

JORDAN D. NIELSEN

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(Updated as of December 2020)

EDUCATION

Ph.D. Business Administration (2019)

The University of Iowa, Tippie College of Business

Major: Organizational Behavior and Human Resource Management

B.S. Economics (2014)

Brigham Young University; College of Family, Home, and Social Sciences

Cum Laude

ACADEMIC POSITIONS

Assistant Professor of Management, Department of Management (2019 – present)

Krannert School of Management, Purdue University

Graduate Assistant and Instructor, Dept. of Management and Organizations (2014 – 2019)

Henry B. Tippie College of Management, The University of Iowa

RESEARCH INTERESTS

Meaningful Work | Employee Well-being | Leading Groups and Teams

REFEREED PUBLICATIONS

Seibert, S., **Nielsen, J.**, & Kraimer, M. (forthcoming). Awakening the entrepreneur within: Entrepreneurial identity aspiration and the role of displacing work events. *Journal of Applied Psychology*.

Bloom, M., Colbert, A., & **Nielsen, J.** (forthcoming). Stories of calling: How called professionals construct narrative identities. *Administrative Science Quarterly*.

Nielsen, J., Thompson, J., Wadsworth, L., & Vallett, J. (2020). The moderating role of calling in the work-family interface: Buffering and substitution effects on employee satisfaction. *Journal of Organizational Behavior*, 41(7), 622-637.

Li, C., Kristof-Brown, A., & **Nielsen, J.** (2019). Fitting in a group: Theoretical development and validation of the Multidimensional Perceived Person-Group Fit scale. *Personnel Psychology*, 72(1), 139-171.

Carter, K., Mead, B., Stewart, G., **Nielsen, J.**, and Solimeo, S. (2019). Reviewing work team design characteristics across industries: Combining meta-analysis and comprehensive synthesis. *Small Group Research*, 50(1), 138-188.

UNDER REVIEW

Nielsen, J. and Colbert, A. [Negative beneficiary contact and relational job design].

* 1st revise and resubmit, *Academy of Management Journal*

Nielsen, J., Firth, B., and Crawford, E. [Proactive personality and employee stress].

* 1st revise and resubmit, *Organization Science*.

Nielsen, J. and Colbert, A. [Affect and daily task significance].

* Under 1st Review, *Organization Science*.

SELECTED WORKS IN PROGRESS

Nielsen, J., Colbert, A., Lynch, J., Ptashnik, T. [Leader stress management and leader development].

* Data collection, Target: *Academy of Management Journal*.

Liao, H., Su, R., **Nielsen, J.**, Ptashnik, T. [Motivation].

* Writing, Target: *Psychological Bulletin*.

Nielsen, J., Colbert, A., Montanye, M. [Leader self-sacrifice].

* Data collection, Target: *Journal of Applied Psychology*.

Nielsen, J. & Gish, J. [Transition from entrepreneurship to paid employment].

* Study design, Target: *Journal of Applied Psychology*.

Stewart, G., **Nielsen, J.**, Barrick, M., Grantham, C., & Solimeo, S. [Team self-formation].

* Data analysis, Target: *Academy of Management Journal*.

Nielsen, J., Schabram, K., & Thompson, J. [Work orientation].

* Writing proposal, Target: *Academy of Management Annals*.

AWARDS, GRANTS, FELLOWSHIPS

2015 AOM OB Division – “Outstanding Reviewer” Award

2015-18 Research Assistant – *Faith and Flourishing at Work* grant funded by Templeton Foundation (\$2,446,717; Matt Bloom, principal investigator; Amy Colbert, co-investigator)

2018- Research Assistant – *Clinical and Translational Science Award* grant funded by the National Institutes of Health (\$21 million; part of a collaboration between the Institute for Clinical and Translational Science and Tippie College of Business, led by Greg Stewart).

2015 Graduate Fellowship, Management & Organizations Department

CHAired CONFERENCE SESSIONS

"With Many a Conflict, Many a Doubt: " Conflicts and Inconsistencies (2019). Chair for paper session sponsored by the MOC division at the annual meeting of the Academy of Management (Boston).

Approach and Avoidance: The Dynamics of Agreeing to and Giving Help (2018). Chair for paper session sponsored by the OB division at the annual meeting of the Academy of Management (Chicago).

"What does it all mean?" Expanding our understanding of factors that shape the meaning of work (2017). Chair and co-organizer for symposium sponsored by the OB, MOC, and CAR divisions at the annual meeting of the Academy of Management (Atlanta).

PRESENTATIONS

Nielsen, J. (presenter) & Colbert, A. (2019). *It's Not Always Sunny in Relationally Rich Jobs: The Influence of Negative Beneficiary Contact*. Presented at the Academy of Management Annual Meeting (Boston).

Nielsen, J. (presenter) & Colbert, A. (2019). *It's Not Always Sunny in Relationally Rich Jobs: The Influence of Negative Beneficiary Contact*. Presented at the 9th Biennial Positive Organizational Scholarship Research Conference (Ann Arbor).

Nielsen, J. (presenter) & Firth, B. (2018). *Unconstrained by what? Proactive personality, the challenge-hindrance distinction, and the mediating role of perceived organizational support*. Presented at the Academy of Management Annual Meeting (Chicago).

Nielsen, J. (presenter) & Firth, B. (2018). *Making it happen, no matter what? Reactions of proactive people in the face of different work demands*. Presented at the Society of Industrial and Organizational Psychology Annual Meeting (Chicago).

Nielsen, J. (presenter) & Firth, B. (2018). *Built to last: Proactive personality, the challenge-hindrance stressor framework, and emotional exhaustion*. Presented at the Western Academy of Management Annual Meeting (Salt Lake City).

Nielsen, J. (presenter), Thompson, J., Wadsworth, L., Vallett, J. (2017). *Callings and work-family conflict: Calling as a buffer in the work-family interface*. Presented at the Academy of Management Annual Meeting (Atlanta).

Nielsen, J. (presenter) & Colbert, A. (2017). *The influence of affective shifts on perceptions of daily task significance*. Presented at the Positive Organizational Scholarship Research Conference (Ann Arbor).

Li, C., Brown, A.K., & **Nielsen, J.** (2016). *Development and validation of a person-group fit scale*. Presented at the Academy of Management Annual Meeting (Anaheim).

Goering, D., **Nielsen, J.**, Downes, P., & Seibert, S. (2016). *A meta-analytic test of servant leadership and employee strain and burnout*. Presented at the Academy of Management Annual Meeting (Anaheim).

Seibert, S., **Nielsen, J.**, Kraimer, M. (2016). *Awakening the entrepreneur within: The role of displacing work events and entrepreneurial identity aspiration*. Presented at the Academy of Management Annual Meeting (Anaheim).

Nielsen, J. (presenter), Thompson, J.A., Wadsworth, L.L., Vallett, J. (2015). *Calling and work-family balance: Is passion depleting or enriching?* Presented at the Academy of Management Annual Meeting (Vancouver).

Nielsen, J., Thompson, J.A. (presenter), Wadsworth, L.L., & Vallett, J.D. (2014). *Calling and work-family balance*. Presented at the May Meaning Meeting (Minneapolis).

TEACHING EXPERIENCE

Instructor	Ratings
<u>Introduction to Organizational Behavior</u> (Spring 2021), <i>Purdue University</i>	(forthcoming)
<u>Introduction to Organizational Behavior</u> (Spring 2020), <i>Purdue University</i>	(none due to COVID)
<u>Strategic HR Management</u> (Summer 2018), <i>The University of Iowa</i>	5.8/6

Description: Online course. Designed and taught as the sole instructor. Class included mix of full-time students and working professionals. Provided an evaluation of human resource management and strategic management topics as they apply to current business trends. Used a combination of online lectures, online group discussions, individual case studies, videos, and hand-on HR exercises to teach topics such as how employee and labor relations, technology, business restructuring, legal and social concerns, and other issues affect human resource management activities, policies, and practices.

<u>International Organizational Behavior</u> (Fall 2017), <i>The University of Iowa</i>	5.9/6
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Description: Designed and taught as the sole instructor. Elective course for undergraduate students, most of whom are business majors in the Tippie College of Business. Provided an evaluation of cross-cultural considerations in organizational behavior and management concepts, including how cultural background shapes differences in motivation, team composition and processes, and leadership. Coordinated a cross-cultural project between my students and a class of students from Kozminski University in Warsaw, Poland. Students worked together across cultural boundaries to provide an analysis for introducing a new product to Poland, based on an actual venture idea from an American expatriate living in Warsaw. Also used expatriate guest speakers, cases, and group activities to enable students to engage with issues that are core to cross-cultural management.

SELECTED WORK EXPERIENCE, CONSULTING, OUTREACH

Organizational Research Consultant	(2014 – 2016)
<i>The O.C. Tanner Company; Salt Lake City, UT</i>	
- Consulting resource for planning, designing, carrying out, and analyzing a global study on organizational leadership factors and styles that produce exceptional outcomes.	

Executive Recruiter / Business Development Manager (2012 – 2014)

Execuwin Recruitment Agency, LLC; Orem, UT

- Acquired the first nine clients as a key member/leader of a small team that started an executive recruiting/coaching service.
- Developed a culture analysis service using validated P-O fit measures.
- Performed full-cycle recruiting: working with C-level professionals as well as HR managers and corporate recruiters to identify and quantify important characteristics of ideal employee candidates.

Market Research Intern Team Leader (Fall 2011)

Signet Mortgage Company; Danville, CA

- Led a team of five in performing market research for Signet's reverse mortgage branch.
- Communicated and coordinated weekly via video conference with the company president.

Student Supervisor (2010 – 2012)

BYU Independent Study; Provo, UT

- Supervised representatives in a call center, providing student support for independent study programs and classes at the high school and university levels.

Full-time Volunteer Representative (2007 – 2009)

The Church of Jesus Christ of Latter-day Saints; Sinaloa, Mexico

- Helped individuals and families overcome personal struggles, addictions, and self-defeating behaviors.
- Trained, organized, and prepared over 50 other volunteers for effective service

PROFESSIONAL MEMBERSHIP

Ad-hoc reviewer for:

- *Administrative Science Quarterly*
- *Journal of Organizational Behavior*
- *Journal of Applied Social Psychology*
- *Career Development International*

Academy of Management

- Reviewer for the annual meeting
- Member of the OB, HR, MOC, and CAR divisions

Society of Industrial and Organizational Psychology

- Reviewer for the annual meeting

Western Academy of Management

- Reviewer for the annual meeting