

Ryan Fehr

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ACADEMIC APPOINTMENTS

2011–present Assistant Professor of Management, Foster School of Business, University of Washington
2010–2011 Instructor and Post-Doctoral Fellow, University of Maryland, College Park

EDUCATION

2010 University of Maryland, College Park
Ph. D., Organizational Psychology
Dissertation Chair: Michele J. Gelfand
2007 University of Maryland, College Park
M.A., Organizational Psychology
2005 The College of New Jersey
B.A., Organizational Psychology (with High Honors)

RESEARCH INTERESTS

- ▶ Conflict, Ethics, and Morality
- ▶ Creativity and Innovation
- ▶ Cross-Cultural Management

ACADEMIC HONORS AND AWARDS

- ▶ Best Paper for New Directions in Conflict – AOM Conflict Management Division, 2011
- ▶ Best Dissertation for 2009 or 2010 – International Association for Conflict Management
- ▶ Best Paper for New Directions in Conflict – AOM Conflict Management Division, 2009
- ▶ National Science Foundation Graduate Research Fellowship
- ▶ Department of Homeland Security START Dissertation Fellowship
- ▶ National Science Foundation REU Grant
- ▶ International Association for Conflict Management DRRC Scholar Award
- ▶ Psi Chi Graduate Research Grant

REFEREED JOURNAL PUBLICATIONS

Fehr, R., & Gelfand, M. J. Conditional acceptance. The forgiving organization: A multilevel model of forgiveness at work. *Academy of Management Review*, 37.

Fehr, R. In press. Is retirement always stressful? The potential impact of creativity. *American Psychologist*.

Fehr, R., Gelfand, M. J., & Nag, M. 2010. The road to forgiveness: A meta-analytic synthesis of its situational and dispositional correlates. *Psychological Bulletin*, 136: 894-914.

Fehr, R., & Gelfand, M. J. 2010. When apologies work: How matching apology components to victims' self-construals facilitates forgiveness. *Organizational Behavior and Human Decision Processes*, 113: 37-50.

- McCrae, R. R. et al 2010. The validity and structure of culture-level personality scores: Data from ratings of young adolescents. *Journal of Personality*, 78: 815-838. (48 author team).
- Fehr, R. 2009. Why innovation demands aren't as conflicted as they seem: Stochasticism and the creative process. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2: 344-348.
- De Fruyt, F. et al. 2009. Assessing the universal structure of personality in early adolescence: The NEO-PI-R and NEO-PI-3 in 24 cultures. *Assessment*, 16: 301-311. (48 author team).
- Gelfand, M. J., Leslie, L., & Fehr, R. 2008. To prosper, organizational psychology should... adopt a global perspective. *Journal of Organizational Behavior*, 29: 493-517.

BOOK CHAPTERS AND CONFERENCE PROCEEDINGS

- Fehr, R. In press. Creativity in retirement. In M. Wang, (Ed.). *The Oxford Handbook of Retirement*.
- Fehr, R. 2011. The forgiving organization: Building and benefiting from a culture of forgiveness. *Academy of Management Best Paper Proceedings*.
- Fehr, R., & Gelfand, M. J. 2009. But I said I was sorry! On the importance of matching apologies to victim self-construals. *Academy of Management Best Paper Proceedings*.
- Gelfand, M. J., Imai, L., & Fehr, R. 2008. Thinking intelligently about cultural intelligence: The road ahead. In S. Ang & L. Van Dyne (Eds.), *Handbook of Cultural Intelligence: Theory, Measurement, and Application* (pp. 375-387). Armonk, NY: M.E. Sharpe.

SELECTED PROJECTS UNDER REVIEW AND IN PROGRESS

- Social capital and motivational cultural intelligence.*
- Forgiveness and empowerment.*
- Emotional authenticity in the expression of social accounts.
- Political conservatism and its implications for stakeholder theory
- Anthropomorphism and assessments of unethical behavior
- Moral perspective taking and forgiveness
- Ethical decision making and forgiveness of others' ethical transgressions.
- The paradoxical effects of "talking out" offenses.
- A multilevel dual-process model of creativity as constrained stochasticism

* Draft available upon request

CONFERENCE ACTIVITY

- 2011 *Bad behavior in the workplace: Causes and consequences*. Session Chair. Academy of Management Conference, San Antonio
- The forgiving organization: Building and benefiting from a culture of forgiveness*. Symposium presentation. Academy of Management Conference, San Antonio
- Selected as best paper for new directions in the study of conflict, CM Division
 - Selected for the Academy of Management best paper proceedings
- Cultural intelligence abroad: Goal attainment during international sojourns*. Symposium presentation. Society for Industrial and Organizational Psychology Conference, Chicago

- 2010 *The road to forgiveness: A meta-analytic synthesis of its situational and dispositional correlates*. Symposium presentation. International Association of Conflict Management, Boston
- On the (un)intended consequences of forgiveness: Creativity after conflict*. Symposium presentation. Academy of Management Conference, Montreal
- Selected as a showcase symposium
- Hedonic for some? Culture of honor and the affective consequences of revenge*. Symposium presentation. Academy of Management Conference, Montreal
- Between cognitive structure and organizational chaos: Quo Vadis innovation research?* Debate. Society for Industrial and Organizational Psychology Conference, Atlanta
- 2009 *The road to forgiveness: A theoretical and meta-analytic review*. Symposium Presentation. Conference on Moral Responses in the Workplace: Justice, Forgiveness, and Revenge, Toronto
- But I said I was sorry! On the importance of matching apologies to victim self-construals*. Symposium presentation. Academy of Management Conference, Chicago
- Selected as best paper for new directions in the study of conflict, CM Division
 - Selected for the Academy of Management best paper proceedings
- To forgive or not to forgive? A theoretical and meta-analytic review of the forgiveness nomological net*. Symposium presentation. Academy of Management Conference, Chicago
- Climate for relational practices: An organizational imperative*. Symposium presentation. Society for Industrial and Organizational Psychology Conference, New Orleans
- 2008 *The proactive sojourner: Proactive personality, adjustment, and the role of cultural intelligence*. Symposium presentation. Academy of Management Conference, Los Angeles
- Cross-cultural management: Individual level issues*. Session Chair. Academy of Management Conference, Los Angeles
- The impact of cultural intelligence in multicultural social networks*. Symposium presentation. Society for Industrial and Organizational Psychology Conference, San Francisco
- 2007 *What Leaders Know and Tell: Leaders, Knowledge, and Account-Giving*. Session Chair. Academy of Management Conference, Philadelphia
- A Deontic Justice Framework for Understanding Self-Construal and Apology Processes*. Poster presentation. Society for Industrial and Organizational Psychology Conference, New York

INVITED PRESENTATIONS

- ▶ 2011: University of Washington, Department of Psychology / University of Maryland, Multicultural Research Initiative / Northwestern University, Kellogg School of Management / Georgia Institute of Technology, Department of Psychology / Singapore Management University, Lee Kong Chian School of Business / 2010: Portland State University, School of Business / University of Washington, Foster School of Business / National University of Singapore, School of Business / Nanyang Technological University, Nanyang Business School / London Business School / 2009: Department of Homeland Security START Center / George Mason University, Department of Psychology / The College of New Jersey, Department of Psychology

PROFESSIONAL AFFILIATIONS

- ▶ Academy of Management
 - ▶ Conflict Management, Social Issues in Management, and Organizational Behavior divisions
- ▶ Society for Industrial and Organizational Psychology
- ▶ International Association for Conflict Management
- ▶ Association for Psychological Science

PROFESSIONAL SERVICE

- ▶ Ad Hoc Reviewer: *Administrative Science Quarterly*, *Academy of Management Review*, *Academy of Management Perspectives*, *Organizational Behavior and Human Decision Processes*, *Journal of Applied Psychology*, *Journal of Personality and Social Psychology*, *Social and Personality Psychological Science*, *British Journal of Social Psychology*, *Journal of Counseling Psychology*, *Journal of Personality*, *Basic and Applied Social Psychology*
- ▶ Conference Reviewer: Academy of Management Conference, International Association for Conflict Management, Society for Industrial and Organizational Psychology

MEDIA MENTIONS

- ▶ The New Republic. Article on Mark Halperin's apology to Barack Obama (2011)
- ▶ Positive Psychology News Daily. Article on apology effectiveness (2011)
- ▶ The Chronicle of Higher Education. Article on forgiveness research (2010)
- ▶ Psychology Today. Article on effective apologies and Serena Williams (2010)
- ▶ NPR-WEAA. Panel discussion on forgiveness and Michael Vick (2010)
- ▶ British Psychological Society. Article on apology effectiveness (2010)

UNIVERSITY SERVICE

- ▶ Global Social Entrepreneurship Competition judge, University of Washington (2011)
- ▶ Department of Psychology Colloquium Committee, University of Maryland (2010)
- ▶ University Technology Committee, University of Maryland (2010)
- ▶ Department of Psychology Faculty Hiring Committee, University of Maryland (2009)
- ▶ Organizational Psychology Laboratory Coordinator, University of Maryland (2008-2010)

TEACHING

INSTRUCTOR RATINGS

- | | |
|--|---------|
| ▶ Instructor. <i>Business, Government, and Society</i> (Winter 2012) | TBD |
| ▶ Instructor. <i>Principles of Negotiation</i> (Spring, 2011) | 4.6/5.0 |
| ▶ Instructor. <i>Principles of Negotiation</i> (Fall, 2010) | 4.7/5.0 |
| ▶ Instructor. <i>Research Methods</i> (Fall, 2009) | 4.3/5.0 |
| ▶ Instructor. <i>Research Methods</i> (Fall, 2008) | 4.5/5.0 |
| ▶ Teaching Assistant. <i>Research Methods</i> (Spring, 2006) | N/A |
| ▶ Teaching Assistant. <i>Introduction to Psychology</i> (Fall, 2005) | N/A |
| ▶ Teaching Assistant. <i>Ethics in the Workplace</i> (Fall, 2004) | N/A |

CONSULTING EXPERIENCE

- ▶ Pascal Metrics, Washington, DC / Mercer Human Resources, Washington, DC / Global Communities, University of Maryland, College Park / Study Abroad Offices – multiple U.S. Universities