

## **Arran Caza**

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Department of Management  
Bryan School of Business and Economics  
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### **Education**

- Ph.D. University of Michigan, 2007  
Management & Organization; Psychology
- M.A. University of Michigan, 2004  
Psychology
- B.S.Sc. Université d'Ottawa, 1994  
Economics & Political Science

### **Academic Employment**

- 2020-- Associate Professor of Management, Bryan School of Business and Economics, University of North Carolina Greensboro
- 2015-2020 Associate Professor of Business Administration, Asper School of Business, University of Manitoba
- 2012-2015 Associate Professor of Management, Department of International Business and Asian Studies, Griffith Business School
- 2009-2012 Assistant Professor, Wake Forest University School of Business
- 2007-2009 Assistant Professor, Department of Business Administration, University of Illinois at Urbana-Champaign

### **Academic Affiliations & Other Work Experience**

- 2020-2021 Adjunct Professor, Business Administration Department, I.H. Asper School of Business, University of Manitoba
- 2016-2020 Research Affiliate, Centre on Aging, University of Manitoba
- 2012-2015 Academic Member, Griffith University Centre for Work, Organisation and Wellbeing

2012-2014	Research Associate Professor of Management, Wake Forest University School of Business
2009-2011	Visiting Associate Professor, Department of Management and International Business, University of Auckland Business School
2009-2011	Research Fellow, New Zealand Leadership Institute
2007-2008	Visiting Research Fellow, Department of Management and International Business, University of Auckland Business School
2007	Lecturer, Ross School of Business, University of Michigan
1999-2001	Program Leader, Education & Training Unit, Vancouver Police Department
1995-2000	Program Supervisor, Health Promotion & Evaluation Program, University of British Columbia
1992-1995	Supervisor & Analyst, Program Evaluation Practice, Price Waterhouse

## **Research**

### **Honors & awards**

Dorothy Harlow/McGraw Hill Best Conference Paper Award (2023). Diversity, Equity, and Inclusion Division of the Academy of Management.

- Creary, S.J., Caza, A. & Gibson, H.O. (2023). *How male managers' allyship practices unintentionally reinforce white hegemonic masculinity*. Academy of Management annual meeting. Boston, MA.

Best Overall Paper Award (2023). Human Resources Division of the Academy of Management.

- Moss, S.E. & Caza, A. (2023). Depleting or enriching? Effects of identification with multiple jobs on jobholders and partners. In S. Taneja (Ed.), *Academy of Management Best Paper Proceedings*. Boston, MA.

Award for Most Innovative Paper of the Year (2021) from *Journal of Management, Spirituality & Religion*

- Dyck, B., & Caza, A. (2021). An exploratory study of corporate singing and organizational culture. *Journal of Management, Spirituality & Religion*, 18, 74–99.

Journal of Management Education Best Reviewer Award (2020-2022)

Showcase Symposium at the Academy of Management annual meeting (Hibbert et al., 2021)

Academy of Management Learning & Education Outstanding Reviewer Awards (2017-2020)

Humanistic Management Book Award in Pedagogy from the International Humanistic Management Association (with B. Dyck & F.A. Starke, 2019)

Western Academy of Management Ascendant Scholar Award (2013)

Western Academy of Management Star Reviewer Award (2013)

Showcase Symposium at the Academy of Management annual meeting (Brower & Caza, 2012)

Creative & Research Activities Development and Enrichment Initiative Fellowship from Wake Forest University (2011-2012)

Diamond in the Rough award for best faculty proposal to Cognition in the Rough workshop (with B.B. Caza & E.A. Lind, 2011)

Emerald Literati Network “Highly Commended Award” winner (with R.P. Bagozzi, L. Levy, L. Woolley & B.B. Caza, 2011)

Best Paper nomination in the Academy of Management annual meeting program (Caza et al., 2009)

Arnold O. Beckman research distinction award from the University of Illinois (Caza & Northcraft, 2008)

Best paper award from the Leadership & Governance Stream of the Australia and New Zealand Academy of Management (with G. Zhang & L. Wang, 2008)

Best paper award from the Organizational Behavior Division of the Administrative Sciences Association of Canada (2008)

Showcase Symposium at the Academy of Management annual meeting (with B.B. Caza, 2008)

Walter M. Pillsbury Endowment Award for Graduate Research (2006)

James & Ruth Close Scholarship (2005)

Social Science and Humanities Research Council of Canada Doctoral Fellowship (2003-2005)

Horace H. Rackham Interdisciplinary Institute Fellowship (2002)

Stephen M. Ross School of Business Departmental Fellowship (2001-2005)

### **Funding**

Dyck, B., Buchanan, S., Liao, C., Manchanda, R., Taylor, K., Caza, A. & Silvestre, B. (2022-2027). *Enhancing social and ecological sustainability by placing people and planet before profits: Developing business theory and practice*. Insight Grant. Social Science and Humanities Research Council of Canada. (\$113,929)

Pierce, J.R. & Caza, A. (2023-2024). *Identifying The Problems with Managerial Problem Solving*. Bryan School of Business and Economics Dean’s Research Scholar Program. University of North Carolina Greensboro. (\$4,978)

Pierce, J.R. & Caza, A. (2023-2024). *Why managers can be inferior to non-managers when it comes to managerial problem solving*. Social and Behavioral Sciences Subcommittee Internal Funding. University of North Carolina Greensboro. (\$4,954)

Caza, A. (2017-2021). *Role of age in leadership*. Insight Grant. Social Science and Humanities Research Council of Canada. (\$84,839)

Sander, E., Gepp, A. & Caza, A. (2018). *Assessing physiological reactions to workplace environments*. Bond University Research Infrastructure Grant. (\$42,150)

Creary, S.J., Caza, B.B., Gibson, H.O, Roberts, L.M., & Caza, A. (2017-2018). *Race and multiple identity management in workplace relationships: Understanding the leadership and promotion experiences of US Army Officers*. Wharton Center for Leadership and Change Management. (\$10,000)

Caza, A. (2017-2018). *Understanding the role of age in leadership outcomes*. University of Manitoba Centre on Aging. (\$6,720)

Caza, A. (2016). *Investigating discretion and role ambiguity*. University of Manitoba University Research Grants Program. (\$4,313)

Caza, A. (2013-2014). *Understanding the relationship between discretion and role ambiguity*. Centre for Work, Organisation, and Wellbeing. (\$5,000)

Caza, A. & Northcraft, G.B. (2008-2009). *Work consequences of benefit choice*. Illinois Bureau of Economic and Business Research. (\$10,000)

- Associated Report: Caza, A. (2011). *The benefits of having choice: Performance gains from choosing among reward options* (Sponsored Research Report No. 72). Chicago, IL: Center for Human Resource Management.

Caza, A. (2007). Post-doctoral Fellowship. University of Auckland Business School, Department of Management and Employee Relations. (\$15,000)

Caza, A. (2003-2005). Doctoral Fellowship. Social Science and Humanities Research Council of Canada. (\$40,000)

## Articles

1. Dyck, B., & Caza, A. (2022). Teaching multiple approaches to management to facilitate prosocial and environmental well-being. *Management Learning*, 53, 98-122.
2. Caza, A. (2021). A selective review of developments in positive studies of work and organizations. *Oxford Research Encyclopedia of Psychology*.  
<https://doi.org/10.1093/acrefore/9780190236557.013.28>
3. Caza, A., & Posner, B. Z. (2021). Mixed associations between grit and transformational leadership behavior. *Journal of Leadership Studies*, 15, 6-20.
4. Caza, A., Caza, B.B., & Posner, B.Z. (2021). Transformational leadership across cultures: Follower

perception and satisfaction. *Administrative Sciences*, 11, 32-42.

5. Caza, A., & Posner, B.Z. (2021). Development of a scale to measure followers' satisfaction with leaders applicable in cross-cultural studies. *International Journal of Business Administration*, 12, 1-8.
6. Dyck, B., & Caza, A. (2021). An exploratory study of corporate singing and organizational culture. *Journal of Management, Spirituality & Religion*, 18, 74-99.
7. Caza, A. (2020). The gig economy's implications for management education. *Journal of Management Education*, 44, 594-604.
8. Caza, A., & Nelson, E. (2019). Simplifying instructional methodology through meta-practices. *Management Teaching Review*, 4, 164-172.
9. Caza, A., & Posner, Z. (2019). An exploratory investigation of how grit influences the leadership practices of sales managers. *Journal of Selling*, 19, 36-45.
10. Dyck, B., Walker, K. & Caza, A. (2019). Antecedents of sustainable organizing: A look at the relationship between organizational culture and the triple bottom line. *Journal of Cleaner Production*, 231, 1235-1247.
11. Sander, E.J., Caza, A. & Jordan, P.J. (2019). Psychological perceptions matter: Developing the reactions to the physical work environment scale. *Building and Environment*, 148, 338-347.
12. Caza, A. & Posner, B.Z. (2018). How and when does grit influence leaders' behavior? *Leadership & Organization Development Journal*, 40, 124-134.
13. Gill, C., & Caza, A. (2018). An investigation of authentic leadership's individual and group influences on follower responses. *Journal of Management*, 44, 530-554.
14. McDowell, J., Huang, Y-K, and Caza, A. (2018). Does identity matter? An investigation of the effects of authentic leadership on athletes' psychological capital and engagement. *Journal of Sport Management*, 32, 227-242.
15. Caza, A. & Posner, B.Z. (2017). The influence of nationality on followers' satisfaction with leadership: Evidence from Singapore and the United States. *Journal of Leadership, Accountability and Ethics*, 14, 53-63.
16. Bright, D.S., Caza, A., Turesky, E.F., Putzel, R., Nelson, E., & Luechtefeld, R. (2016). Constructivist meta-practices: When students co-create activities, direct others, and provide feedback. *Journal of Leadership Education*, 15, 75-99.
17. Caza, A., & Brower, H. (2015). Mentioning the unmentioned: An interactive interview about the informal management curriculum. *Academy of Management Learning & Education*, 14, 96-110.

18. Caza, A., Brower, H.H. & Wayne, J.H. (2015). Effects of a holistic, experiential curriculum on business students' satisfaction and career confidence. *International Journal of Management Education*, 13, 75–83.
19. Caza, A., McCarter, M. W., & Northcraft, G. B. (2015). Performance benefits of reward choice: a procedural justice perspective. *Human Resource Management Journal*, 25, 184–199.
20. Caza, A., Zhang, G., Wang, L., & Bai, Y. (2015). How do you really feel? Effect of leaders' perceived emotional sincerity on followers' trust. *Leadership Quarterly*, 26, 518-531.
21. Caza, A., & Rosch, D. M. (2014). An exploratory examination of students' pre-existing beliefs about leadership. *Studies in Higher Education*, 39(9), 1586-1598.
22. Zhang, G., Bai, Y., Caza, A., & Wang, L. (2014). Leader Integrity and organizational citizenship behavior in China. *Management and Organization Review*, 10(2), 299-319.
23. Caza, A. (2012). Typology of the eight domains of discretion in organizations. *Journal of Management Studies*, 49(1), 144-177.
24. Kolb, D.G., Caza, A. & Collins, P.D. (2012). States of connectivity: New questions and new directions. *Organization Studies*, 33(2), 267-273.
25. Rosch, D.M. & Caza, A. (2012). Durable effects of short-term programs on student leadership development. *Journal of Leadership Education*, 11(1), 28-48.
26. Caza, A. (2011). Testing alternate predictions for the performance consequences of middle managers' discretion. *Human Resource Management*, 50(1), 9-28.
27. Caza, A., Caza, B.B. & Lind, E.A. (2011). The missed promotion: An exercise demonstrating the importance of organizational justice. *Journal of Management Education*, 35(4), 537-563.
28. Woolley, L., Caza, A. & Levy, L. (2011). Authentic leadership and follower development: Psychological capital, positive work climate, and gender. *Journal of Leadership & Organizational Studies*, 18 (4), 438-448.
29. Caza, A., Bagozzi, R. P., Woolley, L., Levy, L., & Caza, B.B. (2010). Psychological capital and authentic leadership: Measurement structure, gender comparison, and cultural extension. *Asia Pacific Journal of Business Administration*, 2 (1), 53-70.
30. McCarter, M.W. & Caza, A. (2010). Toward a theory of reinstatement: Seven motivations for reinstatement as relationship repair. *Employee Responsibilities and Rights Journal*, 22(4), 279-295.
31. McCarter, M.W. & Caza, A. (2009). Audience response systems as a data collection method in organizational research. *Journal of Management & Organization*, 15 (1), 122-131.
32. Caza, B.B. & Caza, A. (2008). Positive organizational scholarship: A critical theory perspective. *Journal of Management Inquiry*, 17 (1), 21-33.

33. Bright, D., Cameron, K.S., & Caza, A. (2006). The amplifying and buffering effects of virtuousness in downsized organizations. *Journal of Business Ethics*, 64 (3), 249-269.
34. Cameron, K.S., Bright, D., & Caza, A. (2004). Exploring the relationships between organizational virtuousness and performance. *American Behavioral Scientist*, 47(6), 766-790.
35. Caza, A., Barker, B.A., & Cameron, K.S. (2004). Ethics and ethos: The buffering and amplifying effects of ethical behavior and virtuousness. *Journal of Business Ethics*, 52(2), 169-178.
36. Cameron, K.S. & Caza, A. (2002). Organizational and leadership virtues and the role of forgiveness. *Journal of Leadership and Organizational Studies*, 9(1), 33-48.
37. Caza, A. (2000). Context Receptivity: Innovation in an amateur sport organization. *Journal of Sport Management*, 14(3), 227-242.

### **Books**

Powley, E.H., Caza, B.B., & Caza, A. (2020). *Research Handbook on Organizational Resilience*. Northampton, MA: Edward Elgar.

Dyck, B., Caza, A., & Starke, F.A. (2018). *Management: Financial, Social and Ecological Well-Being*. Winnipeg, MB: Sapajo Publishing.

### **Book chapters**

Caza, A., Caza, B.B. & Baloochi, M.E. (2020). Resilient personality: Is grit a source of resilience? In Powley, E.H., Caza, B.B. & Caza, A. (Eds.), *Research Handbook on Organizational Resilience* (pp. 25-38). Northampton, MA: Edward Elgar.

Sander, E.J., Caza, A., & Jordan, P.J. (2019). The physical work environment and its relationship to stress. In O.B. Ayoko & N.M. Ashkanasy (Eds.), *Organizational Behaviour and the Physical Environment* (pp. 268-284). London, UK: Routledge.

Caza, A. (2015). Organizational virtue. In A.J.G. Sison (Ed.), *Handbook of Virtue Ethics in Business and Management* (pp. 1–9). New York, NY: Springer Netherlands.

Sander, E. J., & Caza, A. (2015). The role of leadership in developing the innovative manager. In A. Wilkinson, K. Townsend, & G. Suder (Eds.), *Handbook of Research on Managing Managers* (pp. 87–103). Cheltenham, UK: Edward Elgar.

Hutchison, A.M., Troth, A.C., Caza, A., & Wilson, M.G. (2013). Discretion: What is it and how is it useful? In M.A. Paludi (Ed.) *Psychology for Business Success: Leading & Managing* (Vol. 3 of 4; pp. 57-74). Santa Barbara, CA: Praeger.

Cameron, K.S. & Caza, A. (2013). Virtuousness as a source of happiness in organizations. In S. David, I. Boniwell & A.C. Ayers (Eds.) *Oxford Handbook of Happiness* (pp. 676-692). Oxford, UK: Oxford University Press.

Caza, A. & Carroll, B. (2012). Critical theory and Positive Organizational Scholarship. In K.S. Cameron & G.M. Spreitzer (Eds.) *Handbook of Positive Organizational Scholarship* (pp. 965-978). New York, NY: Oxford University Press.

Caza, A. & Jackson, B. (2011). Authentic leadership. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.) *Sage Handbook of Leadership* (pp.350-362). Thousand Oaks, CA: Sage.

Caza, A. & Cameron, K.S. (2008). Positive Organizational Scholarship: What does it achieve? In S.R. Clegg & C.L. Cooper (Eds.) *SAGE Handbook of Organizational Behavior* (Vol. I, pp. 99-116). Los Angeles, CA: Sage.

Caza, A. & Quinn, R.E. (2007). The essence of transformation: Entering the fundamental state of leadership. In S.K. Piderit R.E. Fry, & D.L. Cooperrider, & (Eds.) *Handbook of Transformative Cooperation: New Designs and Dynamics* (pp. 170-191). Stanford, CA: Stanford University Press.

Cameron, K.S. & Caza, A. (2005). Developing strategies and skills for responsible leadership. In J.P. Doh & S.A. Stumpf (Eds.), *Handbook on Responsible Leadership and Governance in Global Business* (pp. 87-111). Northampton, MA: Edward Elgar.

Quinn, R.E. & Caza, A. (2004). Deep change. In G.R. Goethels, G. Sorenson, & J.M. Burns (Eds.), *Encyclopedia of Leadership* (pp. 325-331). Thousand Oaks, CA: Sage.

Lee, F., Caza, A., Edmondson, A., & Thomke, S. (2003). New Knowledge Creation: A study in positive organizing. In K.S. Cameron, J.E. Dutton, & R.E. Quinn (Eds.), *Positive Organizational Scholarship* (pp. 194-206). San Francisco, CA: Barrett-Kohler Publishers Inc.

### **Refereed conference proceedings**

Moss, S.E. & Caza, A. (2023). Depleting or enriching? Effects of identification with multiple jobs on jobholders and partners. In S. Taneja (Ed.), *Academy of Management Best Paper Proceedings*. Boston, MA.

Saito, H., Sander, L. & Caza, A. (2019). The role of staff breakrooms in mitigating emotional associated stress and fostering employee well-being. In *APacCHRIE & EuroCHRIE Joint Conference Proceedings*. Hong Kong: Hong Kong Polytechnic University.

Caza, A. (2018). Finding the themes in our teaching. In E. Bell et al. (Eds.), *Proceedings of the Research in Management Learning & Education Unconference* (pp. 42). St. Andrews, Scotland: Academy of Management.

Chen, C., & Caza, A. (2018). Grit, intrinsic motivation, and costly perseverance: Their interactive influence in problem solving. In *Proceedings of the National Conference on Undergraduate Research* (Vol. 2018, pp. 765–773). Edmond, OK: Council on Undergraduate Research.

Chun, J. H., & Caza, A. (2016). The interactive influence of psychological-needs fulfillment and agreeableness in problem solving. In *Proceedings of the National Conference on Undergraduate Research* (pp. 208–216). Asheville, NC: Council on Undergraduate Research.



Nguyen, T., Caza, A. & Hutchings, K. (2015). Diverse responses to job autonomy at work. *Proceedings of the Australia and New Zealand Academy of Management*. Queenstown, New Zealand.

Caza, A. & Brower, H. H. (2013). Informal Management Curriculum. In A. L. Kenworthy, K. Brown, J. Billsberry, & G. Hrivnak (Eds.), *Proceedings of the Research in Management Learning & Education Unconference* (pp. 35–36). Gold Coast, QLD: Academy of Management.

Rosch, D.M. & Caza, A. (2012). Durable effects of short-term programs on student leadership development. *Proceedings of the Australia and New Zealand Academy of Management*. Perth, WA.

Caza, A., McCarter, M.W., Hargrove, D., & Wad, S.R. (2009). Third-party effects of psychological capital: Observer attributions and responses. In G. Solomon (Ed.), *Academy of Management Best Paper Proceedings*. Chicago, IL.

Caza, A. (2008). Toward a taxonomy of discretion in organizations. In M. Bliemel (Ed.), *Best Paper Proceedings of the Administrative Sciences Association of Canada*, 29, 73-94. Halifax, NS, Canada.

Wilson, M.G. & Caza, A. (2008). Professional employees' views of the reward, discretion, and benefit in organizational citizenship behavior: Lost in translation? *Proceedings of the Australia and New Zealand Academy of Management*. Auckland, New Zealand.

Zhang, G., Wang, L., & Caza, A. (2008). Effects of leaders' emotional authenticity on leadership effectiveness and followers' trust. *Proceedings of the Australia and New Zealand Academy of Management*. Auckland, New Zealand.

Woolley, L., Caza, A., Levy, L. & Jackson, B. (2007). Three steps forward and one step back: Exploring relationships between authentic leadership, psychological capital, and leadership impact. *Proceedings of the Australia and New Zealand Academy of Management*. Sydney, NSW.

### **Other publications**

Hibbert, P., Caza, A., Coraiola, D. M., Gerhardt, M., Greenberg, D., Laasch, O., Lindebaum, D., Rigg, C., Ryazanova, O., & Wright, A. L. (2023). Why Be an Editor? *Academy of Management Learning & Education*, 22(4), 569–573.

Laasch, O., Lindebaum, D., & Caza, A. (2022). Constructing Ontological Foundations for Management Learning and Education Research. *Academy of Management Learning & Education*, 21(4), 525–531.

Caza, A. (2022, January 7). The best way to educate future business leaders. Inside Higher Ed. <https://www.insidehighered.com/audio/2022/01/07/best-way-educate-future-business-leaders>

Hibbert, P., Coraiola, D. M., Caza, A., Gerhardt, M., Greenberg, D., Laasch, O., Lindebaum, D., Rigg, C., Ryazanova, O., & Wright, A. L. (2021). From the editors: Interpreting our tradition. *Academy of Management Learning & Education*, 20(1), 1–5.

Section Editor for “Positive Organizational Scholarship.” In Sison, A.J.G. (2015). *Handbook of Virtue Ethics in Business and Management*. New York, NY: Springer Netherlands.

Section Editor, with K.S. Cameron, for “Happiness and Organizations.” In S. David, I. Boniwell & A.C. Ayers. (2013). *Oxford Handbook of Happiness*. Oxford, UK: Oxford University Press.

- Caza, A. & Cameron, K.S. (2013). An introduction to happiness and organizations. In S. David, I. Boniwell & A.C. Ayers (Eds.) *Oxford Handbook of Happiness* (pp. 671-674). Oxford, UK: Oxford University Press.

Caza, A. (2007). Review of B. Jackson & K. Parry, 2008: “A Very Short, Fairly Interesting and Reasonably Cheap Book about Studying Leadership.” *Academy of Management Perspectives*, 21(4), 90-92.

Special issue guest editor, with K.S. Cameron, for special issue of the *American Behavioral Scientist*.

- Cameron, K. S. & Caza, A. (2004). Contributions to the discipline of positive organizational scholarship. *American Behavioral Scientist*, 47(6), 731-739.

Caza, A. (2003). Review of L. E. Mitchell. 2001: “Corporate Irresponsibility: America's Newest Export.” *Academy of Management Review*, 28(1), 155-158.

#### **Refereed conference participation**

Creary, S.J., Caza, A. & Gibson, H.O. (2023). *How male managers' allyship practices unintentionally reinforce white hegemonic masculinity*. Academy of Management annual meeting. Boston, MA.

Moss, S.E. & Caza, A. (2023). *Depleting or enriching? Effects of identification with multiple jobs on jobholders and partners*. Academy of Management annual meeting. Boston, MA.

Hickman, A. & Caza, A. (2023). Research proposal at Cognition in the Rough, *Fixing What's Not Broken: CEO Intuition and Strategic Change*. Academy of Management annual meeting. Boston, MA.

Creary, S.J., Caza, B.B., Caza, A. & Gibson, H.O. (2023). *(Not) your average G.I. Joe: How male managers' allyship practices unintentionally reinforce White hegemonic masculinity*. European Group for Organisational Studies Colloquium. Sardinia, Italy.

Baloochi, M.E. & Caza, A. (2022). *Trait resilience: Jingle fallacy or triangulation?* Academy of Management annual meeting. Seattle, WA.

Moss, S.E., Caza, B.B. & Caza, A. (2022). Symposium paper, *Is multiple jobholding depleting or enriching?* Academy of Management annual meeting. Seattle, WA.

Lynden, K., Grambo, M.R., Harker, S.S. & Caza, A. (2022). *An analysis and typology of informal career advice*. Academy of Management annual meeting. Seattle, WA.

Caza, A., Leigh, J., & Robinson, M. (2022). *Bringing our Ideas to the AMLE & JME (Round) Table: Developing Management Education-Related Research Designs*. Eastern Academy of Management annual meeting. Portland, ME.

Clyde, K., Grubb, L. & Caza, A. (2021). *Due to ageism? Examining the curvilinear relationship between age and workplace deviance: A meta-analysis*. Asia-Pacific Symposium on Emotions in Worklife. Virtual conference.

Leigh, J.S.A., Hibbert, P., Caza, A. & Laasch, O. (2021). *Incubator for management education scholarship*. Southern Management Association annual meeting. New Orleans, LA.

Baloochi, M.E., Neville, L. & Caza, A. (2021). Symposium paper, *Does discrimination persist in the new world of work? A model of hiring discrimination in online gig-work platforms*. Academy of Management annual meeting. Virtual conference.

Hibbert, P., Caza, A., Coraiola, D., Gerhardt, M., Greenberg, D., Laasch, O., Lindebaum, D., Rigg, C., Ryazanova, O. & Wright, A. (2021). *The Impact of COVID-19 on Management Learning and Education: Perils and Possibilities*. Academy of Management annual meeting. Virtual conference.

Lynden, K., Caza, A., Caza, B.B., Grambo, M. & Szasz, S. (2021). Research proposal at Cognition in the Rough, *Advice from the real world: Values and messages conveyed in career advice giving*. Academy of Management annual meeting. Virtual conference.

Pan, L., Caza, A. & Marlow, S.L. (2021). *Job autonomy and role ambiguity: Moderating role of external constraints*. Society for Industrial & Organizational Psychology Annual Conference. Virtual conference.

Caza, A., Edwards, M., Gerhardt, M., Hibbert, P., Greenberg, D., Leigh, J. & Rigg, C. (2021). *Publishing management learning and education research meet the editors and paper development workshop*. Western Academy of Management annual meeting. Virtual conference

Creary, S.J., Caza, B.B., Gibson, H.O, Roberts, L.M., & Caza, A. (2020). Symposium paper, *Who helps who and how? A theory of culturally- and emotionally-contingent help in elite work units with low social diversity in leadership roles*. Academy of Management annual meeting. Virtual conference.

Dyck, B. & Caza, A. (2020). *An exploratory study of corporate singing: Relationships of rhythm, melody and harmony with culture*. Academy of Management annual meeting. Virtual conference.

Jin, X. & Caza, A. (2020). *The impact of venture characteristics on the relationship between entrepreneurs' displayed passion and investors' funding decisions*. Academy of Management annual meeting. Virtual conference.

Pan, L., Marlow, S.L., & Caza, A. (2020). *Examining the bright and dark sides of transformational leadership*. Society for Industrial & Organizational Psychology Annual Conference. Virtual conference.

Hargrove, D., Caza, A., & McCarter, M.W. (2019). *Third-party effects of psychological capital: Observer attributions and responses*. Academy of Management annual meeting. Boston, MA.

Caza, A., Caza, B.B. & Baloochi, M.E. (2019). *Comparing grit and hardiness to understand trait resilience*. Positive Organizational Scholarship Research Conference. Ann Arbor, MI.

Saito, H., Sander, E.J. & Caza, A. (2019). *The role of staff breakrooms in mitigating emotional labor issues and fostering employee well-being*. APacCHRIE & EuroCHRIE Joint Conference. Hong Kong.

Caza, A. (2019). Research proposal in the developmental paper workshop, *Studying cross-cultural leadership*. Western Academy of Management annual meeting. Rohnert Park, CA.

Caza, B.B., Caza, A. & Lind, E.A. (2018). Symposium paper, *Breaking the cycle: The role of relational identity in perpetuating and stopping mistreatment perceptions*. Academy of Management annual meeting. Chicago, IL.

Caza, B.B., Caza, A. & Lind, E.A. (2018). *Breaking the cycle: A new perspective on the lingering effects of mistreatment of followers and the role of new leaders in addressing them*. Developing Leadership Capacity Conference. Bristol, UK.

Caza, A. (2018). *Finding the themes in our teaching*. Research in Management Learning and Education Unconference. St. Andrews, Scotland.

Caza, B.B. & Caza, A. (2018). Symposium: *How can we prepare students for the gig economy?* Management & Organizational Behavior Teaching Society International Conference. Maynooth, Ireland.

Chen, C. & Caza, A. (2018). *Grit and performance: The moderating role of autonomy and costly perseverance*. National Council for Undergraduate Research annual conference. Edmond, OK.

Caza, A. (2018). Research proposal in the developmental paper workshop, *Exploring the role of age in leadership*. Western Academy of Management annual meeting. Salt Lake City, UT.

McDowell, J., Huang, Y-K., & Caza, A. (2018). *Does gender matter? An investigation of the effects of authentic leadership on athletes' psychological capital and engagement*. Western Academy of Management annual meeting. Salt Lake City, UT.

Dyck, B., Walker, K. & Caza, A. (2017). *Antecedents of sustainable organizing: relationships between organizational culture and the triple bottom line*. Academy of Management annual meeting. Atlanta, GA.

Sander, E.J., Bacevice, P., Caza, A. & Burton, P. (2017). Symposium paper, *Antecedents of new venture success: spatial aspects of organizing*. Academy of Management annual meeting. Atlanta, GA.

Caza, B.B., Caza, A., & Lind, E.A. (2017). *Breaking the cycle: how new leaders establish positive relationships in the aftermath of abusive supervision*. Fifth World Congress on Positive Psychology. Montreal, QC.

Caza, A., Caza, B.B., & Posner, B.Z. (2017). *Evidence of universal leadership effects on follower satisfaction*. Western Academy of Management annual meeting. Palm Springs, CA.

Chun, J.H. & Caza, A. (2016). *Interactions among the psychological needs and personality in relation to task performance*. National Council for Undergraduate Research annual conference. Asheville, NC.

Caza, A. & Posner, B.Z. (2016). *Influence of grit on leadership behavior*. Western Academy of Management annual meeting. Portland, OR.

Nguyen, T., Caza, A. & Hutchings, K. (2015). *Diverse responses to job autonomy at work*. Australia and New Zealand Academy of Management annual conference. Queenstown, New Zealand.

Sander, E.J., Caza, A. & Jordan, P.J. (2015). Symposium paper, *Development and validation of a measure of the physical work environment*. Academy of Management annual meeting. Vancouver, BC.

Sander, E.J., Caza, A. & Jordan, P.J. (2015). Research proposal at Cognition in the Rough, *A Framework for understanding how the physical work environment fosters focus, sense of beauty and connectedness*. Academy of Management annual meeting. Vancouver, BC.

Caza, A. & Posner, B.Z. (2015). *Good leadership is universal: Evidence of global similarity in the sources of followers' satisfaction with leaders*. Western Academy of Management annual meeting. Kauai, HI.

Sander, E.J., Caza, A. & Jordan, P.J. (2014). *A framework for understanding how the physical environment fosters connectedness, focus and a sense of beauty*. Australia and New Zealand Academy of Management annual conference. Sydney, NSW.

Sander, E.J., Caza, A. & Jordan, P.J. (2014). *Development and validation of a measure of the physical work environment*. 9th Asia-Pacific Symposium on Emotions in Worklife. Melbourne, VIC.

Caza, A. (2014). Research proposal at Cognition in the Rough, *Wellbeing as the link between organizational virtue and performance*. Academy of Management annual meeting. Philadelphia, PA.

Caza, A., Northcraft, G.B. & McCarter, M.W. (2014). *The performance benefits of reward choice: A procedural justice perspective*. Academy of Management annual meeting. Philadelphia, PA.

Sander, E.J., Caza, A. & Jordan, P.J. (2014). Symposium paper, *Variety, customizability and appeal: Conceptual and empirical development of the VCA model of the workplace environment*. Society for Industrial & Organizational Psychology Annual Conference. Honolulu, HI.

Caza, A. & Posner, B.Z. (2014). *Growing together: Evidence of convergence in American and Singaporean sources of satisfaction with leaders*. Western Academy of Management annual meeting. Napa Valley, CA.

Nguyen, T. & Caza, A. (2014). Research proposal in the developmental paper workshop, *Freedom, discretion and ambiguity: A research proposal*. Western Academy of Management annual meeting. Napa Valley, CA.

Sander, E.J., Caza, A. & Jordan, P.J. (2013). *What makes a creative workplace? Socio-environmental antecedents of creative performance*. 8th Asia-Pacific Symposium on Emotions in Worklife. Melbourne, VIC.

Caza, A. & Rosch, D.M. (2013). *An exploratory examination of students' preexisting beliefs about leadership*. Western Academy of Management annual meeting. Santa Fe, NM.

Caza, A. & Brower, H.H. (2013). *The informal management curriculum*. Research in Management Learning and Education Unconference. Gold Coast, QLD.

Caza, A. & Rosch, D.M. (2012). *An exploration of students' beliefs about leading*. International Studying Leadership Conference. Perth, WA.

Rosch, D.M. & Caza, A. (2012). *Durable effects of short-term programs on student leadership development*. Australia and New Zealand Academy of Management annual conference. Perth, WA.

Gill, C. & Caza, A. (2012). *Psychological capital transfer from authentic leaders to followers through leader-member exchange*. 7th Asia-Pacific Symposium on Emotions in Worklife. Gold Coast, QLD.

Bright, D. S., Caza, A., Nelson, E., Luechtefeld, R., Putzel, R., Turesky, E., & Whitney, C. (2012). *Students Managing Students: Intellectual, Psychological and Social Outcomes Associated with Constructivist Practices*. Academy of Management annual meeting. Boston, MA.

Brower, H. H. & Caza, A. (2012). Organized & moderated symposium, *Understanding and Advancing the Informal Management Curriculum*. Academy of Management annual meeting. Boston, MA.

Caza, A. (2012). Research proposal at Cognition in the Rough & at Elevating Leadership Research, *How organizational leaders gain authenticity: Antecedents, mediators, and moderators of followers' perceptions of authentic leadership*. Academy of Management annual meeting. Boston, MA.

Young, J., Kolb, D.G., Caza, A. & Collins, P.D. (2012). *Adaptive leadership and performance in distributed teams: Addressing 'wicked' environments*. Academy of Management annual meeting. Boston, MA.

Rosch, D.M. & Caza, A. (2012). *Durable effects of short-term programs on student leadership development*. Association of Leadership Educators annual conference. Key West, FL.

Rosch, D.M. & Caza, A. (2012). *Durable effects of short-term programs on student leadership development*. Western Academy of Management annual meeting. La Jolla, CA.

Caza, A., Caza, B.B. & Lind, E.A. (2011). Research proposal at Cognition in the Rough, *Doing Fairness: Examining the link between manager behaviors and employee perceptions of organizational justice*. Academy of Management annual meeting. San Antonio, TX.

Caza, A., Zhang, G., Wang, L. & Bai, Y. (2011). *Three studies of the effects of perceived leader sincerity on follower outcomes*. Academy of Management annual meeting. San Antonio, TX.

Moss, S., Caza, B.B., & Caza, A. (2011). *On the meaning of work*. Academy of Management annual meeting. San Antonio, TX.

Caza, A. (2011). *Sources of managerial discretion*. Western Academy of Management annual meeting. Victoria, BC.

Zhang, G., Bai, Y., Caza, A., & Wang, L. (2011). *Leader honesty, leader effectiveness and follower organizational citizenship behavior in China: An attribution theory perspective*. Western Academy of Management annual meeting. Victoria, BC.

Caza, B.B., Caza, A. & Lind, E.A. (2010). *Being fair, acting fair and feeling fair: How managers do justice*. International Society for Justice Research Biennial Conference. Banff, AB.

Caza, A. & Lind, E.A. (2010). *The missed promotion exercise: Demonstrating the importance of organizational justice*. Academy of Management annual meeting. Montreal, QC.

Caza, A., Zhang, G., Wang, L. & Bai, Y. (2010). *A two-study investigation of the effect of leaders' sincerity on follower performance*. Academy of Management annual meeting. Montreal, QC.

Lee, E.K. & Caza, A. (2010). *Understanding the effects of transformational leadership on follower trust: A network-based approach*. Academy of Management annual meeting. Montreal, QC.

Wang, L., Caza, A. & Zhang, G. (2010). *The impact of emotional sincerity on leadership effectiveness*. International Congress of Applied Psychology. Melbourne, VIC.

Caza, A. (2010). *Testing alternative predictions about the performance consequences of managers' discretion*. Society for Industrial & Organizational Psychology Annual Conference. Atlanta, GA.

Lee, E.K. & Caza, A. (2010). *How transformational leaders increase team performance: The mediating role of advice centrality and trust*. Society for Industrial & Organizational Psychology Conference. Atlanta, GA.

Caza, A., McCarter, M.W., Hargove, D., & Wad, S.R. (2009). *Third-party effects of psychological capital: Observer attributions and responses*. Academy of Management annual meeting. Chicago, IL.

Kim, S., Caza, B.B., Caza, A., Lind, E.A. (2009). Symposium paper, *Does emotional management underpin perceptions of justice? Managers' and subordinates' perspectives*. Academy of Management annual meeting. Chicago, IL.

Wang, L., Caza, A., & Zhang, G. (2009). Symposium paper, *More than a passionate face: Authenticity of leaders' emotion expression and leader effectiveness*. Academy of Management annual meeting. Chicago, IL.

Zhang, G., Wang, L., & Caza, A. (2008). *Foregrounding the emotional context: An examination of leaders' emotional authenticity and follower trust*. International Studying Leadership Conference. Auckland, New Zealand.

Wilson, M.G. & Caza, A. (2008). *Professional employees' views of the reward, discretion, and benefit in organizational citizenship behavior: Lost in translation?* Australia and New Zealand Academy of Management annual conference. Auckland, New Zealand.

Zhang, G., Wang, L., & Caza, A. (2008). *Effects of leaders' emotional authenticity on leadership effectiveness and followers' trust*. Australia and New Zealand Academy of Management annual conference. Auckland, New Zealand.

Caza, B.B. & Caza, A. (2008). Symposium paper, *Managing the conflict of multiple roles at work: Prioritizing, integrating, and switching relational identities*. Academy of Management annual meeting. Anaheim, CA.

McCarter, M.W. & Caza, A. (2008). *Motivations for reinstatement in organizations: When will managers give back what they take away?* Academy of Management annual meeting. Anaheim, CA.

Caza, A., Kolb, D.G. & Pauleen, D. (2008). *Two out of three ain't bad: Experiments in virtual student consulting.* Organizational Behavior Teaching Conference. Wellesley, MA.

McCarter, M.W. & Caza, A. (2008). *Social dilemmas as teaching tools.* Organizational Behavior Teaching Conference. Wellesley, MA.

Caza, A. (2008). *Toward a taxonomy of discretion in organizations.* Administrative Sciences Association of Canada annual conference. Halifax, NS.

Caza, A. & Caza, B.B. (2008). *Sources of managerial discretion.* Administrative Sciences Association of Canada annual conference. Halifax, NS.

Woolley, L., Caza, A., Levy, L. & Jackson, B. (2007). *Three steps forward and one step back: Exploring relationships between authentic leadership, psychological capital, and leadership impact.* Australia and New Zealand Academy of Management annual conference. Sydney, NSW.

Caza, A. & Sekerka, L.E. (2004). Organized and chaired symposium, *Positive organizational scholarship as actionable knowledge.* Academy of Management annual meeting. New Orleans, LO.

Caza, A. & Gonzalez, R. (2004). *Green grass, familiar devils, and aphoristic decision making.* American Psychological Association annual convention. Honolulu, HI.

Caza, A. (2003). Organized and chaired symposium, *New Millennium, New Workplace: Implications of Changing Workplace Relationships.* Academy of Management annual meeting. Seattle, WA.

- Caza, A. & Neuman, E. (2003). Symposium paper, *Taking One for the Team: Performance, Rewards, and Team Dynamics.*

Caza, A. & Sekerka, L.E. (2003). Organized symposium, *Changing Values, Changing Organizations: The Implications and Potential of Power and Democracy.* Academy of Management annual meeting. Seattle, WA.

- Caza, A. & Baker, W.E. (2003). Symposium paper, *Organizational and Political Democracy: The Workplace Impact of Deep Values.*

Caza, A. (2002). Symposium paper, *Organizational Virtues: Implications for Performance.* Academy of Management annual meeting. Denver, CO.

## **Teaching**

### **Honors & awards**

Bryan School of Business and Economics Teaching Excellence Award. University of North Carolina Greensboro (2022)

Olive Beatrice Stanton Award for Excellence in Teaching. University of Manitoba (2019)



Associates of the Asper School of Business Achievement Award for Teaching. University of Manitoba (2017)

Teaching & Learning Center Course Development Grant to develop an integrative undergraduate senior leadership course. Wake Forest University (\$3,000. 2010-2011)

University of Illinois “List of Teachers Ranked as Excellent” (2007-2009)

Gayle Morris Sweetland Writing Center Junior Fellowship. University of Michigan (2005)

Michigan Teaching Fellowship. University of Michigan (2005)

Organizational Behavior Teaching Society Doctoral Fellowship (2005)

### **Executive Education**

As part of institutional programs

- University of Manitoba: Leadership & Influence
- University of Illinois at Urbana-Champaign: Individual Behavior in Organizations
- University of Auckland: Introduction to Negotiation & Bargaining; Managing Rewards for Performance

Independent or bespoke programs

- New Flyer: Leadership
- Great-West Life Assurance: Leadership
- Manitoba Hydro: Leadership
- Royal Canadian Mounted Police: Leadership
- Bank Mandiri: Leadership
- CH2M Hill: Organizational Culture
- Justice Institute of British Columbia: Education & Training
- Support EXP: Understanding Customer Satisfaction

### **Graduate & undergraduate courses**

<b>Course</b>	<b>Institution</b>	<b>Level</b>
Organizational Behavior	University of North Carolina Greensboro	Undergraduate
Business Policy & Strategy	University of North Carolina Greensboro	Undergraduate
Management & Organizational Theory	University of Manitoba	Undergraduate
Leadership Experience	Wake Forest University	Undergraduate

Individuals in Organizations	Wake Forest University	Undergraduate
Individual Behavior in Organizations	University of Illinois	Undergraduate
Managing Change	University of Michigan	Undergraduate
Managing People in Organizations	University of Illinois	MBA
Bargaining Behavior and Influence Skills	University of Michigan	MBA
Organization Theory	University of North Carolina Greensboro	PhD
Regression Models	University of North Carolina Greensboro	PhD
Research Methods	University of Manitoba	PhD
Research Design	Griffith University	PhD

### Supervision

Student	Institution	Level	Role
Katherine Clyde	University of North Carolina Greensboro	PhD (current)	Dissertation chair
Anna Hickman	University of North Carolina Greensboro	PhD (current)	Dissertation chair
Lauren Abe	University of North Carolina Greensboro	PhD (current)	Dissertation committee member
Kathleen Isleib	University of North Carolina Greensboro	PhD (current)	Dissertation committee member
Ben Kempton	University of North Carolina Greensboro	PhD (current)	Dissertation committee member
Leah Grubb	University of North Carolina Greensboro	PhD (2023)	Dissertation chair

Student	Institution	Level	Role
Yuan Ruan	University of Manitoba	MSc (2020)	Thesis supervisor
Liyao Pan	University of Texas	PhD (2019)	Dissertation committee member
Anh Tran	University of Manitoba	MSc (2019)	Thesis committee member
Chen	University of Manitoba	UG Honors (2018)	Thesis supervisor
Elizabeth J. Sander	Griffith University	PhD (2017)	Dissertation co-chair
Je Hee Chun	University of Manitoba	UG Honors (2016)	Thesis Supervisor
D. Cyril Noerhadi	University of Indonesia	PhD (2013)	Dissertation committee member
Matthew W. McCarter	University of Illinois	PhD (2010)	Dissertation committee member
Sabrina R. Wad	University of Illinois	UG Honors (2009)	Thesis supervisor

### Other teaching activities

Program Director of the Graduate Diploma in Research Studies, developing and implementing the new program of coursework preparation for doctoral students in the Griffith Business School (2012-2015)

External examiner for doctoral student research proposal, Department of Marketing, Griffith Business School (2015)

External assessor of Master of Commerce and Master of Management Theses for Department of Management & International Business, University of Auckland Business School (2011)

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

Member of Business & Enterprise Management Major Curriculum Taskforce, Wake Forest University (2009-2010)

Undergraduate faculty supervisor in the James Scholar Research Program, University of Illinois (2009)

Faculty advisor for Alpha Kappa Psi Case Competition team, University of Illinois (2009)

External assessor of graduate courses for the Department of Management & International Business, University of Auckland Business School (2009)

### **Professional Service**

Associate Editor. *Academy of Management Learning & Education*. (2020-2026)

Academy of Management: Management Education and Development division (2021-2026)

Division Chair-Elect (2023-2024)

Division Program Chair (2022-2023)

Division Program Chair-Elect & PDW Chair (2021-2022)

Editorial Board:

*Academy of Management Learning & Education* (2017-present)

*Management Teaching Review* (2015-present)

*Journal of Management Inquiry* (2015-present)

*Journal of Management Education* (2012-present)

*Journal of Leadership & Organizational Studies* (2012-2018)

Faculty mentor for Diamonds in the Rough junior faculty development program. Academy of Management: Managerial and Organization Cognition division (2023, 2024)

Western Academy of Management (2015-2019)

Past President (2018-2019)

President (2017-2018)

Program Chair (2016-2017) for 2017 annual meeting in Palm Springs, CA.

Vice President (2015-2016)

Leadership track chair for 2016 annual meeting. Portland, OR.

Developmental Papers track chair for 2016 annual meeting. Portland, OR.

Research Methods track chair for 2015 annual meeting. Kauai, HI.

### **Internal Service**

Department of Management Annual Doctoral Conference Organizing Committee. University of North Carolina Greensboro. (2023--)

Department of Management Doctoral Comprehensive Exam Committee. University of North Carolina Greensboro. (2021--)

Founder, organizer & host of Department of Management PhD program methods seminar. University of North Carolina Greensboro. (2020--)

Department of Management Promotion & Tenure Committee. University of North Carolina Greensboro. (2020--)

Department of Management Graduate Programs Committee. University of North Carolina Greensboro. (2020-)

Department of Management Annual Review Committee. University of North Carolina Greensboro. (2020-)

Bryan School Annual Teaching Excellence Panel. University of North Carolina Greensboro (2023)

Faculty Senate Government Committee. University of North Carolina Greensboro (2021-2023)

- Chair of Committee (2022-2023)

Member of Faculty Executive Committee. University of North Carolina Greensboro (2022-2023)

Department of Management Faculty Curriculum Coordinator for Organizational Behavior. University of North Carolina Greensboro. (2021-2022)

Weil Fellowship Review Committee. University of North Carolina Greensboro. (2021)

Lloyd International Honors College's Undergraduate Honors Symposium Session Chair University of North Carolina Greensboro. (2021)

University of Manitoba Teaching Awards Committee (2020)

Academic Integrity Adjudicator for Department of Business Administration. University of Manitoba (2017-2020)

University of Manitoba President's Student Leadership Program advisory committee member (2018-2020)

Asper School of Business Strategic Planning Committee member. University of Manitoba (2018-2019)

Asper School of Business Research & Publication Committee member. University of Manitoba

- Representative for Department of Business Administration (2016-2020)
- Interim Committee Chair (2017)

Deputy Head of Department for Research in Department of International Business & Asian Studies. Griffith University (2014-2015)

Griffith University Centre for Work, Organisation, and Wellbeing

- Member of Steering Committee (2014-2015)
- Academic member (2012-2015)

Program Director of the Graduate Diploma & Graduate Certificate in Research Studies. Griffith University (2012-2015)

Wake Forest Schools of Business Diversity Council. Wake Forest University (2011-2012)

Coordinating Committee of Illinois Leadership Center. University of Illinois (2008-2009)

- Chair of the Leadership Studies Initiative working group