

**Brianna Barker Caza**  
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University of North Carolina at Greensboro  
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## **ACADEMIC POSITIONS HELD**

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2020 +	Associate Professor of Management, Bryan School of Business and Economics, University of North Carolina at Greensboro
2015-2020	Richard & Sheree Morantz Associate Professor of Business Ethics, Asper School of Business, University of Manitoba
2012- 2015	Senior Lecturer (Assistant Professor) of Human Resource Management, Griffith Business School, Griffith University
2010-2012	Visiting Assistant Professor, Wake Forest University School of Business
2010-2011	Research Fellowship Recipient, Center for Creative Leadership
2007- 2009	Assistant Professor, University of Illinois at Urbana-Champaign

## **ACADEMIC AFFILIATIONS**

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2009-2011	Visiting Assistant Professor, Department of Management and International Business, University of Auckland Business School
2007	Postdoctoral Fellow, Department of Management and International Business, University of Auckland
2002-2005	Graduate Student Instructor, University of Michigan
2002-2005	Research Assistant, Ross School of Business and Department of Psychology, University of Michigan

## **EDUCATION**

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### **University of Michigan, Ann Arbor, MI**

Ph.D. in Organizational Psychology (2007)

*Dissertation: Experiences of Adversity at Work: Toward an Identity-Based theory of Resilience*

Committee: Jane Dutton (Chair), Christopher Peterson, Kathleen Sutcliffe, Lynn Wooten, and Richard Bagozzi

### **University of Michigan, Ann Arbor, MI**

M.A. in Organizational Psychology (2004)

*Thesis: From Insult to Injury: Incivility in Academic Settings*

Advisor: Lilia Cortina

### **University of North Carolina at Asheville, NC**

Bachelor of Arts in Psychology (2001), Summa Cum Laude, Distinction as an Honors Scholar, and Distinction in Research Honors

## **RESEARCH INTERESTS**

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Resilience, Identity, Work Relationships, Authenticity, Gig Economy, Multiple Jobholding

## RESEARCH PUBLICATIONS

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*\*designates shared first authorship*

### **Journal Articles**

- Vranjes, I. Lyubkyj, M. Herschovis, S., & **Caza, B.B.** (In Press). Understanding perpetrator reactions to bystander intervention in interpersonal workplace aggression. *Academy of Management Review*. Advance online publication: <https://doi.org/10.5465/amr.2020.0396>
- Caza, B.B.**, Heaphy, E., Roberts, L.M., & Spreitzer, G. (In Press). Revaluing Ordinary Moments: Disrupting generated positive self-concepts through a narrative feedback intervention. *Academy of Management Discoveries*. Advance online publication: <https://journals.aom.org/doi/abs/10.5465/amd.2021.0021>
- Ashforth, B.E., **Caza, B.B.**, Meister, A. (In Press). My Place: How workers become identified with their workplaces and why it matters. *Academy of Management Review*. Advance online publication. <https://doi.org/10.5465/amr.2020.0442>
- Cropanzano, R., Keplinger, K., Lambert, B. K., **Caza, B.B.**, & Ashford, S. J. (2023). The organizational psychology of gig work: An integrative conceptual review. *Journal of Applied Psychology*, 108, 3: 498.
- Caza, B.B.**, Main, K., & Stuart-Edwards, A. (2022). Jack of All Trades, Master of None? Exploring Factors That Influence Responses to White-Collar Professionals with Multiple Jobs. *Academy of Management Discoveries*, 8, 4: 585-607. <https://doi.org/10.5465/amd.2020.0109>
- Granger, S., **Caza, B.B.**, Ashford, S., & Reid, E.M. (2022). Adapting to a jolt: A mixed methods study identifying challenges and personal resources impacting professional gig workers' well-being during COVID-19, *Journal of Vocational Behavior*, 138, <https://doi.org/10.1016/j.jvb.2022.103784>.
- Caza, B.B.**, Reid, E.M, Ashford, S. & Granger, S. (2022). Working On My Own: Measuring the Challenges of Gig Work. *Human Relations*, 75, 11, 2122- 2159. <https://journals.sagepub.com/doi/abs/10.1177/00187267211030098>
- Lambert, B.K.\*, **Caza, B.B.\***, Trinh, E.N., & Ashford, S.A. (2022). Individual-centered interventions: Identifying what, how, and why interventions work in organizational contexts. *Academy of Management Annals*, 16, 2, 508-546. <https://doi.org/10.5465/annals.2020.0351>
- Zheng, W., Meister, A., & **Caza, B. B.** (2021). The stories that make us: Leaders' origin stories and temporal identity work. *Human Relations*, 74, 8.
- Caza, A., **Caza, B.B.**, & Posner, B.Z. (2021). Transformational leadership across cultures: Follower perception and satisfaction. *Administrative Sciences*, 11, 32-42.
- Campion, E. D., **Caza, B. B.**, and Moss, S. (2020). Multiple jobholding: A review and critique of existing literature and a future research agenda. *Journal of Management*, 46(1):165-191.

- Olekalns, M., **Caza, B.B.**, & Vogus, T. (2020). Gradual Drifts, Abrupt Shocks: From Relationship Fractures to Relational Resilience. *Academy of Management Annals*, 14, 1-28.  
**\*\*IACM Outstanding Article Award Recipient**
- Ashford, S.J., **Caza, B.B.**, & Reid, E.M. (2018). Individuals in the New World of Work: A Research Agenda. Forthcoming in A. P. Brief & B.M. Staw (Eds.), *Research in Organizational Behavior*, 38, 23-41.
- Caza, B.B.\*.**, Vough, H\*., & Puranik, H. (2018). Identity Work in Organizations and Occupations. *Journal of Organizational Behavior*, 39, 7, 1319-1347.
- Caza, B.B.**, Moss, S.M. & Vough, H. (2018). From Synchronizing to Harmonizing: The Process of Authenticating Multiple Work Identities in the Context of Multiple Jobholding. *Administrative Science Quarterly*, 63, 4, 703-745.  
**\*\* top 5% of all research output scored by Altmetric 2019**
- Lewis, B., Olekalns, M., Smith, P., & **Caza, B.** (2018). See the benefit: Adversity Appraisal and Subjective Value in Negotiation. *Negotiation Journal*. 34, 4: 379-400
- Vough, H. & **Caza, B.B.** (2017). Where do I go from here: Sensemaking and the construction of growth-based stories in the wake of denied promotions. *Academy of Management Review*, 42: 103-128.  
**\*\*Earlier version invited to 2012 Academy of Management Meeting best paper proceedings**
- Creary, S., **Caza, B.B.**, & Roberts, L.M. (2015). Out of the Box? How Managing a Subordinate's Multiple Identities Impacts the Quality of a Manager Subordinate Relationship. *Academy of Management Review*. 40: 538-562.
- Cardador, T. & **Caza, B.B.** (2012). Relational and Identity Perspectives on Healthy versus Unhealthy Pursuit of Callings. *Journal of Career Assessment*, 20(3), 338-353.
- Caza, B.B.**, Tiedens, L., & Lee, F. (2011). Does power change people? Effects of power on the self. *Organizational Behavior and Human Decision Processes*, 114, 1, 15-24.  
**\*\*Earlier version invited to 2007 Academy of Management Best Paper Proceedings.**
- Caza, A., **Caza, B.B.**, & Lind, E.A. (2011). Teaching managers to be fair: The missed promotion exercise. *Journal of Management Education*, 35, 4, 537-565.
- Caza, A., Bagozzi, R.P., Woolley, L., Levy, L., & **Caza, B.B.** (2010). Psychological capital and authentic leadership: Measurement, interrelation, and male-female comparison. *Asia Pacific Journal of Business Administration*, 2, 1, 53-70.
- Vadera, A., Aguilera, R., **Caza, B, B** (2009). Making sense of whistle-blowing's antecedents: Learning from research on identity and ethics programs. *Business Ethics Quarterly*, 19, 4: 553-586.
- Caza, B. B.** & Cortina, L. (2008). From insult to injury: Explaining the impact of incivility in social settings. *Basic and Applied Social Psychology*, 29, 4. 335-350.

**Caza, B. B. & Caza, A.** (2008) Positive organizational scholarship: A critical theory perspective. *Journal of Management Inquiry*, 17, 1, 21-33.

Caza, A., **Caza, B.B (as Barker, B.A.)**, & Cameron, K. (2004). Ethics and ethos: Buffering and amplifying effects of ethical behavior and virtuousness. *Journal of Business Ethics*, 52, 169-178.

#### *Invited Articles*

Cunningham, T., **Caza, B.**, Hayesm R., Leake, S., & Cipriano, P. (2023). Design health care systems to protect resilience in nursing. *Nursing Outlook*.  
<https://doi.org/10.1016/j.outlook.2023.101999>.

Wiernik, B., Allan, B., Cardador, M.T. **Caza, B.B.** Hofmans, J. & Nye, C.D. (2021). Critically evaluating and advancing research and statistical methods in vocational behavior research: Introduction to the 2020 special issue on research methodology. *Journal of Vocational Behavior*, 125. <https://doi.org/10.1016/j.jvb.2021.103529>.

#### **Articles for Practitioners:**

**Caza, B.B.**, Meister, A., Ashforth, B. (2023), [How your physical surroundings shape your work life.](#) *Harvard Business Review*, published on April 11, 2023.

**Caza, B.B.**, Rothman, N., Strassman, J., Lambert, B. (2022). [Embrace](#) Ambivalence when making big career decisions. *Harvard Business Review*, published on November 22, 2022.

Lambert, B., **Caza, B.B.**, Reid, E.M., Ashford, S. (2022). [Working in isolation can pose mental health challenges—here is what anyone can learn from how gig workers have adapted.](#) *The Conversation*, published on January, 4, 2023

Rothman, N. **Caza, B.B.**, Melwani, S., & Walsh, K. (2021). [Embracing the Power of Ambivalence.](#) *Harvard Business Review*, published on September 14, 2021.

Reid, E., **Caza, B.B.**, Granger, S., Ashford, S. 6 [Challenges of being a gig worker during the COVID 19 Pandemic.](#) *The Conversation*, published on August 12, 2021.

Meister, A., Zhang, W., **Caza, B.B.** (2020). [What's your leadership origin story?](#) *Harvard Business Review*, published on August 28, 2020.

**Caza, B.B.**, Olekalns, M., Vogus, T. (2020). [How to mend a work relationship.](#) *Harvard Business Review*, published on February 14, 2020

McCallum, D., Ashford, A., & **Caza, B.B** (2019). [Why consultants quit their jobs to go freelance.](#) *Harvard Business Review*, published on July 15, 2019

**Caza, B.B.**, Ashford, S., Reid, E. & McCallum, D. (2019). [Are you ready to go freelance?](#) *Harvard Business Review*, published on May 21, 2019

Roberts, L.M., Heaphy, E.D. & **Caza, B.B.** (2019). [To become your best self, study your successes.](#) *Harvard Business Review*, published on May 14, 2019

Cardador, T. & **Caza, B.B.** (2018). The subtle stressors making women want to leave engineering. *Harvard Business Review*, published on November 23, 2018.

**Caza, B.B.**, Ramarajan, L., Reid, E., & Creary, S. (2018). How to make room in your Work Life for the Rest of Yourself. *Harvard Business Review*, published on May 30, 2018.  
\* Reprint Included in *HBR Guide to Work-Life Balance* (May 2019)

**Caza, B.B.**, Vough, H. & Moss, S. (2017). The Hardest thing About Working in the Gig Economy? Forging a Cohesive Sense of Self. *Harvard Business Review*, published on October 27, 2017.

**Caza, B.B.** & Cardador, T. (2017). Building Professional Resilience: Strategies for Anesthesia Practitioners. *Communique*, Spring 2017

**Caza, B.B.** & Moss, S. (2015). When work satisfaction comes from having 4 jobs. *Harvard Business Review*, published on May 4<sup>th</sup>, 2015.

Roberts, L. M., Spreitzer, G., Dutton, J., Quinn, R., Heaphy, E. & **Caza, B.B. (as Barker, B.A.)** (2005). How to play your strengths. *Harvard Business Review*, 83, 1, 75-80.  
\*Reprint included in *HBR Guide to Your Professional Growth* (May 2019)

### **Edited Books:**

Powley, N., **Caza, B.B.**, Caza, A. (Eds.) (2020). *The Research Handbook of Organizational Resilience*. Edward Elgar Publishing Ltd.

### **Book Chapters:**

**Caza, B.B.**, Barton, M., Christianson, M., Sutcliffe, K. (2020). The future of resilience research in the organizational sciences. In Powley, N., Caza, B, & Caza, A (Eds). *The Research Handbook of Organizational Resilience*. Edward Elgar Publishing Ltd.

Neville, L., **Caza, B.B.**, Olekalns, M. (2020). Negotiation Resilience. In Powley, N., Caza, B, & Caza, A (Eds). *The Research Handbook of Organizational Resilience*. Edward Elgar Publishing Ltd.

Caza, A. **Caza, B.B.**, Baloochi, M. (2020). Resilient Personality: Is grit a source of resilience? *The Research Handbook of Organizational Resilience*. Edward Elgar Publishing Ltd.

Vough, H., **Caza, B.B.**, & Maitlis, S. (2020). Making sense of myself: Sensemaking and identity in organizations. In A. Brown (Ed), *The Oxford Handbook on Identities in Organizations*.

Vough, H. C., **Caza, B. B.**, & Puranik, H. (2020) Identity work in organizations. In Oxford University's Bibliographies in Management. Ed. Griffin, R. New York: Oxford University Press. DOI: 10.1093/OBO/9780199846740-0196

**Caza, B.B.** (2017). An Introduction to Positive Organizational Scholarship. In A.J. Sison, G.R., Beabout, & I. Ferrero (Eds.), *The Handbook of Virtue Ethics in Business Management* (pp 533- 545). New York: Springer Publishing.

- Caza, B.B. & Creary, S.** (2016). Identity Work in Emerging Professions. A. Wilkinson, D. Hislop & C. Couplands (Eds.), *Perspectives on Contemporary Professional Work: Challenges and Experiences*. (pp. 259-285). Cheltenham, UK: Edward Elgar Publishing.
- Caza, B.B.** (2016). Person Job Fit. Encyclopedia of HRM. Invited chapter in A. Wilkinson and S. Johnstones (Eds.), *Encyclopedia of Human Resource Management*. (pp. 329). Cheltenham, UK: Edward Elgar Publishing.
- Caza, B.B. & Wrzesniewski, A.** (2013). How work shapes well-being. In A. Conley, S. David, and I. Boniwell (Eds.), *The Oxford Handbook of Happiness*. New York: Oxford University Press.
- Caza, B.B. & Milton, L.** (2012). Resilience at Work. *The Oxford Handbook of Positive Organizational Scholarship*. K. Cameron & G. Spreitzer (Eds). New York: Oxford University Press.
- Caza, B.B. & Wilson, M.K.** (2009). Me, myself, and I: The benefits of multiple work identities. In L.M. Roberts & J.E. Dutton (Eds.) *Exploring Positive Identities and Organization: Building a Theoretical and Research Foundation*. New York, New York: Psychology Press.

### **Referred Conference Proceedings**

- Bloomfield, J., Jordan, P.J., & **Caza, B.B.** (2015). Let It Go or Let It Out? Emotional Regulation as a Strategy for Success in Environmental Leadership. *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*.
- Caza, B.B. & Moss, S.** (2013). Scrappy Workers: Ultimate Career Crafters Experience Meaning by Expressing Multiple Identities. *Proceedings of the Seventy-third Annual Meeting of the Academy of Management*.  
 \*\*Nominated for Best Paper submitted to Careers Division.
- Vough, H. C. & **Caza, B. B.** (2012) Where do I go from here? Meaning-making in response to missed promotions. *Proceedings of the Seventy-second Annual Meeting of the Academy of Management*.  
 \*\*Nominated for Best Paper submitted to Careers Division
- Caza, B.B.** (as Barker, B.A). & Harvey, M. (2002). Biophilia: The development of a scale. *Proceedings of the National Council on Undergraduate Research*.  
 \*Later published in *The University of North Carolina at Asheville Undergraduate Research Journal*.

### **Manuscripts under revision and review:**

- Vranjes, I., Lyubykh, Z., Herschovis, S., **Caza, B.B.** [Reactions to Bystander Interventions]. Conditionally Accepted at *Academy of Management Review*.
- Creary, S., **Caza, B.B.**, Caza, A., Gibson, H., Roberts, L.M. [Managerial Allyship]. Under second review.  
 \*\*Earlier version invited to 2023 *Academy of Management Meeting* best paper proceedings and winner of the Dorothy Harlow Best paper Award

Moss, S., **Caza, B.B.**, & Caza, A. [Multiple Jobholding and Identification]. Invited second revision.  
\*\*Earlier version invited to 2023 *Academy of Management Meeting* best paper proceedings and winner of the Careers Division best paper award

Vough, H., Cardador, T., **Caza, B.B.**, Campion, E. [Identity conflict]. Under second review.

Olekalns, M. & **Caza, B.B.** [Relational Resilience]. Under third review.

Roigers, P. & **Caza, B.B.** [Role Identity of Free Agents]. Under second review.

## **SELECTED WORK IN PROGRESS**

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### *Manuscripts in Preparation*

**Caza, B.B.**, Ashford, S., Reid, E., & Granger, S. [Mixed method study of gig workers' responses to identity challenges]. Manuscript being finalized for submission

Reid, E.M., **Caza, B.B.**, Lambert, B., Ashford, S., Granger, S., & Trinh, E. [Relational Work in the Professional Gig Economy]. Manuscript being finalized for submission

**Caza, B.B.**, Caza, A., Granger, S. [An experience sampling examination of the role of identity as a buffer from daily stressors in entrepreneurs]. Manuscript being finalized for submission.

**Caza, B.B.**, Caza A.J., & Lind, E.A. [Spillover Effects of Previous Leader Mistreatment]. Manuscript being finalized for submission.

**Caza, B.**, Vogus, T., & Avgar, A. Responding to everyday moral disruptions in healthcare and the development of a moral professional identity. Manuscript being prepared for submission.

**Caza, B.B.** Being and doing: Two virtuous frames for cultivating narrative resilience. Manuscript being finalized for submission.

### *Select Projects in Progress*

Lambert, B., **Caza, B.B.**, Ashford, S., & Trinh, E. An examination of interventions in professional gig workers. (analysis of data and manuscript development underway)

Hewlin, P., **Caza, B.B.** Cross cultural narratives of work resilience and authenticity. (data gathering stage)

## **GRANTS AND EXTERNAL FUNDING**

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2020-2023 **Society for Industrial and Organizational Psychology Visionary Grant** (\$97,953)  
*Co-PI: Ashford & Caza, Co-investigator: Lambert.*

2018-2021 **Social Science and Humanities Council Insight Grant** (\$93,223)  
*PI: Caza., Co-Investigator: Reid, Collaborator: Ashford.*

- 2018 **Richard & Sheree Moranz Professorship (\$50,000)**
- 2018 **UM/SSHRC Explore Grant (\$6825)**
- 2017-2019 **Wharton Center for Leadership and Change Management (\$10,000).**  
*PI: Creary; Co-investigators: Caza, B.B., Gibson, H.O., Roberts, L.M. & Caza, A.*
- 2015 **University of Manitoba URGP Grant. (\$5300)**
- 2013 **Centre for Work, Organisation and Well-being Research Grant (\$4000)**
- 2010 **Center for Creative Leadership (\$39,000)**  
*Research Fellowship to study Health Care and Leadership in NHS*
- 2008 **Illinois Center for Human Resource Management (\$9600)**  
*PI, Caza, B.B. & Avgar, A.*
- 2007 **University of Auckland Business School, Department of Management and Employee Relations. (\$15,000)**  
*Post-doctoral Fellowship*
- 2006 **University of Michigan Rackham Research Grant (\$2500)**
- 2005 **University of Michigan Psychology Dissertation Thesis Grant (\$1000)**
- 2005 **Clyde Hamilton Coombs Scholarship (\$2000)**  
*Competitive University of Michigan fellowship award for student work pertaining to Mathematical Psychology*
- 2005 **Blue Cross Blue Shield of Michigan Foundation Student Research Grant (\$3000)**  
*One of 20 state-wide grants awarded to support outstanding student research aligned with the BCBS mission*
- 2003 **Dave Carte Scholarship (\$500)**  
*Scholarship sponsored by M-TAC to support outstanding students from North Carolina who attend the University of Michigan.*
- 1999 **State Merit Scholarship (\$2000)**  
*Merit Scholarship sponsored by the North Carolina State Employees Association for outstanding achievement in Undergraduate Studies*

#### **ACADEMIC AWARDS**

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- 2023 **Academy of Management Review Developmental Reviewer Award**
- 2023 **Academy of Management Managerial and Organizational Cognition Best Paper**
- 2023 **Dorothy Harlow Best Paper Award**

- 2023 **Bryan School Senior Research Award**
- 2022 **IACM Outstanding Article Award**
- 2022 *Academy of Management Review* **Outstanding Reviewer Award**
- 2022 *Academy of Management Discoveries* **Best Reviewer Award**
- 2021 **Thinkers50 Leadership Award Shortlist** (with Meister & Zheng)
- 2020 *Academy of Management Journal* **Outstanding Reviewer Award**
- 2019 **Thinkers50, Radar Thinker**
- 2018 **Associates' Achievement Award for Research**
- 2016 **Associates' Achievement Award for Research**
- 2015 **Academy of Management Careers Division Best Symposium Finalist** (with Tosti-Kharas)
- 2013 **Academy of Management Careers Division Best Paper Finalist** (with Moss)
- 2013 **Academy of Management Best Student Paper Award- GDO Division** (with Creary, Roberts)
- 2012 **Academy of Management Careers Division Best Paper Finalist** (with Vough)
- 2011 **Diamond in the Rough award for best faculty proposal to Cognition in the Rough workshop** (with Caza & Lind, 2011)
- 2011 **Emerald Literati Network "Highly Commended Award" winner** (with Caza, Bagozzi, Levy, Woolley)
- 2008-9 **UIUC List of Teachers Ranked Excellent by their Students**

## **COURSES TAUGHT**

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### Undergraduate

Diversity & Inclusion in Organizations  
 Human Resources Management  
 Individual Behavior in Organizations  
 Organizational Dynamics  
 Individuals in Organizations  
 Introduction to Organizational Psychology  
 Research Methods  
 Business Communications

## MBA

Negotiations  
Strategic Leadership and Managing Change

## PhD

Foundations of Micro Organizational Behavior  
Advanced Organizational Behavior Research Design  
Qualitative Research  
Academic Writing and Publishing

## Executive, Professional, and Guest Lectures

Power and Politics in Organizations  
Qualitative methods  
Survey design and analysis  
Leadership  
Career Self-design: Job Crafting  
Primer in Organizational Psychology  
Resilience at work  
Strategies for Women in Science and Medicine  
Negotiations  
Dealing with Moral Stress at Work  
Thriving in the Gig Economy

## Doctoral Dissertation Chair and Committee Memberships

Lauren Abe	University of North Carolina at Greensboro (Chair, current)
Katherine Clyde	University of North Carolina at Greensboro (Committee, current)
Anna Hickman	University of North Carolina at Greensboro (Committee, current)
Van Brodie	University of North Carolina at Greensboro (Committee, current)
Jacob Brown	Boston College (Committee, current)
Corey Petsnik	University of Manitoba (Committee, current)
Felicia Owadara	University of Manitoba (Committee, current)
Esther Jean	University of Texas at Arlington (Committee, 2022)
Gregory Fetzer	Boston College (Committee, 2021)
Anastasia Sizykh	University of Manitoba (Committee, 2018)
Teresa Cardador	University of Illinois at Urbana-Champaign (Committee, 2009)

## Masters and Undergraduates Honors Thesis Supervision

Ruan Yuan	University of Manitoba (Co-advisor, MSc Management, current)
Corey Petsnik	University of Manitoba, MA Psychology (Committee member, completed 2018)
Tin Chung Yan	University of Manitoba (Advisor, Psychology, completed 2017)
Wang Yonong	Griffith University (Advisor, Masters of HRM, completed 2015)

## Other teaching activities:

Management Doctoral Student Comprehensive Exam Chair (2021-2023)

External assessor of Masters of Commerce and Masters of Management Theses for the Department of Management & International Business, University of Auckland Business School (2009, 2010, 2011)

Methodological adviser for postgraduate students in the Department of Management and International Business of the University of Auckland Business School (2008-2011)

## **REFERRED CONFERENCE ACTIVITIES**

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### Professional Development Workshops

- “Presenting in the Rough” Co-organized with Andrew Carton. 2018 Annual Meeting of the Academy of Management, Chicago, IL.
- “Presenting in the Rough” Co-organized with Andrew Carton. 2017 Annual Meeting of the Academy of Management, Atlanta, GA.
- “Crafting Positive Identities” Co-organized with Laura Morgan Roberts and Courtney McCluney. 2016 Annual Meeting of the Academy of Management, Anaheim, CA\*
- “Navigating Qualitative Dissertations.” Facilitator 2020-2022 Annual Meeting of the Academy of Management

### Symposia Organized

- “Cross-level resources for resilience.” Co-organized with Mara Olekahns. 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.\*
  - \* Selected as a Showcase Symposium
- “Distinguishing power and status.” Co-organized with Naomi Rothman. 2010 Annual Meeting of the Academy of Management, Montreal, QC.
- “The quest to resilience: Examining the role of emotions and relationships.” Co-organized with Lu Wang. 2008 Annual Meeting of the Academy of Management, Anaheim, CA.\*
  - \*Selected as a Showcase Symposium
- “Connecting who we are with what we do: The enabling functions of professional identity.” Co-organized with Laura Morgan Roberts. 2006 Annual Meeting of the Academy of Management, Atlanta, GA.\*
  - \* Selected as a Showcase Symposium

### Referred Conference Presentations

- Trinh, E., Lambert, B. **Caza, B.B.**, & Ashford, S.J. (2022). A Comparison of the Relational Challenges of Organizational Workers Versus Gig Workers. 2022 Annual Meeting of the Academy of Management, Seattle, WA.
- Vough, H., Cardador, T., **Caza, B.B.**, & Campion, E. (2022). Identity Conflict: An Integrative Review. 2022 Annual Meeting of the Academy of Management, Seattle, WA.
- Moss, S., **Caza, B.B.**, & Caza, A.J. (2022). Is Multiple Jobholding Depleting or Enriching? Annual Meeting of the Academy of Management, Seattle, WA.
- Reid, E.M., **Caza, B.B.**, Ashford, S.A., Granger, S. (2022). Dancing with Myself: Relational Challenges Among Independent Scientists. 2022 Positive Organizational Scholarship Research Conference. Ann Arbor, MI.
- Ashford, S, J., **Caza, B.B.**, Reid, E., Granger, S. (2022). Losing the Plot: Navigating Identity Challenges. 2022 Positive Organizational Scholarship Research Conference. Ann Arbor, MI.
- Granger, S., **Caza, B.B.**, Reid, E., & Ashford, S.J. (2021). The impact of COVID-19 on professional gig workers: Identifying challenges and psychosocial resources for resilience. 2021 Annual Meeting of the Academy of Management, Virtual delivery.
- Olekalns, M. & **Caza, B.B.** (2021). Stronger than me: Recrafting relationship narratives after relational turbulence. 2021 Annual Meeting of the Academy of Management, Virtual delivery.
- Trinh, E., Lambert, B., **Caza, B.B.**, & Ashford, S.J. (2021). Interventions in Organizations. 2021 Annual Meeting of the Academy of Management, Virtual delivery.
- Caza, B.B.**, Reid, E., Ashford, S.J. & Granger, S. (2021). More alike than different: Examining variance in the experience of Gig work challenges. 2021 Society of Industrial and Organizational Psychology, Virtual delivery.

- Creary, S. **Caza, B.B.**, Gibson, H., Roberts, L., Caza, A. (2020). Culturally and emotionally contingent help in Elite units with low social diversity in leadership. 2020 Annual Meeting of the Academy of Management, Virtual delivery.  
\**Showcase Symposium*
- Campion, E. & **Caza, B.B.** (2020). A typology of boundary management tactics of multiple jobholders. 2020 Annual Meeting of the Academy of Management, Virtual delivery.
- Caza, B.B.**, Ashford, S., Reid, E. (2019). No Boss, No company, No matter. 2019 Annual Meeting of the Academy of Management, Boston, MA
- McCluney, C., **Caza, B.B.**, Bednar, J., Dutton, J., & Roberts, L. What is more to G.I.V.E? 2019 Annual Meeting of the Academy of Management, Boston, MA
- Caza, B.B.** & Caza, A. (2018). Teaching students to thrive in the gig economy. 2018 MOBTS Conference. Maynooth UK.
- Caza, B.B.**, Caza, A. & Lind, E.A. (2018). Breaking the Cycle. Examining the spillover effect of abusive supervision. 2018 DLCC. Bristol, UK.
- Caza, B.B.**, Caza, A. & Lind, E.A. (2017). Breaking the Cycle. Examining the spillover effect of abusive supervision. 2017 International Congress of Positive Psychology. Montreal, Canada.
- Neville, L. & **Caza, B.B.** (2017). Negotiation Resilience. 2017 International Congress of Positive Psychology. Montreal, Canada.
- Caza, B.B.**, Vogus, T., Avgar, A., & Stansbury, J. (2015). Ethical dilemmas and identity work in the hospital. 2015 Annual Meeting of the Academy of Management, Vancouver, Canada. August 7-11, 2015.
- Bloomfield, J., Jordan, P., & **Caza, B.B.** (2015). Let It Go or Let It Out? Emotional Regulation as a Strategy for Success in Environmental Leadership. 2015 Annual Meeting of the Academy of Management, Vancouver, Canada. August 7-11, 2015.
- Tosti-Kharas, J. & **Caza, B.B.** (2014) "Employee career resilience during the financial crisis." Paper presented in symposium, "Understanding Antecedents, Processes, and Cultural Forces that Shape Career Success," organized by Klinger, R. L. and Mallon, M.  
\**Best Symposium Nomination, Careers Division*
- Caza, B.B.** & Olekalns, M. (2014). Not so smooth: Understanding negotiation resilience. 2014 Annual Meeting of the Academy of Management, Philadelphia, PA. August 9-13, 2014.
- Creary, S.J., **Caza, B.B.** & Roberts, L.M. (2013). Out of the box: Identity expansion and the building of positive manager-subordinate relationships. 2013 Annual Meeting of the Academy of Management, Orlando, FL.  
\**Awarded Best Student paper in GDO division*
- Caza, B.B.** & Moss, S. (2013). Scrappy workers: Pursuing meaning through multiple identities. 2013 Annual Meeting of the Academy of Management, Orlando, FL.  
\**Selected as Best Paper Finalist in Careers Division*
- Vough, H. & **Caza, B.B.** (2012). Where do I go from here? Meaning-making in the wake of missed promotions at work. *Western Academy of Management*, Kauai, HI, March 11-14, 2015.
- Vough, H. & **Caza, B.B.** (2012). Where do I go from here? Meaning-making in the wake of missed promotions at work. 2012 Annual Meeting of the Academy of Management, Boston, MA.  
\**Selected for the Best Paper Proceedings*
- Caza, B.B.** & Bagozzi, R. (2011). Individual functioning in the face of Adversity at Work: Testing and Identity based model of work engagement and burnout. 2011 Annual Meeting of the Academy of Management, San Antonio, TX.
- Caza, B.B.**, Caza, A., & Moss, S. (2011). On the meaning of work. 2011 Annual Meeting of the Academy of Management, San Antonio, TX.

- Caza, B.B.**, Vogus, T., Avgar, A., & Grimes, M. (2010). Things are not always as they seem: Power and status in critical care departments. 2010 Annual Meeting of the Academy of Management, Montreal, QC.
- Caza, B.B.**, Tiedens, L. Lee, F. (2010). Power, relationships, and self-construal. 2010 Annual Meeting of the Academy of Management, Montreal, QC.
- Caza, B.B.** & Cardador, T.\* (2009). Unhealthy callings: When meaningfulness can lead to destruction. 2009 Annual Meeting of the Academy of Management. Chicago, Illinois.
- Caza, B.B.**, Kim, S., Caza, A., Lind, A. (2009). Doing fairness: How feelings can get in the way. 2009 Annual Meeting of the Academy of Management. Chicago, Illinois.
- Slay, H. & **Caza, B.B.** (2009). Professional identity: Exits and entrances. 2009 Annual Meeting of the Academy of Management. Chicago, Illinois.
- Caza, B.B.** & Caza, A. (2008). Managing the conflict of multiple roles at work: Prioritizing, integrating and switching relational identities. 2008 Annual Meeting of the Academy of Management. Anaheim, California.
- Wang, L. & **Caza, B.B.** (2008). Emotional dynamics of Resilience. 2008 Annual Meeting of the Academy of Management. Anaheim, California.
- Caza, A & **Caza, B.B.** (2008). Sources of Managerial Discretion. Administrative Sciences Association of Canada National Meeting. Halifax, Nova Scotia.
- Caza, B.B.**, Lee, F., Tiedens, L. (2007). Power and the Self. 2007 Annual Meeting of the Academy of Management. Atlanta, Georgia.  
\*Selected for *Best Paper Proceedings*
- Caza, B.B.** (2006). Professional identity: Cultivating resilience at work. 2006 Annual Meeting of the Academy of Management. Atlanta, Georgia.
- Roberts, L.M., **Caza, B.B.**, Dutton, J.E., Heaphy, E., Spreitzer, G. (2006). Envisioning Capacity: How professional identity shapes positive self-construal. 2006 Annual Meeting of the Academy of Management. Atlanta, Georgia.
- Heaphy, E., Roberts, L.M., Dutton, J., Spreitzer, G., **Caza, B.B.**, & Quinn, R. (2004). Enacting the Reflected Best Self: How jolts and socially-embedded resources enable action in and beyond organizations. 2004 Annual Meeting of the Academy of Management. New Orleans, Louisiana.
- Caza, B.B.** (as Barker, B.A.). & Lee, F. (2004). Experiencing power: The personal impact of power. 2004 American Psychological Association Convention. Honolulu, HI.
- Caza, B.B.** (as Barker, B.A.). (2003). Examining the impact of power on self-construal. 2003 Self, Cognition and Emotion Conference. Ann Arbor, MI.
- Caza, B.B.** (as Barker, B.A.), Lim, S., & Cortina, L. (2003). The effects of incivility in a University setting. 2003 American Psychological Association Convention. Toronto, Canada.
- Lim, S. & **Caza, B.B.** (as Barker, B.A.). (2003). Incivility and Injustice. 2003 National Academy of Management annual meeting. Seattle, WA.
- Caza, B.B.** (as Barker, B.A.) (2002). The development of a scale to measure need for nature. 2002 National Conference for Undergraduate Research. Whitewater, WI.

#### **INVITED PRESENTATIONS:**

- Caza, B.B. (2022). Losing the Plot: The effect of identity threats on gig workers' behavior. George Mason University.
- Caza, B.B. (2022). Resilience in Healthcare. Nursing Summit. Emory University.
- Caza, B.B. (2018). From Synchronizing to Harmonizing: Authenticating Multiple Identities of Multiple Jobholders. University of Oxford.
- Caza, B.B. (2018). Leadership in Medicine. 2018 American Society of Anesthesiologists Practice Management Conference.

- Caza, B.B. (2018) “Resilience at work. Practice Management Conference.” 2018 American Society of Anesthesiologists Practice Management Conference.
- Caza, B.B. (2018). “Organizational Psychology for Anesthesiologists.” 2018 American Society of Anesthesiologists Practice Management Conference
- Caza, B.B. (2018). Invited Speaker on a Harvard Business Review Panel on Side Gigs. 2018 *SXSW Conference*. Austin, Tx.
- Caza, B.B. (2017). Authenticity at Work. University of Michigan.
- Caza, B.B. (2017) “Resilience at work. Practice Management Conference.” 2017 American Society of Anesthesiologists Practice Management Conference.
- Caza, B.B. (2017). A Primer on Organizational Psychology” 2017 American Society of Anesthesiologists Practice Management Conference
- Caza, B.B. & Moss. S. (2017). Differentiating between different types of multiple jobholders. Presented at the Annual May Meaning Meeting. Boston, MA.
- Caza, B.B. & Cardador, T. (2017) “ Staying in, Moving up, and Feeling Fulfilled: Resilience Strategies for Women in Science and Engineering” Presentation for MCWESTT, June 2017
- Caza, B.B. & Moss, S. (2013) “Scrappy Workers: Ultimate Career Crafters Experience Meaning by Expressing Multiple Identities” Presented at the Annual May Meaning Meeting. Ann Arbor, MI. June 11-13.
- Caza, B.B. 2012 Where Do I Go From Here? Meaning-Making in Response to Missed Promotions. Presented at the Annual May Meaning Meeting. Falls Village, CT. May 17-19.
- Caza, B.B. & Moss, S.M. (2011) Sources of Meaning at Work. Presented at the Annual May Meaning Meeting, Sundance, Utah. May 18-21.
- Caza, B.B. (2011). Resilience and Burnout in Hospitals. Presented at the Wake Forest Baptist Medical Center.
- Caza, B.B. (2010). Telling tales of adversity: A narrative study of identity-based response to adversity at work. (2010). Presented at the Annual May Meaning Meeting. May 13-15.
- Caza, B.B. (2008). Exploring the Connection Between Work Orientation and Resilience. Presented at the Annual May Meaning Meeting, Austin, TX. May 15-17.
- Caza, B.B. (2007). Making Meaning of Who You Are: Responding to Adversity at Work. Presented at the Annual May Meaning Meeting, Yale University, New Haven, CT. March 29-31.

## **PROFESSIONAL SERVICE**

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### External Service Roles

- Academy of Management Discoveries*, Associate Editor 2023- present
- Positive Organizational Scholarship Research Conference Organizer 2020-2022
- Academy of Management Subject Matter Expert, 2020-present
- DIGR Committee Member, Academy of Management 2019-present
- Positive Organizational Scholarship Research Advisory Board member 2019-2022
- Journal of Service Management* Expert Research Panel in Health Services 2019-present
- Past Division Chair, MOC Division, Academy of Management 2019-2020
- Division Chair, MOC Division, Academy of Management 2018-2019
- Program Chair, MOC Division, Academy of Management 2017-2018
- PDW Chair, MOC Division, Academy of Management 2016-2017

### Editorial Board Member

- Administrative Science Quarterly*  
*Academy of Management Journal*

*Academy of Management Review*  
*Academy of Management Collections*  
*Human Relations*  
*Journal of Vocational Behavior*

Peer Reviewer

*Academy of Management Annual Meeting (MOC, OB, and CAR Divisions)*  
*Applied Psychology: An International Review*  
*Business Ethics Quarterly*  
*Journal of Applied Psychology*  
*Journal of Applied Social Psychology*  
*Journal of Business Ethics*  
*Journal of Hospitality Management*  
*Journal of Organizational Behavior*  
*Journal of Occupational Health Psychology*  
*Journal of Positive Psychology*  
*Journal of World Business*  
*Organizational Behavior and Human Decision Processes*  
*Organizational Psychology Review*  
*Organization Science*  
*Organizational Studies*

Informs Competition Dissertation Proposal Reviewer (2011)

External Assessor of Business School Curriculum Program: University of Auckland (2010-2012)

Internal Service Roles

Bryan School Search Committee Chair (2022-2023), University of North Carolina at Greensboro  
Organizational Behavior Doctoral Comprehensive Exam Chair (2021-Current), University of North Carolina at Greensboro

Bryan School Diversity and Inclusion Committee (2022-Current), University of North Carolina at Greensboro

Chancellor's Advisory Committee on Equity, Diversity and Inclusion (2020- Current), University of North Carolina at Greensboro

Bryan School Promotion and Tenure Committee (Current), University of North Carolina at Greensboro

Morehead Scholarship Interview Committee (Current), University of North Carolina at Greensboro

Rhodes Scholarship Advisory Committee. 2018-2020. University of Manitoba

Asper Associates School Relation Committee 2018-2020. University of Manitoba

Asper Promotion and Tenure Committee, 2018-2019. University of Manitoba

Asper Promotion and Tenure Committee, 2017-2018. University of Manitoba

Asper New Faculty Orientation Co-organizer, 2017. University of Manitoba

HRM Selection and Recruitment Committee, 2016-2017 University of Manitoba

INTB Selection and Recruitment Committee 2016-2017 University of Manitoba

ENTR Selection and Recruitment Committee, 2015-2016, University of Manitoba

Healthcare Ethics Case Study Program Advisor, 2011-2012. Wake Forest University

Psi Chi Faculty Academic Advisor, 2003-2004. University of Michigan

## **CONSULTANCY**

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Haworth, Inc., Holland, MI, USA: Organizational Culture Consultant to the Ideation Group (4/2006 – 9/2006)  
National Health Service, South Central, Leeds, UK: Leadership and Training Consultant (1/2010 – 6/2011)  
Queensland Alliance for Mental Health, Brisbane, QLD, AUS: Qualitative Consultant and Analysis (1-2013-4/2013)

## **SELECTED PRESS COVERAGE**

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CBS News coverage of gig work challenges

<https://www.cbsnews.com/news/remote-work-isolation-mental-health-tips/>

AOM Scholars on the remote work disconnect:

<https://aom.org/blog-detail/releases/2022/03/09/the-remote-disconnect-challenges-and-opportunities-within-the-future-of-work>

SHRM coverage of multiple jobholding

<https://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/Pandemic-Provides-Opportunity-Stretching-New-Careers.aspx>

UNCG News Coverage on COVID and the gig economy:

<https://news.uncg.edu/covid-19-gig-economy/>

Harvard Business School Publishing coverage of relational resilience work:

<https://hbr.org/2020/03/what-your-coworkers-need-right-now-is-compassion>

New York Post coverage of work on ways to survive the pitfalls of the gig economy:

<https://nypost.com/2018/04/08/avoiding-the-perils-and-pitfalls-of-the-gig-based-workplace/>

Human Resource Executive Online coverage of work with Teresa Cardador on “unhealthy callings.”

<http://www.hreonline.com/HRE/view/story.jhtml?id=533346826>

Chicago Tribune coverage of work with Teresa Cardador on “unhealthy callings.”

<http://www.chicagotribune.com/lifestyles/ct-biz-0528-work-advice-huppke-20120527-column.html>

Wall Street Journal Coverage of work with Heather Vough on “Denied Promotions”

<http://www.wsj.com/articles/passed-over-for-a-promotion-your-next-steps-1461087593>

University of Manitoba coverage of working in the gig economy:

<http://news.umanitoba.ca/the-brave-new-world-of-work/>

INSEAD Working Knowledge coverage of authenticity and multiple jobholding

<https://knowledge.insead.edu/blog/insead-blog/you-can-have-more-than-one-true-work-identity-7316>