

ELIZABETH A. LUCKMAN

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CURRENT POSITION

Senior Researcher in Leadership and Executive Development (postdoctoral fellowship)
National Center for Professional and Research Ethics
Coordinated Science Laboratory | University of Illinois at Urbana-Champaign

EDUCATION

Washington University in St. Louis | Olin Business School St. Louis, MO
PhD in Business Administration 2018
Concentration: Organizational Behavior

The Ohio State University | Fisher College of Business Columbus, OH
Master of Business Administration, *with honors* 2013
Concentrations: Organizational Behavior and Finance

Wellesley College Wellesley, MA
Bachelor of Arts, *cum laude* 2003
Majors: Classical Civilization and English Literature

International Education

- Bali, Indonesia: MBA internship - Lean coach, focused on employee engagement and organizational change, June-August, 2012
- Mumbai, India: *i4 Program-India*, Fisher College of Business semester course, including a week in country, Spring 2012
- Fife, Scotland: University of St. Andrews, full academic year, 2000-2001
- Sorrento, Italy: *Antiquity in the Bay of Naples*, Wellesley College, month-long winter session course, January 2000

RESEARCH INTERESTS

Organizational Ethics | Leadership | Complex Social Interaction | Management Education

DISSERTATION

Luckman, E. A. *Morality in Organizations: Ethics, Meaning, and God at Work*, Chair: Hillary Anger Elfenbein, Committee Members: William Bottom, Ashley Hardin, Rachel Ruttan, Rebecca Walker Reczek

PUBLICATIONS

Luckman, E. A. (2017). Weaving action learning into the fabric of manufacturing: The impact of humble inquiry and structured reflection in a cross-cultural context. *Action Learning: Research and Practice* 14(2), 174-184.

Elfenbein, H. A. and **Luckman, E. A.** (2015). Accuracy in judging affective cues across cultures. In Hall, J.A., Mast, M.S. and West, T. (Eds). *The Social Psychology of Perceiving Others Accurately*. (pp. 328-349). Cambridge University Press

TEACHING EXPERIENCE and TEACHING CREDENTIALS

Washington University in St. Louis

Teaching Credential

Teaching Citation: earned, teaching-intensive, professional development certification program for PhD students, completed Spring 2018

Olin Business School

Undergraduate Thesis Advisor

Advisor for undergraduate honors thesis team, Spring 2018

Sole Instructor

- *Negotiation*, undergraduate course, Fall 2016
- Overall Instructor Rating: 9.76/10.00 (departmental average: 8.86)

Guest Lecturer

- *Business Fundamentals and Professional Competencies for Non-Business Students*, undergraduate course, Fall 2015-Spring 2017
- *Effective Managerial Communication*, specialized master's program course, Fall 2015

Curriculum Development

- *Negotiation*, undergraduate course, Fall 2016
- *Business Fundamentals and Professional Competencies for Non-Business Students*, undergraduate course, Fall 2015-Spring 2017

Teaching Assistant

- *Defining Moments in Leadership*, MBA course, Spring 2015, 2016
- *Negotiation and Conflict Management*, EMBA core course, Spring 2015, 2016
- *Women in Leadership*, MBA course, Fall 2014

The Ohio State University, Fisher College of Business

Recitation Leader and Teaching Assistant

Business Skills and Environment, undergraduate core course, Spring 2013

SELECTED RESEARCH in PROGRESS

Luckman, E. A., Jang, D., Lee, J., and Bottom, W. P. Exercising bargaining power in a negotiation: How assertiveness, gender, and real alternatives interact to shape the process.

Lee, J., **Luckman, E. A.**, Jang, D, and Bottom, W. P. Alternative sources of bargaining power: Evidence from a four-person game.

Boumgarden, P., **Luckman, E. A.** and Bottom, W. P. Technology transfer in the social sciences: Business schools and translating basic social science to practice.

Luckman, E. A. and Luckman, J. E. Organizational telos and virtue pursuit: Motivating ethical behavior in organizations

Luckman, E. A. and Luckman, J. E. A philosophy of management in practice: Challenging current managerial assumptions to improve performance in the face of complexity.

Luckman, E. A., Bunderson, S., and Dirks, K. Literature review: Values-based leadership

CONFERENCE PRESENTATIONS

Luckman, E. A. (2018). Self-transcendence at work and unethical behavior: Can a calling orientation reduce unethical behavior? Paper presented at the *Western Academy of Management*, Salt Lake City, Utah.

Luckman, E. A., Jang, D., Lee, J., and Bottom, W. P. (2017). Exercising bargaining power in a negotiation: How assertiveness, gender, and real alternatives interact to shape the process. Paper presented at the *77th Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Huang, J. M. and **Luckman, E. A.** (2017). Taking blame: A way to overcome gendered perceptions of leadership. Paper presented as part of a symposium *Woman at Work: Getting Things Done Means Acknowledging our Differences* at *The 77th Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Luckman, E. A. (2017). Goal framing and unethical behavior: Values salience as a mediating mechanism. Paper presented at the *International Society for Research on Emotions*, St. Louis, Missouri.

Luckman, E. A. and Luckman, J. E. (2017). Organizational telos and virtue pursuit: Motivating ethical behavior in organizations. Paper presented at *The 12th Annual Philosophy of Management Conference*, St. Louis, Missouri.

Luckman, E. A. (2017). God image and leader schemas: On the intersection of religious values and organizational life. Paper presented at *The 3rd International Association of Management Spirituality and Religion Conference: Leadership, Spirituality, and Education*, Fayetteville, Arkansas.

Luckman, E. A. (2016). Does God image inform leader schemas?. Paper presented as part of a symposium: *Moral Drivers of Interpersonal Relationships at Work* at the *76th Annual Meeting of the Academy of Management*, Anaheim, California.

Luckman, E. A. and Luckman, J. E. (2016). A philosophy of management in practice: challenging current managerial assumptions to improve performance in the face of complexity. Paper presented at the *11th Annual Philosophy of Management Conference*, Oxford, England.

Luckman, E. A., Jang, D., Lee, J., & Bottom, W. P. (2016). Individual differences in group negotiation: An exploratory analysis of personality differences in three-person negotiations. Paper presented at the *29th Annual International Association of Conflict Management Annual Conference*, New York, New York.

Luckman, E. A. (2015). Weaving Lean into the fabric of the organization: The ethical implications of a Lean journey. Paper presented as part of a symposium: *Exploring the silver linings to the dark sides of behaviors, traits, and processes* at the *75th Annual Meeting of the Academy of Management*, Vancouver, British Columbia, Canada.

Luckman, E. A. (2015). Weaving Lean into the fabric of the organization: The ethical implications of a Lean journey. Paper presented at the *10th Annual Philosophy of Management Conference*, Oxford, England.

ORGANIZED SESSIONS and PROFESSIONAL DEVELOPMENT WORKSHOPS

Luckman, E. A., and Craze G. (2018). Professional Development Workshop Facilitator: *Intellectual Athletes: Optimizing graduate students in mind, body and spirit* presented at *The 78th Annual Meeting of the Academy of Management*, Chicago, Illinois.

Knowlton, K. K., Huang, J. M., **Luckman, E. A.** (2018). Professional Development Workshop Facilitator: *Round 2 - Peer mentorship and professional development for organizational behavior Ph.D. students* presented at *The 78th Annual Meeting of the Academy of Management*, Chicago, Illinois.

Culham, T. E., **Luckman, E. A.**, Major, R. J., Peregoy, R. (2018). Professional Development Workshop Facilitator: *Improving Lives by Developing Faculty and Future Business Leaders' Self-Awareness* presented at *The 78th Annual Meeting of the Academy of Management*, Chicago, Illinois.

Huang, J. M., Knowlton, K. K., **Luckman, E. A.** (2017). Professional Development Workshop Facilitator: *Developing each other - Peer mentorship and professional development for organizational behavior Ph.D. students and Ph.D. candidates* at *The 77th Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Luckman, E. A. and Huang, J. M. (2017). Symposium co-chair: *Woman at work - Getting things done means acknowledging our differences* at *The 77th Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Luckman, E. A., Knowlton, K. K., and Huang, J. M. (2016) Symposium co-chair: *Moral drivers of interpersonal relationships at work* at *The 76th Annual Meeting of the Academy of Management*, Anaheim, California.

Keeney, J., Zhao, E., and **Luckman, E. A.** (2014). Symposium co-chair: *The bright and dark sides of leadership* at *The 74th Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

MODERATED SESSIONS

Luckman, E. A. (2018). Chair: *MSR: Mindfulness Inquiry and Conscious Capitalism* conducted at *The 78th Annual Meeting of the Academy of Management*, Chicago, Illinois.

Luckman, E. A. (2017). Track convener: *Organizational values. Philosophy of Management Conference*, St. Louis, Missouri.

Luckman, E. A. (2016). Discussant: *MSR: Spirituality, Religion, Mindfulness, and Theology in the Workplace* at *The 76th Annual Meeting of the Academy of Management*, Anaheim, California.

AWARDS and HONORS

Washington University in St. Louis | Olin Business School

- Moog Scholar Award: Olin Business School award recognizing exceptional progress in doctoral studies, 2017
- Best Paper Award, *International Association of Management, Spirituality, and Religion Conference*, 2017
- Honorable Mention for best conference paper, *Philosophy of Management Conference*, 2017
- Fellowship recipient, *Eighth Annual Conference for Pretenure Women, Sponsored by the Office of the Provost and the Susan Bulkeley Butler Center for Leadership Excellence at Purdue University*, 2017
- Best Poster Award: annual Olin Business School job market candidate poster contest, 2017
- Outstanding Reviewer, *MSR Interest Group, Academy of Management*, 2015, 2018

The Ohio State University | Fisher College of Business

- Weidler Scholar: award granted to top 15% of MBA class, 2013
- Beta Gamma Sigma Honor Society, 2012
- Fisher Fellow: merit scholarship, 2011-2013
- 1st Place - Macy's Challenge: Marketing Team Case Competition, national MBA case competition, Macy's, Inc., 2012

Wellesley College

- Wellesley College Scholar, 2003
- Bachelor of Arts, *cum laude*, 2003
- First Year Distinction, 2000

ACADEMIC SERVICE

Reviewing

- Reviewer, AOM Annual Conference, (*OB, SIM, MSR, CM Divisions*), 2013-present
- Associate Editor, AOM Annual Meetings (*MSR Division*), 2015-present
- Co-reviewer with Hillary Anger Elfenbein (*Journal of Experimental Psychology, Journal of Applied Psychology, Cognition and Emotion, Sage Open Journal, Journal of Communication*)

Other Professional Service

- Secretary/Archivist – Elected Member of Executive Committee for the Management, Spirituality, and Religion Interest Group of the Academy of Management, 2017 – present
- Student Engagement Committee Chair – Management, Spirituality, and Religion Interest Group of the Academy of Management, 2017 – present
- Podcast contributor: Olin Business School Gradcast (<http://gradcast.club/Episodes.php>)
- Negotiation and communication training workshops
 - Minority Professional Advancement Summit, Washington Univ., 2018
 - Minority Association of Rising Scientists, Washington Univ. chapter, 2018
 - National Society for Black Engineers, Washington Univ. chapter, 2017
 - Alpha Kappa Psi Business Fraternity, Washington Univ. chapter, 2017
- Coach and Chaperone, Baylor Undergraduate Negotiation Competition, 2017
- Graduate Council Student Representative, Washington University, 2016 - 2017
- Presidential Debate Volunteer, Commission on Presidential Debates, Washington University, 2016
- Contributor, ASQ Blog, 2016 - present
- Co-Creator: PhD Life Raft (phdliferaft.com), 2016 - current
- Committee Member, Olin Business School PhD Strategic Planning Committee, 2016
- Facilitator and organizer, Olin OB PhD Student Brown Bag Series, Fall 2014 – present

Professional Associations

- Academy of Management, 2013 - present
- Society for Business Ethics, 2014 – present
- Humanistic Management Society – joined 2018
- Responsible Research in Business and Management – joined 2018

PROFESSIONAL EXPERIENCE

Wooden Ships by Paola Buendia

Lean Coach

June 2012-August 2012

Bali, Indonesia

Implemented operational and organizational change via experimentation with processes on production line and utilizing continuous learning techniques and humble inquiry.

Collaborated with owners and human resources director to improve communications and leadership, generating a new culture of employee engagement.

Neiman Marcus

General Manager, Cusp

2009-2011

McLean, VA

Led and managed all aspects of \$3 million concept store, including sales, customer service, human resources, operations, public relations, store-level profit and loss. Guided store team to highest customer service score in store group. Facilitated move to new store location.

Department Manager

2006-2009

Charlotte, NC

Led and managed contemporary women's clothing department. Selected as part of opening management team for new full-line store. Guided store team to highest customer service score in store group.

Assistant Buyer/Merchandise Planner

2003-2006

Dallas, TX

Assistant Buyer of the Year, corporate-wide merit award, 2006. Independently created comprehensive financial plans and projections for major women's apparel business, presented to senior management monthly and seasonally. Analyzed sales, inventory, and merchandising data to optimize sales and margin performances.

Professional Training

- Lean Transformation Group Workshop, Lean Enterprise Institute Summit, 2012
- Gestalt Institute of Cleveland, *Introduction to Gestalt*, 2012
- Neiman Marcus Department Manager Development Program, 2006
- Neiman Marcus Executive Development Program, 2003

Board Service

- Incoming board chair, Ignite Theater Company, St. Louis, calendar year 2019
- Board member, Ignite Theater Company, St. Louis, 2017-present

Updated: August 2018