

September 2024

CHARLOTTE

ORGANIZATIONAL SCIENCE

NEWSLETTER



Welcome Class of 2029!!

From L to R: Joe Bradley, Jas Banks, Penda Sow, Elana White, Shivani Patel, Susan Lin, Julia Oliveira

We welcome our 7 new Grad Students to the Org Sci Program! Wishing you all good luck on this new chapter! They join us from BYU, Michigan State, NC State, College of Charleston, UNC Chapel Hill, and University Center of Volta Redonda, Brazil.

GOOD NEWS from over the summer.....

- **Dr. Eric Heggstad** was named [Inaugural Associate Provost for Faculty Affairs](#)
- **Dr. Linda Shanock** is now Emeritus faculty for Org Sci and Psychological Science. Congratulations Linda on retirement and we wish you all the best!
- **Dr. Leann Caudill** has accepted a tenure track assistant professor position in the Wall College of Business at Carolina Coastal University. Congratulations Leann!

- **Dr. Andrew McBride** successfully defended his dissertation titled "*The Strategic Ambiguity of Leadership: Implication for the Science and Practice of Leadership Development*". Many thanks to his chair and committee – **Janaki Gooty, George Banks**, Heather Vough (George Mason University) and **Jill Yavorsky**. Andrew will start as assistant professor at the Leavey School of Business, Santa Clara University in Fall 2024. Congratulations and safe travels onward, **Dr. McBride!**
- **Dr. Amber Greenwood** successfully defended her dissertation, "*I'm Just So Busy: The Creation of a Busyness Façade as an Impression Management Tactic*" under the direction of **Drs. Eric Heggestad and Amy Canevello**, and committee members Lisa Walker and Scott Tonidandel on Thursday, August 22nd. Congratulations Dr. Greenwood!
- **Dr. Scott Tonidandel** was named Associate Editor of the *Journal of Applied Psychology*.

Presentations, Publications and Awards Update

- **Endacott, C. G., Millender, L., Duran, J., & Wilson, M.** (2024, June). "*None of Us Wanted to be at this Party, But What a Guest List*": How Technology Workers Position Themselves on LinkedIn Following Layoffs. Presented to the Organizational Communication division of the International Communication Association, Gold Coast, Australia.
- *Making AI Work*. NC3C Conference. April 2024. Part of annual conference for North Carolina Government Communication Officers. *Attributions and Agency Around AI Communication Technologies That Act on Users' Behalf*, **Dr. Camille G. Endacott**.
- *Upwork, Reimagining the Future of Work* talk series. February 2024. Link to **Dr. Camille G. Endacott** blogpost here: <https://www.upwork.com/research/negotiating-autonomy-with-aict>
- **Endacott, C. G.** (2024). Enacting machine agency when AI makes one's day: Understanding how users relate to AI communication technologies for scheduling. *Journal of Computer-Mediated Communication*.
- **Myers, K. K., Endacott, C. G., & Snyder, J. K.** (2024). "Your connection is unstable": Remote socialization and effects on organizational assimilation. *Management Communication Quarterly*
- **Endacott, C. G., & Leonardi, P. M.** (2024). Artificial intelligence as a mechanism of algorithmic isomorphism. *Research Handbook on AI and Decision Making in Organizations*.
- **Dr. Meg Davenport's** paper, "Exploring the role of uncertainty regulation strategies to demystify the link between person–environment misfit and late-career outcomes" (<https://doi.org/10.1093/workar/wgae008>) was part of a symposium at AOM and won the Best Symposium Award from the AOM Careers Division. Way to go Meg!
- **Liana Kreamer and Betsy Albritton** along with **Scott Tonidandel** and **Steven Rogelberg** won Best Paper from Organizational Research Methods for their paper **Kreamer, L. M., Albritton, B. H., Tonidandel, S., & Rogelberg, S. G.** (2023). The use and misuse of organizational research methods 'best practice' articles. *Organizational Research Methods*, 26, 387–408. <https://doi.org/10.1177/10944281211060706>

Grant Update

- National Science Foundation (NSF) Science of Organizations: **\$149,746**. *Leading and following with emotion: An investigation of emotional expressions in virtual meetings.*
PIs: **Banks** (lead), Dou, **Gooty, Tonidandel**.

Thanks for reading!
