

# JORDAN D. NIELSEN

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227 KCTR

(Updated as of February 2022)

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## ACADEMIC POSITIONS

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**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

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## EDUCATION

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**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*

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## RESEARCH INTERESTS

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

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## REFEREED PUBLICATIONS

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Nielsen, J., Firth, B., & Crawford, E. (conditionally accepted). For Better *and* Worse: How Proactive Personality Alters the Strain Responses to Challenge and Hindrance Stressors. *Organization Science*.

Nielsen, J. and Colbert, A (forthcoming). It's Not Always Sunny in Relationally Rich Jobs: The Influence of Negative Beneficiary Contact. *Academy of Management Journal*.

Seibert, S., Nielsen, J., & Kraimer, M. (2021). Awakening the entrepreneur within: Entrepreneurial identity aspiration and the role of displacing work events. *Journal of Applied Psychology*, 106(8), 1224-1238.

Bloom, M., Colbert, A., & Nielsen, J. (2021). Stories of calling: How called professionals construct narrative identities. *Administrative Science Quarterly*, 66(2), 298-338.

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.

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## UNDER REVIEW

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Liao, H., Su, R., Ptashnik, T., **Nielsen, J.** [Motivation quantitative synthesis].  
\* under 2<sup>nd</sup> review, *Psychological Bulletin*.

**Nielsen, J.**, Colbert, A., Lynch, J., Ptashnik, T. [Leader criticism and leader well-being].  
\* Under 1<sup>st</sup> review, *Academy of Management Journal*.

**Schabram, K.**, Nielsen, J., & Thompson, J. [Review of work orientation].  
\* 1<sup>st</sup> revise and resubmit of proposal. *Academy of Management Annals*.

**Nielsen, J.** and Colbert, A. [Affect and daily task significance].  
\* Under 1st review, *Journal of Business and Psychology*.

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## SELECTED WORKS IN PROGRESS

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Nielsen, J., Sharma, K., Goering, D. [Barriers to prosocial impact].  
\*Writing, Target: *Academy of Management Journal*.

Nielsen, J. and Gish, J. [Transition from entrepreneurship to paid employment].  
\* Data collection, Target: *Journal of Applied Psychology*.

Nielsen, J., Colbert, A., Montanye, M. [Leader self-sacrifice].  
\* Data collection, Target: *Journal of Applied Psychology*.

Nielsen, J., Stewart, G., Barrick, M., Grantham, C., & Solimeo, S. [Team self-formation].  
\* Data analysis, Target: *Academy of Management Journal*.

Nielsen, J. & Ji, S. [Invisible disabilities in the workplace].  
\* Idea generation, Target: *Journal of Applied Psychology*.

Nielsen, J. & Shah, A. [Work orientation and feedback-seeking].  
\* Idea generation, Target: *Academy of Management Journal*.

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## AWARDS, GRANTS, FELLOWSHIPS

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- 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

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## CHAired CONFERENCE SESSIONS

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*Don't Forget about the Leader: Illuminating the Link between Leader Behaviors and Leader Well-being.* (2020). Chair and co-organizer for symposium sponsored by the OB and MOC divisions at the annual meeting of the Academy of Management (Virtual).

*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).

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## PRESENTATIONS

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**Nielsen, J.** (presenter) & Gish, J. (2021). *Longing for the Good Ol' Days. Examining the Experience of ex-Entrepreneurs.* Presented at the Babson Center for Entrepreneurship Research Conference (Virtual).

**Nielsen, J.** (presenter), Schabram, K., and Thompson, J. (2021). *Putting the career back in calling research: A Reconceptualization of Work Orientations.* Presented at the May Meaning Meeting (Virtual).

**Nielsen, J.** (presenter), Ptashnik, T., Colbert, A., Lynch, J. (2020). *Examining the Threatened Manager: Effects of and Responses to Leader Identity Threat.* Presented at the Academy of Management Annual Meeting (Virtual).

**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 9<sup>th</sup> Biennial Positive Organizational Scholarship Research Conference (Ann Arbor).
- Nielsen, J.** (presenter) & Firth, B. (2018). *Unconstrained by what? Proactive personality, the challenge-hindrancer 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-hindrancer 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).

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## TEACHING EXPERIENCE

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Instructor	Ratings (median)
<u>Introduction to Org. Behavior</u> (Spring 2021; COVID “hi-flex”), <i>Purdue University</i>	4.5/5
<u>Introduction to Org. Behavior</u> (Spring 2020), <i>Purdue University</i>	(N/A)

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## PROFESSIONAL MEMBERSHIP

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### Ad-hoc reviewer for:

- *Administrative Science Quarterly*
- *Academy of Management Journal*
- *Personnel Psychology*
- *Journal of Management*
- *Journal of Organizational Behavior*
- *Organizational Psychology Review*
- *Journal of Applied Social Psychology*
- *Career Development International*
- *Frontiers in Psychology*

### 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

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## SELECTED WORK EXPERIENCE, CONSULTING, OUTREACH

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### Organizational Research Consultant

(2014 – 2016)

*The O.C. Tanner Company; Salt Lake City, UT*

- 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