of Strategic Issues. A Note on CEO's Interpretations of Foreign Direct Investment. Journal of Management Studies, 33, 4, 453-474, 1996.
- Dutton, J., J. Dukerich and C.V. Harquail. Organizational Images and Member Identification. Administrative Science Quarterly, June, 239-262, 1994. (Recipient of ASQ Award for Scholarly Contribution, 2000)

- McCabe, D., J. Dukerich and J. Dutton. The Effects of Professional Education on Values and the Resolution of Ethical Dilemmas: Business School vs. Law School Students. Journal of Business Ethics, 13, September, 693-700, 1994.
- Dutton, J. and S. Ashford. Selling Issues to Top Management. Academy of Management Review, 18, 3, 397-428, 1993.
- McCabe, D. and J. Dutton. Making Sense of the Environment: The Role of Perceived Effectiveness. Human Relations, 46, 5, 623-643, 1993.
- McCabe, D., J. Dukerich and J. Dutton. Values and Moral Dilemmas: A Cross-Cultural Comparison. Business Ethics Quarterly, 3, 2, 117-130, 1993.
- Dutton, J. Interpretations on Automatic: A Different View of Strategic Issue Diagnosis. Journal of Management Studies, 30, 3, 339-358, 1993.
- McCabe, D., J. Dukerich and J. Dutton. Values and Ethical Decision Making Among Professional Students: A Study of Medical and Dental Students. Professional Ethics, 1, Nos. 3 & 4, 117-136, 1992.
- McCabe, D., J. Dukerich and J. Dutton. Context, Values and Moral Dilemmas: Comparing the Choices of Business and Law School Students. Journal of Business Ethics, 12, 951-1000, 1991.
- Dutton, J. and S. Stumpf. Using Behavioral Simulations to Study Strategic Processes. Simulations and Gaming, 22, 2, 149-173, 1991.
- Dutton, J. and J. Dukerich. Keeping an Eye on the Mirror: The Role of Image and Identity in Organizational Adaptation. Academy of Management Journal, 34, 3, 517-554, 1991. (Recipient of Best Paper Award for AMJ, 1992). Reprinted in Organizational Learning and Knowledge Management edited by William H. Starbuck, Edward Elgar Publishing, 2008.
- Milliken, F., J. Dutton and J. Beyer. Adapting to a Changing Work Force: Organization and Work-Family Issues. Human Resource Planning, 13, 2, 91-107, 1990.
- Stumpf, S. and J. Dutton. The Dynamics of Learning Through Management Simulations: Let's Dance. Journal of Management Development, 9, 7-15, 1990.
- Dutton, J., E. Walton and E. Abrahamson. The Important Dimensions of Strategic Issues: Separating the Wheat from the Chaff. Journal of Management Studies, 26, 4, 379-396, July, 1989.
- Jackson, S. and J. Dutton. Discerning Threats and Opportunities. Administrative Science Quarterly, 33, 370-387, September, 1988.
- Dutton, J. and J. Webster. Patterns of Interest Around Issues: The Role of Uncertainty and Feasibility. Academy of Management Journal, 31, 3, 663-675, July, 1988.
- Dutton, J. and R. Duncan. The Influence of Strategic Planning on Strategic Change. Strategic Management Journal, 8, 2, 103-116, 1987.
- Dutton, J. and R. Duncan. Strategic Issue Diagnosis and Creation of Momentum for Change. Strategic Management Journal, 8, 3, 279-295, 1987.) (Recipient of Tenneco Award for Outstanding Paper in Management)
- Dutton, J. and E. Ottensmeyer. Strategic Issue Management Systems: Forms, Functions and Contexts. Academy of Management Review, 12, 2, 355-365, 1987.

Dutton, J. and S. Jackson. Categorizing Strategic Issues: Links to Organizational Action. Academy of Management Review, 12, 1, 76-90, 1987.

Dutton, J. Understanding Strategic Agenda Building in Organizations and Its Implications for Managing Change. Scandinavian Journal of Management Studies, 3, 1, 3-24, 1986. Reprinted in L.R. Pondy, R.J. Boland and H. Thomas (Eds.) Managing Ambiguity and Change, John Wiley & Sons, 1988, 127-144 and in D. Hickson (Ed) Managerial Decision Making, Dartmouth Publishing Company, 1995.

Dewar, R. and J. Dutton. The Adoption of Radical and Incremental Innovations: An Empirical Analysis. Management Science, 32, 11, 1422-1433, 1986.

Dutton, J. The Processing of Crisis and Non-crisis Strategic Issues: A Situationist Perspective. Journal of Management Studies, 23, 5, 501-517, 1986.

Sandelands, L., S. Ashford and J. Dutton. Reconceptualizing the Overjustification Effect: A Template Theory of Task Motivation. Motivation and Emotion, 7, 3, 229-255, 1983.

Dutton, J., L. Fahey and V. K. Narayanan. Toward Understanding Strategic Issue Diagnosis. Strategic Management Journal, 4, 307-323, 1983.

Staw, B. M., L. Sandelands and J. Dutton. Threat-rigidity Effects in Organizational Behavior: A Multi-level Analysis. Administrative Science Quarterly, 26, 501-524, 1981. Reprinted in Cameron, K., R. Sutton and D. Whetten (Eds.) Organizational Decline, Cambridge: Ballinger, 1988 and in C.L. Cooper (Ed.), Classics in Management Thought, Chettendam, England: Edward Elgar Publishing, 1999.

### **Book Chapters and Research Annuals**

Dutton, J., Roberts, L.M and Bednar, J. Prosocial Practices, Positive Identity, and Flourishing at Work. To appear in Chapter to appear in: Donaldson, S. (Ed.) Applying the Science of Positive Psychology to Improve Society. Sage Publications

Dutton, J. Roberts, L.M. and Bednar, J. Positive Identities and Organizations: An Introduction and Invitation In L. Roberts and J. Dutton (Eds.) Exploring Positive Identity and Organizations: Building a Theoretical and Research Foundation. New York: Taylor Francis 2009

Roberts, L.M., Dutton, J. and Bednar, J. Forging Ahead: Positive Identities and Organizations as a Research Frontier. In L. Roberts and J. Dutton (Eds.) Exploring Positive Identity and Organizations: Building a Theoretical and Research Foundation. New York: Taylor Francis 2009.

Dutton, J.E. and Sonenshein, S. Positive Organizational Scholarship, In Encyclopedia of Positive Psychology. S. Lopez, (Ed.,) London: Blackwell Publishing, Forthcoming, 2008.

Dutton, J.E., and Glynn, M. Positive Organizational Scholarship. In Handbook of Organizational Behavior In C. Cooper and J. Barling, (Eds). London, Sage Publications, pp. 693-712, 2008.

Grant, A., Dutton, J. and B. Rosso That's Important: Making a Difference with Organizational Research. In D. Barry & H. Hansen (Eds.), Sage Handbook of New & Emerging Approaches to Management & Organization, Forthcoming.

Dutton, J., Lilius, J and Kanov, J, . The Transformative Potential of Compassion at Work. In D. Cooperrider, R. Fry and S. Piderit, (Eds.), New Designs for Transformative Cooperation. Stanford University Press. pp. 107-126, 2007.

Baker, W. and J. Dutton Enabling Positive Social Capital. In J. Dutton and B. Ragins (Eds.) Exploring Positive Relationships at Work; Building a Theoretical and Research Foundation (Lawrence Erlbaum Publishers), 2007.

- Dutton, J and B. Ragins Moving Forward: Positive Relationships at Work as a Research Frontier. In J. Dutton and B. Ragins Exploring Positive Relationships at Work; Building a Theoretical and Research Foundation (Lawrence Erlbaum Publishers), 2007.
- Ragins, B. and J. Dutton Positive Relationships at Work; An Invitation and Introduction. In J. Dutton and B. Ragins Exploring Positive Relationships at Work; Building a Theoretical and Research Foundation (Lawrence Erlbaum Publishers), 2007.
- Frost, P., J. Dutton, S. Maitlis, J. Lilius, J. Kanov and M. Worline. Seeing Organizations Differently: Three Lenses on Compassion. In C. Hardy, S. Clegg, T. Lawrence and W. Nord (Eds.) Handbook of Organizational Studies, Second edition (London: Sage Publications) 843-866, 2006.
- Dutton, J., M. Glynn and G. Spreitzer. Positive Organizational Scholarship In J. Greenhaus and G. Callanan (Eds.) Encyclopedia of Career Development (Thousand Oaks, Ca.: Sage Publishers) 2006.
- Dutton, J. One Scholar's Garden: A Narrative of Renewal. In R.I Stablein and P. Frost (Eds.) Renewing Our Research Practice: Lessons from Scholar's Journeys, (Palo Alto: Stanford University Press) 5-17, 2004.
- Wrzesniewski, A., J. Dutton and G. Debebe. Interpersonal Sensemaking and the Meaning of Work. In B. Staw and R. Kramer. Research in Organizational Behavior (San Francisco: Interscience), Vo.I 25, 93-135 2003.
- Dutton, J. and E. Heaphy. The Power of High-Quality Connections at Work. In K. Cameron, J. Dutton and R.E. Quinn (Eds.) Positive Organizational Scholarship (San Francisco: Berrett-Koehler Publishers), 263-278, 2003.
- Cameron, K. J. Dutton and R.E. Quinn. Foundations of Positive Organizational Scholarship. In K. Cameron, J. Dutton and R.E. Quinn (Eds.) Positive Organizational Scholarship (San Francisco: Berrett-Koehler Publishers), 3-13, 2003.
- Cameron, K., J. Dutton, R.E. Quinn and A. Wrzesniewski. Developing a Discipline of Positive Organizational Scholarship. In K. Cameron, J. Dutton and R.E. Quinn (Eds.) Positive Organizational Scholarship (San Francisco: Berrett-Koehler Publishers), 361-379, 2003.
- Wrzesniewski, A., J. Dutton and G. Debebe. Help in Unexpected Places: Access and Assistance within an Organization. In M. Feldman, J. Bell and M. Berger (Eds.) Gaining Access: A Practical Guide for Field Researchers. Walnut Creek, Ca.: Altamira Press, 92-99, 2003.
- Bartel, C. and J. Dutton. Ambiguous Organizational Memberships: Constructing Organizational Identities in Interactions with Others. In M. Hogg and D.J. Jerry (Eds.) Social Identity Processes in Organizational Contexts, Psychology Press, 115-130, 2001.
- Pratt, M. and J. Dutton. Owning Up or Opting Out: The Conditions for Issue Ownership in Organizations. In N. Ashkanasky, C. Hartel and W. Zerbe (Eds.) Emotions and Organizational Life, Quorum Books, 103-129, 2000.
- Frost, P., J. Dutton, M. Worline and A. Wilson. Narratives of Compassion in Organizations. In S. Fineman (Ed.) Emotions in Organizations, Sage Publications, 25-45, 2000.
- Williams, M. and J. Dutton. Corrosive Political Climates: The Heavy Toll of Negative Political Behavior in Organizations. In R. Quinn, R. O'Neill and L. St. Clair (Eds.) The Pressing Problems of Modern Organizations: Transforming the Agenda for Research and Practice, 3-31, 2000.
- Dutton, J. and M. Pratt. Merck and Co. Inc.: From Core Competence to Global Community Involvement. N. Tichy, A. McGill, and L. St. Clair (Eds.) Corporate Global Citizenship: Doing Business in the Public Eye, San Francisco: New Lexington Press, 150-168, 1997.

- Dutton, J. Strategic Agenda Building in Organizations. In Z. Shapira (Ed.) Organization Decision Making, Cambridge University Press, 81-107, 1997.
- Dutton, J., J. Bartunek, and C. Gersick. Growing a Personal, Professional Collaboration. In P. Frost and S. Taylor (Eds.) Rhythms of an Academic Life, Sage Publications, 239-247, 1996.
- Dutton, J. and W. J. Penner. Organizational Identity and Strategic Agenda Building. J. Hendry and G. Johnson with J. Newton (Eds.) In Strategic Thinking: Leadership and the Management of Change, John Wiley & Sons, Ltd., 89-113, 1993.
- Dutton, J. The Making of Organizational Opportunities: An Interpretive Pathway to Organizational Change. In B. M. Staw and L. L. Cummings (Eds.) Research in Organizational Behavior, Vol. 15, Greenwich, Conn: JAI Press, 195-226, 1993.
- Dutton, J., S. Stumpf and D. Wagner. Diagnosing Strategic Issues and Managerial Investment of Resources. In P. Shrivastava and R. Lamb (Eds.) Advances in Strategic Management, Vol. 6, Greenwich, Conn: JAI Press, 143-167, 1990.
- Dutton, J. and E. Ottensmeyer. Interpreting Environments and Taking Actions: Profiles of Strategic Issues Management Systems. In C. Snow (Ed.) Strategy, Organization Design and Human Resource Management, Greenwich, Conn.: JAI Press, 1988. (Recipient of Tenneco Award for Outstanding Paper in Management)
- Dutton, J. Perspectives on Strategic Issue Processing: Insights from A Case Study. In R. Lamb and P. Shrivastava (Eds.) Advances in Strategic Management, Vol. 5, Greenwich, Conn.: JAI Press, 223-244, 1988.

## Books

Energize Your Workplace: How to Build and Sustain High-Quality Connections at Work. San Francisco: Jossey-Bass Publishers, 2003.

## Edited Books

Exploring Positive Identity and Organizations: Building a Theoretical and Research Foundation. L.M. Roberts and J Dutton (Eds.). New York: Psychology Press/Routledge, forthcoming, 2009.

Exploring Positive Relationships at Work: Building a Theoretical and Research Foundation. J. Dutton and B. Ragins (Eds.). Mahwah, NJ: Lawrence Erlbaum, Inc., 2007.

Positive Organizational Scholarship: Foundations of a New Discipline. K. Cameron, J. Dutton and R.E. Quinn (Eds.). San Francisco: Berrett- Koehler Publishers, 2003.

No Limits to Cooperation: The Organizational Dimensions of Global Change. D. Cooperrider and J. Dutton (Eds.). Thousand Oaks, CA: Sage Publications, 1999.

Advances in Strategic Management. P. Shrivastava, A. Huff and J. Dutton (Eds.) Greenwich, Conn.: JAI Press.

|         |      |  |
|---------|------|--|
| Vol. 7  | 1991 | <u>Advances in Strategic Management</u>  |
| Vol. 8  | 1992 | <u>Pushing Back the Boundaries of Strategic Management</u>   |
| Vol. 9  | 1993 | <u>Strategy and the Changing World Order</u>   |
| Vol. 10 | 1994 | (Part A) <u>Resource-based Views of the Firm</u><br>(Part B) <u>Interorganizational Relations and Interorganizational Strategies</u> |
| Vol. 13 | 1996 | <u>The Embeddedness of Strategy</u> . J. Baum and J. Dutton (Eds.)   |

**Published Cases, Center for Positive Organizational Scholarship (<http://www.bus.umich.edu/Positive/>)**

The Heart of Reuters (with R Quinn and R. Pasick)

B. Joseph White: Resilience in Action (with J. Mirmelstein)

A Foundation for Giving (with A. Grant, B, Rosso and 8 students)

Anne Ladky: An Energy Approach to Leadership (Justin Berg and Jane Dutton)

Job Crafting at Burt's Bees (Justin Berg and Jane Dutton)

Crafting a Fulfilling Job: Bringing Passion into Work (Justin Berg and Jane Dutton)

Theory to Practice Briefing: What is Job Crafting and Why does it Matter? Justin Berg, Jane Dutton and Amy Wrzesniewski (Download: <http://www.bus.umich.edu/Positive/POS-Teaching-and-Learning/Job%20Crafting-Theory%20to%20Practice.pdf>)

**Book Reviews**

Identity in Organizations. D. Whetten and P. Godfrey, Eds. (Thousand Oaks, CA: Sage Publications, 1998) for Academy of Management Review, July, 1999.

Fields of Play: Constructing an Academic Life. L. Richardson. (New Brunswick, N.J: Rutgers University Press, 1997) with L. Lempert, L. Groat, J. Hassinger and C. Riehl for Qualitative Inquiry, 1998.

The Culture of Work Organizations. H. Trice and J. Beyer. (Englewood Cliffs, NJ: Prentice Hall, 1993) for Administrative Science Quarterly, September, 1995.

Order Without Design. M. Feldman. (Palo Alto, CA: Stanford University Press, 1989) for Academy of Management Review, 1991, 825-827.

New Technology as Organization Innovation. J. Pennings and A. Buitendam, Eds. (Cambridge, MA: Ballinger Press, 1986) for Academy of Management Review, 13, 3, 497-500.

**Ph.D. Student Committees**

|                     |                     |  |
|---------------------|---------------------|--|
| Marlys Christianson | 2009 Member         | "Updating as Part of Everyday Work: An Interactional Perspective"                            |
| Charles Vanover     | 2008 Member         | "The Expertise In Urban Teaching Project"  |
| Emily Heaphy        | 2008 Chair          | "Two Views of Agency in Patient Advocates' Problem-Handling Work: Storytelling and Rule Use" |
| Todd Bryan          | 2008 Member Context | "Aligning identity: Social Identity and Changing in Community-based Environmental Conflict." |
| Scott Sonenshein    | 2007 Chair          | "Communicating and Constructing Meaning During the Implementation of Strategic Change"       |
| Arran Caza          | 2007 Co-Chair       | "Three Papers on Managerial Discretion"  |
| Brianna Barker Caza | 2007 Chair          | "Experiences of Adversity at Work: Toward an Identity-Based Theory of Resilience"            |

|                       |               |   |
|-----------------------|---------------|---|
| Jacoba Lilius         | 2006 Chair    | "Being There or Being Competent: How Co-worker Support Contributes to Unit Performance"   |
| Adam Grant            | 2006 Chair    | "A Relational Perspective on Job Design and Work Motivation: How Making a Difference Makes a Difference"  |
| Jason Kanov           | 2005 Co-Chair | "Revisioning Feeling and Relating at Work: An Inductive Study of Interpersonal Disconnection in Organizational Life"  |
| Seung-Yoon Rhee       | 2005 Member   | "How do Shared Emotions Among Group Members Influence group effectiveness? The role of broadening-and-building interactions"  |
| Powley, Edward        | 2005 Member   | "Connective Capacity in Crisis: Mechanisms of Organizational Resilience"  |
| Lawrence, Katherine   | 2005 Co-Chair | "Putting it together Bit by Bit: A Relational Theory of Interpersonal Collaboration in Software Development"  |
| Vodosek, Markus       | 2003 Member   | "Finding the Right Chemistry: Relational Models and Relationship, Process and Task Conflict in Culturally Diverse Research Groups"  |
| Welch, Julia          | 2003 Member   | "Beyond Incentives: The Symbolic Meanings of Employee Stock Options in a High-Tech Firm"  |
| Worline, Monica       | 2003 Member   | "Dancing on the Cliff Edge: Courage in Organizational Life"   |
| Quinn, Ryan           | 2003 Chair    | "Nuclear Weapons and Daily Deadlines: The Energy and Tension of Flow in Knowledge Work"   |
| Anderson, Aaron       | 2003 Member   | "Engaging Resistance: Approaches to Surmounting Impediments to Organizational Transformation"   |
| Miletta, Alexandra    | 2003 Member   | "Managing Dilemmas: Uncovering Moral and Intellectual Dimensions of Classroom Life"   |
| Debebe, Gelaye        | 2002 Co-Chair | "Cross-cultural Coordination and Competence: The Role of Organizational Learning in Economic Development"   |
| Dethlefs, William     | 2002 Co-Chair | "Employment and Welfare Reform: The Relationship between Occupational Welfare and Job Tenure of Former Welfare Recipients"  |
| Morgan Roberts, Laura | 2001 Co-Chair | "The Nature, Antecedents and Consequences of Social Identity-based Impression Management"   |
| Barrett, Greg         | 2001 Member   | "Stewardship as an Organizational Response: Understanding the Interaction of Institutional and Task Environments and Organizational Contexts on Fund Raising in Professional Schools at the University of Michigan" |

|                         |               |   |
|-------------------------|---------------|---|
| Williams, Michele       | 2001 Chair    | “Seeing Through the Client’s Eyes: Building Interpersonal Trust and Cooperation Across Organizational Boundaries”                   |
| Chris Porath            | 2001 Member   | “Individual Self-Management: A Model and Longitudinal Test”   |
| Young, Joana L.         | 2000 Chair    | “The Good, The Bad, and The Indifferent: Demography and Felt Participation at Work”   |
| Wrzesniewski, Amy       | 1999 Member   | “The Role of Work Orientation in Employment Transitions”  |
| Piderit, Kristen        | 1999 Co-Chair | “Navigating Relationships with Co-workers: Understanding Employees’ Attitudes Toward an Organizational Change”                      |
| Bartel, Caroline        | 1999 Member   | “Strengthening the Bond of Identification through Volunteerism”   |
| Mackie-Lewis, Stephanie | 1998 Chair    | “Changing Place and Time at Work: The Impact of Telecommunicating on Employees’ Personal Network and Psychological Well-being”      |
| Rothbard, Nancy         | 1998 Member   | “Enriching or Depleting? The Dynamics of Engagement in Work and Family”   |
| Trautlein, Barbara      | 1997 Member   | “Fair Play: A Justice Framework For Understanding Skill-based Pay Systems”  |
| Carlile, Paul           | 1997 Co-Chair | “Understanding Knowledge Transformation in Product Development: Making Knowledge Manifest Through Boundary Objects”                 |
| Adams, Kathy Beard      | 1997 Member   | “Developing Peer Relationships During Organizational Entry: The Case of the Contingent Worker”                                      |
| Harquail, C. V.         | 1996 Member   | “When One Speaks For Many: The Influence of Social Identification on Group Advocacy in Organizations”                               |
| Orton, J. Douglas       | 1995 Member   | “Reorganization of U.S. Intelligence: An Analysis of 1976 Reorganization of U.S. Intelligence Community.”                           |
| Pratt, Michael G.       | 1994 Co-Chair | “The Unhappiest Most Dissatisfied People on Earth: Ambivalence and Commitment Among Amway Distributors”                             |
| Kirby, Daria            | 1994 Member   | “Moving Beyond Minimal Compliance: Institutional Factors that Predict Extensiveness of Affirmative Action Programs in Universities” |
| Lauterbach, Karen       | 1993 Member   | “Dynamics of Upward Influence: How Male and Female Managers Get Their Way”  |
| Tschihart, Mary         | 1993 Member   | “The Management of Problems with Stakeholders”  |

|                        |             |  |
|------------------------|-------------|--|
| Penner, Wendy J.       | 1993 Chair  | “Organizational Responses to Environmental Conservation Issues: Local Context and Issue Interpretations” |
| Mishra, Aneil          | 1992 Member | “Organizational Responses to Crisis: The Role of Mutual Trust and Top Management Teams”                  |
| Freeman, Sarah         | 1991 Member | “Organizational Redesign and Downsizing: A Case of Appropriated Interpretation”                          |
| Yeung, Kwokon (Arthur) | 1990 Member | “Cognitive Consensuality and Organizational Performance: A Systematic Assessment”                        |
| Abrahamson, Eric       | 1989 Member | “Fads and Fashions in Administrative Technologies”   |
| Webster, Jane          | 1989 Member | “Playfulness and Computers at Work”  |

### Technical Reports

Duchesneau, T., S. Cohn, and J. Dutton. A Study of Innovation in Manufacturing: Determinants, Processes and Methodological Issues. Final Report to National Science Foundation, Division of Policy, Research and Analysis, December, 1979.

Radnor, M., J. Ettl, and J. Dutton. The R&D Management Literature and Innovation Diffusion Research. In M. Radnor, I. Feller, and E. Rogers (Eds.) The Diffusion of Innovations: An Assessment, National Science Foundation, Division of Policy, Research and Analysis, July, 1978.

### Refereed Conference Papers

2009 Bednar, J. C. LeBaron, and J. Dutton “Opening a Strategic Conversation: Creating Resources Within a Virtual Environment.” Presented at the Academy of Management Meetings, Chicago, Illinois.

Worline, M., J. Lilius, J. Dutton, J. Kanov, S. Maitlis and P. Frost. “Sustainable Expression of Compassion in Low Wage Work”. Presented at the Academy of Management Meetings, Chicago, Illinois.

Berg, J., A. Wrzesniewski and J. Dutton “Overcoming Challenges in Crafting Sustainable Jobs”. Presented at the Academy of Management Meetings, Chicago, Illinois.

2008 Dutton, J.E., L.M. Roberts and J. Bednar. “Positive Work-Related Identities and Why They Matter: A Prism for Understanding.” Presented at the Academy of Management Meetings, Anaheim, Ca.

Sonenshein, S. and J. Dutton . “Being a Sustainable Environmentalist: A Model of Identity Challenge and Restoration.” Presented at the Academy of Management Meetings, Anaheim, Ca.

Stephens, J.P., E. Heaphy, G. Spreitzer and J. Dutton. “Developing a Measure of High-Quality Connections at Work.” Presented at the Academy of Management Meetings, Anaheim, Ca.

2007 Dutton, J, A. Grant and B. Rosso. "Lurking Landmines in Doing Good: Challenges in Managing Meaning around Organizational Giving Programs." Presented at National Academy of Management Meetings, Philadelphia, Pennsylvania.

- Roberts, L., B. Caza, E. Heaphy, J. Dutton and G. Spreitzer. "The Power of Learning About Your Best Self from Others" Presented at National Academy of Management Meetings, Philadelphia, Pennsylvania
- Glynn, M.A. and J. Dutton. "Positive Leadership: Infusing Value Through Institutional Bricolage." Presented at National Academy of Management Meetings, Philadelphia, Pennsylvania.
- 2006 Roberts, L., B.B. Caza, E. Heaphy, G. Spreitzer and J. Dutton "Envisioning Capacity: How Professional Identity Shapes Positive Self-construal." Presented at National Academy of Management Meetings, Atlanta, Georgia.
- 2005 Sonenshein, S., J. Dutton, A. Grant, G. Spreitzer, and K. Sutcliffe. "Narratives of Thriving at Work." Presented at National Academy of Management meetings, Honolulu, Hawaii.
- 2004 Heaphy, E., L. Roberts, J. Dutton, G. Spreitzer and B. Barker. "Enacting the Reflected Best Self: How Jolts and Socially-Embedded Resources Enable Action in and Beyond Organizations." Presented at National Academy of Management Meetings, New Orleans, Louisiana.
- Spreitzer, G., K. Sutcliffe, J. Dutton, S. Sonenshein and A. Grant. "Using Energy to Create Actionable Knowledge." Paper presented at National Academy of Management Meetings, New Orleans, Louisiana.
- 2003 Dutton, J. "Damage Control: Dealing with Corrosive Connections at Work." Presented at National Academy of Management Meetings, Seattle, Washington.
- Heaphy, E and J. Dutton. "Re-embodiment Relationships at Work: The Importance of Understanding the Effects of High Quality Connections." Presented at National Academy of Management Meetings, Seattle, Washington.
- Lilius, J., M. Worline, J. Dutton, J. Kanov, P. Frost and S. Maitlis. "What Good is Compassion at Work?" Presented at National Academy of Management Meetings, Seattle, Washington.
- 2002 Rhee, S., J. Dutton and R. Bagozzi. "Making Sense of Organizational Actions in Response to Tragedy: The Role of Positive Emotions, Positive Thoughts, and Positive Self-Construals in Organizational Identification." Presented at National Academy of Management meetings, Denver, Colorado.
- Worline, M., J. Dutton, P. Frost, J. Kanov, J. Lilius, and S. Maitlis. "Making the Ordinary Extraordinary: Fostering Resilience Through Everyday Organizational Practices." Presented at National Academy of Management Meetings, Denver, Colorado.
- Lilius, J., J. Kanov, M. Worline, J. Dutton, P. Frost, and S. Maitlis. "Compassion in the Workplace: Making a Difference for Individuals and Organizations." American Psychological Society Meetings, New Orleans, LA.
- 2001 Wrzesniewski, A. and J. Dutton. "Competent Caring in Organizations." Presented at National Academy of Management meetings, Washington, DC.
- Quinn, R. and J. Dutton. "Conversations, Coordination and Relational Energy." Presented at National Academy of Management meetings, Washington, DC.
- Dutton, J. E., M. C. Worline and P. J. Frost. "Three Students and a Fire: The Process of Compassionate Organizing." Presented at Western Academy of Management meetings, Sun Valley, Idaho.

- 2000 Wrzesniewski, A. and J. Dutton. "Crafting a Job: Revisioning Employees as Active Crafters of Their Work." Presented at National Academy of Management meetings, Toronto, Canada.
- Lawrence, K., K. Miner-Rubino, J. Dutton and S. Ashford. "Yellow Lights: How Female Managers Respond to Multiple Contextual Cues as Cautionary Tales for Raising Gender-Equity Issues." Presented at National Academy of Management meetings, Toronto, Canada.
- 1999 Dutton, J., S. Ashford, K. Lawrence and K. Miner-Rubino. "Red Light, Green Light: How Female Managers Read the Context for Selling Gender-Equity Issues in Their Work Organization." Presented at National Academy of Management meetings, Chicago, IL.
- Frost, P., J. Dutton, M. Worline and A. Wilson. "Narratives of Compassion." Presented at National Academy of Management meetings, Chicago, IL.
- Dutton, J. and M. Williams. "The Feeling of Being Connected: Emotions and Interactions at Work." Presented at National Academy of Management meetings, Chicago, IL.
- 1998 Wrzesniewski, A. and J. Dutton. "Architecting Dirty Work." Presented at National Academy of Management meetings, San Diego, CA.
- Dutton, J. and G. Debebe. "Getting Through the Day: Relational Knowledge and Every Day Job Execution." Presented at Winter Organization Science Conference, Keystone, CO.
- 1996 Ashford, S., J. Dutton and J. Edwards. "Decomposing Demographic Effects: The Impact of Gender Proportions on Issue-selling Initiation." Presented at National Academy of Management meetings, Boston, MA.
- 1996 Dutton, J., G. Debebe and A. Wrzesniewski. "Relational Competence and the Work of Housekeeping." Presented at National Academy of Management meetings, Vancouver, Canada.
- 1995 Bergami, M. and J. Dutton. "Knowing an Organization Through its Products: Products and Members' Organizational Images." Presented at National Academy of Management meetings, Vancouver, Canada.
- Rafaeli, A., J. Dutton, C.V. Harquail and S. Mackie-Lewis. "Navigating by Attire: Women's Use of Dress in Organizations." Presented at the National Academy of Management meetings, Vancouver, Canada.
- Ashford, S., J. Dutton, S. Piderit and N. Rothbard. "Out on a Limb: Impression Management Risk in Issue Selling." Presented at National Academy of Management meetings, Vancouver, Canada.
- 1994 Bartunek, J., J. Dutton and C. Gersick. "Mentors, Colleagues, Students and Friends: Relationships in the Professional Lives of Business School Faculty Men and Women." Presented at National Academy of Management meetings, Dallas, TX.
- Dutton, J., S. Ashford, E. Wierba, R. O'Neill and E. Hayes. "Reading the Wind: How Middle Managers Assess the Context for Issue Selling." Presented at National Academy of Management meetings, Dallas, TX.
- Dutton, J. and M. Bergami. "Image Matters: Linking Strategy and the Environment by How Members See the Organization." Presented at National ORSA/TIMS meetings, Detroit, MI.

- 1993 Ashford, S., P. Caproni, J. Dutton and R. O'Neill. "Teaching in the Multicultural Classroom: Learning From the Stories We Tell." Presented at Organization Behavior Teaching Conference, Bucknell University.
- 1992 Dutton, J., Dukerich, J. and C. V. Harquail. "The Organizational Self: Linking Organizational Identity and Image to Individuals Through the Process of Organizational Identifying." Presented at the National Academy of Management meetings, Las Vegas, NV.
- Pratt, M. and J. Dutton. "Owning Up or Opting Out: The Role of Interpretation and Emotion in Creating Issue Ownership." Presented at National Academy of Management meetings, Las Vegas, NV.
- McCabe, D., J. Dutton and J. Dukerich. "The MBA Program: Still Value-Neutral After All These Years?" Presented at Society for Business Ethics Annual Meeting, Las Vegas, NV.
- Lobel, S., J. Dutton and R. O'Neill. "Nurturing: Elaborating on Our Understanding of Important Roles, Skills and Contexts in Organizations." Conference on Women and Work, Arlington, TX.
- McCabe, D., J. Dutton and J. Dukerich. "Values and Moral Dilemmas: A Cross-Cultural Comparison." Presented at Center for Business Ethics, Ninth Conference in Business Ethics, Bentley College, Waltham, MA.
- 1991 Dutton, J. and W. Penner. "Legitimizing Actions on Social Issues: The Role of Accounts." Presented at Annual International Conference of the Strategic Management Society, Toronto, Canada.
- Dutton, J. "Constructing a Context of Possibilities for Work and Family." Presented at Society for Industrial and Organizational Psychology Annual Meeting, St. Louis, Missouri.
- Ashford, S., J. Dutton and R. O'Neill. "Selling Issues in Organizations: Influencing Top Management's Thoughts and Actions." Presented at National Academy of Management meetings, Miami, FL.
- Dukerich, J. and J. Dutton. "Communicating About Involvement in Social Issues: Managing Expectations." Presented at National Academy of Management meetings, Miami, FL.
- 1990 Dutton, J. and S. Ashford. "Selling Issues to the Top Management Team." Presented at National Academy of Management meetings, San Francisco, CA.
- Dutton, J. "Constructing Opportunities for Strategic Renewal." Presented at National Academy of Management meetings, San Francisco, CA.
- Dutton, J. and D. McCabe. "Making Sense of the Environment: The Role of Perceived Effectiveness." Presented at Eastern Academy of Management Meetings, Buffalo, NY. (Received Best Empirical Paper Award)
- 1989 Dutton, J. and J. Dukerich. "Linking Interpretation, Emotion, and Action in an Organizational Context: The Issue of Homelessness and the Port Authority of NY and NJ." Presented at Working Conference on Managerial Thought and Cognition, Washington, DC.
- Milliken, F. and J. Dutton. "Babies and the Bottom Line." Session organizer for a National Academy of Management symposium, Washington, DC.

- Jackson, S. and J. Dutton. "What You See Depends on Where You Sit: Linking Context and Issue Categories." Presented at National Academy of Management meetings, Washington, DC and at National ORSA/TIMS meetings, Washington, DC, 1988.
- 1988 Dutton, J. "The Use of Behavioral Simulations for Studying Strategic Processes." Presented at National Academy of Management meetings, Anaheim, CA.
- 1987 Dutton, J. "Cognition and Strategic Decision Making." Presented at National TIMS/ORSA meetings, New Orleans, LA.
- 1986 Dutton, J. and J. Phillips. "Viewing the World Through Different Lenses: The Effect of Job Context on Strategic Issue Diagnosis and Communication." Presented at the Eastern Academy of Management meetings, Philadelphia, PA.
- Dutton, J. and S. Jackson. "The Labeling of Strategic Issues as Threats and Opportunities: Implications for Process and Action." Presented at the National Academy of Management Meetings, Chicago, IL.
- 1985 Dutton, J., S. Stumpf and D. Wagner. "The Allocation of Resources to Strategic Issues: A Study of Strategic Issues Diagnosis in an Educational Organization." Presented at the National Academy Management Meetings, San Diego, CA.
- 1984 Duncan, R. and J. Dutton. "The Influence of Strategy and Strategic Planning on Strategic Change." Presented at National Academy of Management meetings, Boston, MA.
- Dutton, J. and E. Ottensmeyer. "The Emerging Significance of Strategic Issue Management: Approaches to Design and Process" (symposium co-chairperson). "The Structure and Process of Strategic Issue Management: A Model and Integrative Perspective." Presented at the National Academy of Management meetings, Boston, MA.
- Dutton, J. "Agenda Building and the Initiation of Innovation." Presented at the National Academy of Management meetings Boston, MA.
- 1981 Duncan, R. and J. Dutton. "Implementation of Quality of Work Life as a Response to Organizational Sensemaking." Presented at National Academy of Management meetings, San Diego, CA.
- 1980 Sandelands, L., J. Dutton, S. Ashford and R. Hinton. "Reconceptualization of Overjustification Effects in Terms of Human Play." Presented at National Graduate Student Conference in Industrial/Organizational Psychology and Organizational Behavior, Columbus, OH. Recipient of Outstanding Paper Award of the Conference. Also presented at National American Psychological Association meetings, Montreal, Canada.
- Duncan, R. and J. Dutton. "Organizational Sensemaking: Implications for Organizational Action." Presented at the National Academy of Management meetings, Detroit, MI.
- 1978 Radnor, M., T. Duchesneau and J. Dutton. "The Effect of Technological Appropriateness on Adoption Behavior." Presented at National ORSA/TIMS meetings, New York, NY.
- 1977 Duchesneau, T. and J. Dutton. "Innovation in the Footwear Industry: Characteristics of Decision Making and Determinants of Adoption." Presented at National ORSA/TIMS meetings Atlanta, GA.
- Duchesneau, T. and J. Dutton. "Characteristics of Users and Non-users of an Innovation: The Role of Economic and Organizational Factors." Presented at the annual meeting of Eastern Economic Association, Hartford, CT.

## Invited University Presentations

- 2009 Dutton, J. Seeing the Possibilities in Positive Identities. Claremont University
- 2009 Dutton, J. Beauty in Everyday Work: Seeing the Resourcefulness of University Staff. University of Michigan
- 2007 Dutton, J. Snapshots of Compassion at Work, University of California, Irvine, Pennsylvania State University, MIT, Harvard University School of Public Policy
- 2006 Dutton, J. Seeing the Possibilities in Positive Organizational Scholarship, University of Colorado; Narratives of Compassion, University of California, Irvine
- 2005 Dutton, Exploring the Possibilities in Positive Organizational Scholarship, Carnegie Mellon University
- 2004 Dutton, J. Compassion and Organizations. London Business School
- 2003 Dutton, J. Compassion and Organizations. Harvard Business School, University Alberta, Boston College
- 2003 Dutton, J. Positive Organizational Scholarship. Harvard Business School, Boston College.
- 2001 Dutton, J. Organizing of Compassion. New York University, Case Western Reserve University.
- 2000 Dutton, J. Social Valuing as Relationship Sensemaking. Wayne State University, University of British Columbia, University of Southern California.
- 1999 Dutton, J. Relationship Matters: The Importance of Relationships in Academics' Professional Lives. University of Michigan at Dearborn.
- 1998 Dutton, J. Being Valued and Devalued at Work. Carnegie-Mellon University, University of Illinois, University of Michigan at Dearborn.
- Dutton, J. Strategic Agenda Building in Organizations. Northwestern University.
- 1997 Dutton, J. Strategic Agenda Building in Organizations. Hightower Lecture, Emory University.
- 1996 Dutton, J. Strategic Agenda Building in Organizations. Harvard Business School.
- Dutton, J., C. Gersick and J. Bartunek. Complicating the Portrait of Relationships in Organization Studies: The Bright and Dark Sides of Academics' Experiences. University of North Carolina at Chapel Hill.
- 1995 Dutton, J. Distinguished Speaker, MIT.
- Dutton, J. Distinguished Scholar, Hochschule Sst. Gallen.
- Dutton, J. Distinguished Speaker, Universite de Bologne.
- 1993 Dutton, J. Distinguished Speaker, University of Pittsburgh.
- Dutton, J. Distinguished Researcher, Penn State University.

- 1992 Dutton, J. Visiting Scholar, Texas A&M.
- Dutton, J. and M. Pratt. *Owning Up or Opting Out: The Role of Interpretation and Emotion in Creating Issue Ownership*. Tulane University, Indiana University, and Northwestern University.
- 1990 Dutton, J. and W. Penner. *Organizational Identity and Strategic Agenda Building*. Conference on Leadership and the Management of Strategic Change, Cranfield Institute.
- Dutton, J. *Constructing Opportunities for Strategic Renewal*. Texas Conference on Organizations, University of Texas at Austin.
- 1988 Dutton, J. *Categorizing Issues as Threats or Opportunities: Insights into Issue Interpretation*. Issues Management Conference at Pennsylvania State University, Amos Tuck School, Dartmouth College.
- 1987 Dutton, J. *Categorizing Issues as Threats and Opportunities*. Columbia University Teachers College.
- Dutton, J. *Theoretical and Methodological Issues in Studies of Organizational Adaptation*. Sloan School of Management, MIT.
- 1986 Dutton, J. *Agenda Building and Decision Making*. Conference on Organizations and Politics, Stanford University.
- 1983 Dutton, J. *The Nature of Strategic Agenda Building in Organizations and Its Relationship to Managing Ambiguity and Change*. University of Illinois.

#### **Under Review**

Sonenshein, S., J. Dutton, A. Grant G. Spreitzer and K. Sutcliffe. *Understanding Growth at Work: A Narrative View*

#### **Working Papers**

Stephens, J.P., E. Heaphy, G. Spreitzer, R. Bagozzi and J. Dutton. *Developing a Measure of High-Quality Connections at Work*

Worline, M., J. Lilius, J. Dutton, J. Kanov, S. Maitlis, P. Frost. *The Sustainable Expression of Compassion at Work: A Practice Lens on Emotion-based Collective Capabilities*

Sonenshein, S. and J. Dutton. *Being a Sustainable Environmentalist: A Model of Identity Doubt and Restoration*

Wrzesniewski, A., J. Dutton and G. Debebe. *Caring in a Devalued Context*