

SHELLEY L. BRICKSON
MANAGERIAL STUDIES DEPARTMENT
UNIVERSITY OF ILLINOIS AT CHICAGO
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A C A D E M I C P O S I T I O N S

Aug 2006 – Present

University of Illinois at Chicago

ASSOCIATE PROFESSOR

- *MBA teaching – Negotiations, Leading for Impact*
- *Corporate Program teaching – Negotiations*
- *Ph.D. teaching – Identity and Identity-Related Processes*

July 2002 – July 2006 (July 06-07 on leave)

London Business School. London, England

ASSISTANT PROFESSOR

- *MBA/Executive MBA teaching – Negotiations*
- *Executive teaching - Influence, Group Process, Decision Making, Negotiations*
- *Ph.D. teaching - Research Methods, Identity Processes, Diversity Management*

E D U C A T I O N

2002

Harvard University. Cambridge, MA

Ph.D. in Organizational Behavior

DISSERTATION

Dissertation: Organizational Identity Orientation: Its Structure and Proposed Outcomes

Chair: Kathleen McGinn (formerly Valley)

2001-2002

Harvard University. Cambridge, MA

Doctoral Fellow at Hauser Center for Nonprofit Organizations, Kennedy School of Government

2000

Harvard University. Cambridge, MA

M.A. in psychology

1994

Carleton College. Northfield, MN

B.A. in psychology. Magna cum laude. Distinction in Psychology Department.

R E S E A R C H

RESEARCH SUMMARY

Most of my research addresses the cognitive structure as well as the antecedents and consequences of identity at both the individual and organizational levels. Research reveals there to be three fundamental and distinct frames of reference for understanding the self: self as individual entity, relationship partner, and group member. Much of my work aims to advance our understanding of these distinct identity orientations and their implications.

My first line of research addresses identity orientation at the individual level and applies it to the realm of intergroup relations. My papers consider ways in which organizations can shape individuals' identities so as to promote positive dynamics in demographically diverse organizations.

My second line of research brings the identity orientation framework to the organizational level. These papers empirically test the applicability of the framework at the organizational level, examine the properties and antecedents of the three orientations, and delineate outcomes of each identity orientation for organizations and their various stakeholders. This work reveals that who members construe their organizations to be has dramatic implications for how they evaluate their organizations, with implications for organizational identification and perceived organizational justice. It also shows that organizational identity has a profound influence on how organizations manage the employment relationship and external relationships, ultimately shaping the kinds of value organizations create for stakeholders.

Emerging research moves beyond the identity orientation framework to consider other ways in which members conceive of organizations, such as via anthropomorphization, as well as ways in which organizations create value for members and external stakeholders.

RESEARCH INTERESTS

Individual and organizational identity
Organizational identification
Business and society
Social value creation
The employment relationship
Interorganizational relations
Diversity
Networks (both interpersonal and interorganizational)

PUBLICATIONS

- Ashforth, B. A., Schinoff, B. S. & Brickson, S. L. (forthcoming). “*My company is friendly,*” “*Mine’s a rebel*”: Anthropomorphism and shifting organizational identity from “what” to “who.” **Academy of Management Review**.
- Besharov, M. L. & Brickson, S. L. (2016). Unpacking the relationships between institutional forces and organizational identities. In B. E. Ashforth, M. G. Pratt, D. Ravasi & M. Schultz (Eds.), **Oxford Handbook of Organizational Identity**. Oxford University Press, New York, NY. 396-414.
- Brickson, S. L & Masterson, C. R. (UIC doctoral student) (2013). Cognitive dissonance theory. In E. H. Kessler (Ed.). **Encyclopedia of management theory**. Sage Publications.
- Brickson, S. L. (2013). Athletes, best friends, and social activists: An integrative model accounting for the role of identity in organizational identification. **Organization Science**. 24, 226-245.
- Harquail, C.V. & Brickson, S. L. (2012). The defining role of organizational identity for facilitating stakeholder flourishing: A map for future research. In K.S. Cameron and G.M. Spreitzer (Eds.), **Oxford handbook of positive organizational scholarship**. Oxford University Press. London. 677-690.
- Brickson, S.L. (2011). Confessions of a job crafter: How we can increase the passion within and the impact of our profession. **Journal of Management Inquiry**, 20(2), 197-201.
- Brickson, S. L. & Lemmon, G. (UIC doctoral student) (2009). Organizational identity as a stakeholder resource. J. E. Dutton and L. M. Roberts (Eds.), **Exploring positive identities and organizations: Building a theoretical and research foundation**. Psychology Press, New York, (pp. 411-434).
- Brickson, S. L. (2008). Reassessing the standard: The positive expansive potential of a relational identity in diverse organizations. **Journal of Positive Psychology**. 3, 40-54.
- Brickson, S. L. (2007). Organizational identity orientation: The genesis of the role of the firm and distinct forms of social value. **Academy of Management Review**. 32, 864-888.
- Brickson, S. L. (2005). Organizational identity orientation: Forging a link between organizational identity and organizations' relations with stakeholders. **Administrative Science Quarterly**, 50, 576-609.
- Brickson, S. L., & Brewer, M. B. (2001). Identity orientation and intergroup relations in organizations. In M.A. Hogg and D.J. Terry (Eds.), **Social identity processes in organizational contexts**: Psychology Press, Philadelphia, (pp. 49-66).
- Brickson, S. L. (2000). The impact of identity orientation on individual and organizational outcomes in demographically diverse settings. **Academy of Management Review**, 25, 82-101.
- Brickson, S. L. (2000). Exploring identity: Where are we now? **Academy of Management Review**, 25, 147-148.

CONFERENCE PROCEEDINGS

- Brickson, S. L. & Akinlade, D. (2015). Organizations as internal value creators: Toward a typology of value within organizations. **Academy of Management Best Paper Proceedings**.
- Brickson, S. L. (2008). Athletes, best friends, and social activists: Modeling multiple paths to organizational identification. **Academy of Management Best Paper Proceedings**.
- Brickson, S. L. (2000). Re-assessing the standard: How understanding identity orientation informs - and improves - intergroup relations interventions. **Academy of Management Best Paper Proceedings**.

WORK UNDER REVIEW AND IN PROGRESS

- Brickson, S. L.. The profound influence of “doing” organizational identity: How organizational identity shapes organizing and value creation for members. **Administrative Science Quarterly**. Revise and resubmit.
- Brickson, S. L. & Masterson, C. (UIC doctoral student, equal contribution). Putting the organization back into organizational justice: How organizational identity shapes the “why” and “what” of justice. Being prepared for submission.
- Brickson, S. L. How resources travel: Implications for value distribution across demographic groups within organizations. Draft written.
- Brickson, S. L., Masterson, C. (UIC doctoral student), & Renko, M. Value creation reconceived: Glimpsing the forest by stepping out from behind the shareholder wealth tree. Draft partially written.
- Hsu, G. and Brickson, S. L. We as me: Perceptions of organizational identity as a function of individuals’ characteristics. Data analysis phase.
- Brickson, S. L. High quality relationships across levels and contexts: Common cores and divergent skins. Data analysis phase.
- Brickson, S. L. Minivan drivers and Fendi bag wearers: The personification of organizations. Data analysis phase.
- Brickson, S. L. The effect of organizational identity on members’ interpersonal and intergroup relations. Data analysis phase.
- Brickson, S. L. & Hsu, G. The underlying cognitive structure of organizational identity. Data analysis phase.
- Brickson, S. L. The effect of ownership structure on organizational identity. Second study data collection phase to commence.
- Brickson, S. L. Profession or business? Identity tension among law firms. Second study data collection phase to commence.
- Brickson, S. L. Where are our organizations heading? Longitudinal trends in organizational identity orientation and their implications for society. Second study data collection phase to commence.

INVITED CONFERENCE AND SEMINAR PRESENTATIONS

- Brickson, S. L., & Masterson, C. (2018). Putting the “Organization” back into “Organizational Justice”: How Organizational Identity Shapes the “Why” and “What” of Justice. Identity Research Meeting, INSEAD, Fontainebleau, France.
- Brickson, S. L. (2018). Toward a Typology of Value Derived from Organizational Membership: How Organizational Identity May Inform the Purpose of Business. Micro Meets Macro Conference, Arizona State University.
- Ashforth, B. E., Schinoff, B. S., & Brickson, S. L. (2017). Friendly airlines, Siri, and moody laptops: The pervasiveness and importance of anthropomorphism in organizations. Keynote presentation at the biannual meeting of the Israel Organizational Behavior Conference, Tel Aviv.
- Brickson, S. L. & Masterson, C. (2016). How organizational identity shapes the “what” and “why” of organizational justice. Positive Relationships at Work Conference, Cornell University.
- Brickson, S. L. & Akinlade, D. (2016). Organizations as internal value creators: Toward a typology of value and a process model of “doing” organizational identity. Ivey School of Business, London, Canada.
- Brickson, S. L. & Akinlade, D. (2016). Organizations as internal value creators: Toward a typology of value and a process model of “doing” organizational identity. Northern Illinois University.
- Besharov, M. L. & Brickson, S. L. (2014). Unpacking the relationships between institutional forces and organizational identities. Boston College.
- Brickson, S. L. (2012). Organizations as internal value creators: The role of organization identity in resource generation. University of Arkansas.
- Brickson, S. L. (2012). A cross-organization examination of positive interpersonal relationships: Core and context-specific elements. Positive Relationships at Work Conference. Boston University.
- Brickson, S. L. (2012). Organizations as internal value creators: Toward an integrative model of what resources organizations create and how they create them. University of Illinois - Urbana Champaign.
- Brickson, S. L. (2011). Organizations as systems of value creation and distribution: The role of organizational identity. Boston College.
- Brickson, S. L. (2011). Invited participant. Inaugural Foster Forum: Exploring the Interface of Leadership, Strategy, Ethics, and Justice. University of Washington.
- Brickson, S. L. (2009). Organizational identity and organizational processes. Fourth Bi-Annual Conference on Positive Organizational Scholarship at the University of Michigan Ross School of Business. (declined due to child birth).
- Brickson, S. L. (2008). Invited discussant. 13th Annual OB Conference at the Wharton School, Philadelphia. (declined due to child birth).
- Brickson, S. L. & Lemmon, G. (2008). The multiple positive potentialities of organizational identity. Positive Identities Conference, University of Michigan Ross School of Business, Ann Arbor.
- Brickson, S. L. (2007). Athletes, best friends, and social activists: Modeling multiple paths to organizational identification. 13th Annual OB Conference at the Wharton School, Philadelphia.
- Brickson, S. L. (2007). Organizational identity orientation: Implications for innovation and learning. Identity, Innovation, and Organizational Learning Conference at Carnegie Mellon University, Pittsburgh.
- Brickson, S. L. (2006). Managing diversity through member and organizational identity. Positive Organizational Scholarship Conference at the University of Michigan Ross School of Business, Ann Arbor.

Brickson, S. L. (2006). Organizational identity orientation as a catalyst of positive organizational and member relationships. Positive Organizational Scholarship Conference at the University of Michigan Ross School of Business, Ann Arbor.

Brickson, S. L. (2005). The underlying structure of organizational identity. Davis Conference on Qualitative Research, UC Davis.

REFEREED CONFERENCE PRESENTATIONS

Ashforth, B. E., Schinoff, B. E., & Brickson, S. L. (2017). "My Company is Friendly," "Mine's a Rebel": The Process and Positive Outcomes of Anthropomorphizing Our Organizations. Bi-Annual Positive Organizational Scholarship Research Conference, University of Michigan Ross School of Business,

Brickson, S.L. (2016). How a cause-based organizational identity shapes the value that members derive from organizational membership. Academy of Management Annual Meeting, Anaheim, CA.

Brickson, S. L. & Akinlade, D. (2015). Organizations as internal value creators: Toward a typology of value within organizations. Academy of Management Annual Meeting, Vancouver, Canada.

Besharov, M. L. & Brickson, S. L. (2015). Organizational Identity and Institutional Forces: Toward an Integrative Framework, European Group for Organizational Studies Colloquium, Athens, Greece

Brickson, S. L. (2013). Organizations as internal value creators: Toward a typology of intra-organizational value and a process model of its creation. Sixth Bi-Annual Conference on Positive Organizational Scholarship at the University of Michigan Ross School of Business.

Brickson, S. L. (2012). How organizational identity shapes the nature of member resources: The role of identity transmission. Symposium presentation. Academy of Management Annual Meeting, Boston.

Masterson, C. & Brickson, S. L. (UIC doctoral student) (2012). Distinct systems of justice: How organizational identity shapes the "why" and "what" of justice. Academy of Management Annual Meeting, Boston.

Brickson, S. L. (2011). Organizational identity and stakeholder flourishing. Fifth Bi-Annual Conference on Positive Organizational Scholarship at the University of Michigan Ross School of Business.

Brickson, S. L. & Akinlade, D. (UIC doctoral student) (2011). Organizational identity as a determinant of professional resources. Symposium presentation, Academy of Management Annual Meeting, San Antonio.

Brickson, S. L. & Akinlade, D. (UIC doctoral student) (2010). The interplay between organizational identity and stakeholder relationships. Second International Symposium on Process Organization Studies. Special Theme: Constructing Identity In and Around Organizations. Rhodes, Greece.

Brickson, S. L. & Akinlade, D. (UIC doctoral student) (2010). The bases and psychological experience of power in distinct organizational contexts. American Psychological Society Annual Meeting, Boston.

Brickson, S. L. & Akinlade, D. (UIC doctoral student) (2009). Organizational identity orientation as a context for the employment relationship. Symposium presentation, Academy of Management Annual Meeting, Chicago.

Brickson, S. L. (2009). A multi-level identity-based view of diversity management. Symposium presentation, Academy of Management Annual Meeting, Chicago.

Brickson, S. L. (2008). Who am I? Who are you? Who are we?: Relationships, identity, and work. Symposium discussant presentation. Academy of Management Annual Meeting, Anaheim.

Brickson, S. L. (2008). Athletes, best friends, and social activists: Modeling multiple paths to organizational identification. Academy of Management Annual Meeting, Anaheim.

Brickson, S. L. (2006). Business as an Agent of World Benefit Conference at Case Western Reserve, Cleveland.

- Brickson, S. L. & Hsu, G. (2006). Uncovering the underlying structure of organizational identity. Symposium presentation at the Academy of Management Annual Meeting, Atlanta.
- Brickson, S. L. (2005). Organizational identity orientation: The context for positive contributions to stakeholders. Symposium presentation at the Academy of Management Annual Meeting, Honolulu.
- Brickson, S. L. (2005). Mavericks, best friends and social activists: The effect of organizational identity orientation on organizational identification and role and extra-role behavior. Symposium presentation at the Academy of Management Annual Meeting, Honolulu.
- Brickson, S. L. (2004). Organizational identity orientation: Its structure and outcomes at multiple levels of analysis. Academy of Management Annual Meeting, New Orleans.
- Brickson, S. L. (2003). Organizational identity orientation: Linking organizational identity and organizational behavior. Academy of Management Annual Meeting, Seattle.
- Brickson, S. L. (2000). Re-assessing the standard: How understanding identity orientation informs - and improves - intergroup relations interventions. Academy of Management Annual Meeting, Toronto.
- Brickson, S. L. (1999). Re-assessing the standard: Intergroup relations interventions based on relational versus collective identity. American Psychological Society Annual Meeting, Denver.
- Brickson, S. L. (1997). The role of self-esteem and group status in prejudice. American Psychological Society Annual Meeting, Washington D.C.

P R O F E S S I O N A L A C T I V I T I E S A N D S E R V I C E
ACADEMY OF MANAGEMENT LEADERSHIP POSITION

- *2010-2013.* Representative at Large, Managerial and Organizational Cognition Division

ACADEMY OF MANAGEMENT ACTIVITIES

- *2018.* Faculty presenter for Using Positive Organizational Scholarship to Innovate and Enliven OB and Management Teaching PDW. Academy of Management Annual Meeting, Chicago.
- *2018.* Faculty facilitator for Navigating Qualitative Dissertations: Advice from the Experts PDW. Academy of Management Annual Meeting, Chicago.
- *2018.* Faculty facilitator for Publishing Diversity Research PDW, Academy of Management Annual Meeting, Chicago.
- *2017.* Faculty facilitator for Navigating Qualitative Dissertations: Advice from the Experts PDW. Academy of Management Annual Meeting, Anaheim.
- *2017.* Faculty facilitator for Publishing Diversity Research PDW, Academy of Management Annual Meeting, Anaheim.
- *2016.* Faculty facilitator for Navigating Qualitative Dissertations: Advice from the Experts PDW. Academy of Management Annual Meeting, Anaheim.
- *2016.* Faculty facilitator for Publishing Diversity Research PDW, Academy of Management Annual Meeting, Anaheim.
- *2016.* Faculty facilitator for Diamonds in the Rough PDW, Academy of Management Annual Meeting, Anaheim.
- *2015.* Faculty facilitator for Navigating Qualitative Dissertations: Advice from the Experts PDW. Academy of Management Annual Meeting, Vancouver.
- *2015.* Faculty facilitator for Publishing Diversity Research PDW, Academy of Management Annual Meeting, Vancouver.
- *2015.* Faculty facilitator for Diamonds in the Rough PDW, Academy of Management Annual Meeting, Vancouver.
- *2014.* Faculty facilitator for Navigating Qualitative Dissertations: Advice from the Experts PDW. Academy of Management Annual Meeting, Philadelphia.
- *2014.* Faculty presenter for New Directions in Positive Relationships at Work PDW. Academy of Management Annual Meeting, Philadelphia.
- *2014.* Faculty presenter for Innovative Teaching of Positive Organizational Scholarship in the Management Classroom PDW. Academy of Management Annual Meeting, Philadelphia.
- *2013.* Faculty presenter for Teaching to Make a Difference PDW. Academy of Management Annual Meeting, Orlando.
- *2013.* Co-organizer of the first annual Diamonds in the Rough MOC Doctoral Consortium. Academy of Management Annual Meeting, Orlando
- *2012.* Co-organizer of the OMT/MOC Doctoral Consortium. Academy of Management Annual Meeting, Boston.
- *2012.* Faculty presenter for Teaching to Make a Difference PDW. Academy of Management Annual Meeting, Boston.
- *2011.* Co-organizer of the OMT/MOC Doctoral Consortium. Academy of Management Annual Meeting, San Antonio.
- *2010.* Faculty facilitator for OB Networking and Research Forum for the Academy of Management Annual Meeting, Montreal
- *2009.* Faculty facilitator for the MOC/OMT/OB Doctoral Consortium for the Academy of Management Annual Meeting, Chicago
- *2009.* Faculty facilitator for OB Networking and Research Forum for the Academy of Management Annual Meeting, Chicago
- *2009.* Symposium Co-organizer (with Dayo Akinlade). The interplay between organizational identity and relationships with and within organizations. Academy of Management Annual Meeting, Chicago.

- 2007. Professional Development Workshop Co-organizer (with Gretchen Spreitzer and Laura Morgan Roberts). Positive Organizational Scholarship, Academy of Management Annual Meeting, Philadelphia.
- 2006. Professional Development Workshop Co-organizer (with Kristen Price and Greta Hsu). Pushing the frontiers of organizational identity: Creative and multi-level research. Academy of Management Annual Meeting, Atlanta.
- 2006. Symposium Organizer. Organizational identity through a POS lens: Leveraging identity for positive contribution. Academy of Management Annual Meeting, Honolulu.

ACADEMIC MEMBERSHIPS

Academy of Management

American Psychological Association

EDITORIAL REVIEW BOARDS

Organization Science: 2013-present

Academy of Management Review. Special Topic Forum – Diversity. 2016-2017

Journal of Personality and Social Psychology: 2008-2010

Academy of Management Review, Special Issue - Understanding and Creating Compassionate and Caring Organizations: 2010-2011

AD-HOC REVIEWING

Administrative Science Quarterly

Organization Science

Academy of Management Review

Academy of Management Journal

Academy of Management Executive

Academy of Management Learning and Education

Organizational Behavior and Human Decision Processes

Journal of Management Studies

Human Relations

Self and Identity

DOCTORAL STUDENT ADVISING

Dissertation Committees

Bingqing Wu, University of Illinois at Chicago. 2016-2017

Julie Langer, University of Illinois at Chicago. CUPPA. 2015-2018

Courtney Masterson, University of Illinois at Chicago. 2013-2015

Dayo Akinlade, University of Illinois at Chicago. 2010 – 2013

Grace Lemmon, University of Illinois at Chicago. 2009 – 2011

Smriti Anand, University of Illinois at Chicago. 2008 – 2010

Sharmin Attaran, University of Illinois at Chicago. 2008 – 2010

Prajya Vidyarthi, University of Illinois at Chicago. 2008 – 2010

Brian Glibkowski, University of Illinois at Chicago. 2007 – 2009

David Henderson, University of Illinois at Chicago. 2007 – 2009

Frank Cahill, Swinburne University of Technology, Australia. External Reader. 2006

Qualifying Paper Committees

Courtney Masterson, University of Illinois at Chicago. 2013-2014

Dayo Akinlade, University of Illinois at Chicago. 2009 – 2010

COLLEGE OF BUSINESS ELECTED POSITIONS

2013 – 2018: Faculty Advisory Committee, Managerial Studies Department

2013 – 2015: Executive Committee (College level rep from Managerial Studies)

UNIVERSITY SERVICE

2014 – 2018: College Mentoring Representative, College of Business Rep
2013 – 2014: Diversity Chairpersons Committee, College of Business Chair
2011 – 2012: UIC Center for Research on Women and Gender. Advisory Board member

H O N O R S A N D A W A R D S

- 2018. Recipient of College of Business Teaching Excellence award (new award program)
 - 2018. Voted Favorite Professor of Corporate MBA program
 - 2015. Finalist. Best paper award, Managerial and Organizational Cognition Division of the Academy of Management
 - 2013. Co-Recipient – Best submission award – Sixth Bi-Annual Conference on Positive Organizational Scholarship at the University of Michigan Ross School of Business.
 - 2012. Recipient – UIC Faculty Scholarship
 - 2011. Recipient – Favorite MBA Professor Award - UIC
 - 2009. Recipient - UIC Faculty Scholarship
 - 2003-2007. Recipient of London Business School's Research and Materials Development Fund Award.
 - 2001-2002. Fellowship at the Hauser Center for Nonprofit Organizations at Harvard University. Tuition and stipend. Second year declined due to graduating.
 - 2001. Harvard Business School's George S. Dively Award for distinguished research.
 - 2001. Harvard University Doctoral Dissertation Completion Fellowship. Declined due to securing other awards.
 - 1996-2001. Harvard Business School Doctoral Fellowship. Tuition and stipend.
 - 1994. Graduated magna cum laude from Carleton.
 - 1994. Technos International Prize for outstanding academic performance and commitment to international understanding.
 - 1994. "Distinction" for independent thesis, an international comparison of prejudice.
 - 1994. "Distinction" for overall performance in psychology department.
 - 1993. Richter Fellowship to study the effects of a United Nations program in Costa Rica.
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P R O F E S S I O N A L E N G A G E M E N T I N C O M M U N I T Y **NONPROFIT LEADERSHIP**

2012 – present: Board member of C4C, a community organization aimed at making a large Chicago urban community more vibrant and effective. Helping to develop and enact an effective organizational structure and organizational processes.

2010-2011: University Village Association. Board member.

2009-2010: University Village Association. Member of Education Task Force. Efforts of task force led to the creation of a new CPS STEM magnet school in the Little Italy / University Village area of Chicago.