

# ELIZABETH A. LUCKMAN

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## CURRENT ROLE

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### **Clinical Assistant Professor of Business Administration**

Gies College of Business | University of Illinois at Urbana-Champaign

**Previous: Senior Researcher in Leadership and Executive Development** (postdoctoral fellowship 2018-2019)

National Center for Professional and Research Ethics

Coordinated Science Laboratory | University of Illinois at Urbana-Champaign

## EDUCATION

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<b>Washington University in St. Louis   Olin Business School</b>	St. Louis, MO
PhD in Business Administration	2018
Concentration: Organizational Behavior	

<b>The Ohio State University   Fisher College of Business</b>	Columbus, OH
Master of Business Administration, <i>with honors</i>	2013
Concentrations: Organizational Behavior and Finance	

<b>Wellesley College</b>	Wellesley, MA
Bachelor of Arts, <i>cum laude</i>	2003
Majors: Classical Civilization and English Literature	

### **International Education and Experience**

- Singapore: Nanyang Technological University Leadership Academy, co-develop and facilitate leadership development and mentorship programs for university leaders, November 2018 and March 2019
- 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

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Leadership | Organizational Ethics | Complex Social Interaction | Management Education

## DISSERTATION

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**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

## PUBLISHED WORK (Journals and Book Chapters)

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**Luckman, E. A.,** and Gunsalus, C., K. (in press, 2020) “Personal values and ethical decision-making in the classroom”. In Wueste, D. (Ed). *Teaching Ethics Across the American Educational Experience: Models that integrate across undergraduate studies*

**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.

## OTHER PUBLICATIONS AND COMMENTARIES

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Wraight, S., Burbules, N. C., **Luckman, E. A.,** Gunsalus, C. K., (2019) “[Why Listening Matters for Leaders](#)” *Inside Higher Education Online* (Opinion).

**Luckman, E. A.,** Burbules, N. C., Gunsalus, C. K., Easter, B. A., (2019) “[The Self Aware Leader](#)” *Inside Higher Education Online* (Opinion).

**Luckman, E. A.,** Easter, B. A., Gunsalus, C. K., Burbules, N. C., (2019) “[How to Change an Unhealthy Department Culture](#)” *Inside Higher Education Online* (Opinion).

**Luckman, E. A.,** Gunsalus, C. K., Burbules, N. C., Easter, B. A., (2019) “[Fostering Trust in Academic Departments](#)” *Inside Higher Education Online* (Opinion).

**Luckman E. A.,** (2018). “[Savvy Leadership Promotes Ethical Science](#)”, *Nature* 563 (35) (Correspondence).

## PEER REVIEW WORK IN PROGRESS

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Lee, J., Jang, D., **Luckman, E. A.,** and Bottom, W. P. Person by Situation Interactions in Coalition Formation: The Conditional Role of Assertiveness in Value Claiming. (submitting for review to *Journal of Applied Psychology* April 2020 )

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

## **FACILITATED PROFESSIONAL WORKSHOPS**

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**Nanyang Technological University (Singapore) – NTU Leadership Academy**, co-facilitator with NCPRE team, 2018 and 2019

### **University of Illinois Urbana-Champaign**

- Illinois Business Officers Workshop (co-facilitation with C. K. Gunsalus)– *Surviving and Thriving: Principled, Preventative, Professional Interactions*, 2020
- Leading Forward: Workshop for Illinois Advancement Group – *Leading Without Authority*, 2019
- Psychology department faculty and student brown-bag – *Building a Culture that Works*, 2019
- Molecular and Cellular Biology graduate student seminar – *Introduction: The Ethical and Social Dimensions of Science*, 2018
- iSchool graduate student seminar – *Professional Development and Responsibility*, 2018

## **TEACHING EXPERIENCE and TEACHING CREDENTIALS**

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### **Teaching Certification**

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

### **University of Illinois at Urbana-Champaign Gies College of Business**

#### **Undergraduate**

- BUS 201, Business Dynamics (Fall 2019, Spring 2020)
- BADM 395, Business Ethics Academy (Fall 2019)

#### **Graduate (iMBA)**

- BADM 590, Dallas Immersion Course and Trip (March 2020)
- BADM 544, Strategic Leadership (Spring 2020, Summer 2020)
- BADM 508, Leadership and Teams (Fall, 2019, Spring 2020)

### **Washington University in St. Louis 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

**CONFERENCE PRESENTATIONS**

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**Luckman, E. A.** (2019). Meaning at work and ethical decision-making. Paper presented at *79<sup>th</sup> Annual Meeting of the Academy of Management*, Boston, Massachusetts.

**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 *77<sup>th</sup> 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 77<sup>th</sup> 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 12<sup>th</sup> 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 *76<sup>th</sup> 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 *11<sup>th</sup> 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 *29<sup>th</sup> 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 *75<sup>th</sup> 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 *10<sup>th</sup> Annual Philosophy of Management Conference*, Oxford, England.

## **ORGANIZED SESSIONS and PROFESSIONAL DEVELOPMENT WORKSHOPS**

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Culham, T. E., Kumar, P., **Luckman, E. A.**, Egel, E., Peregoy, R., Major, R. J. (2019). Professional Development Workshop Facilitator: *Improving Lives by Developing Faculty and Future Business Leaders' Self-Awareness* presented at *The 79<sup>th</sup> Annual Meeting of the Academy of Management*, Boston, Massachusetts.

**Luckman, E. A.**, and Craze G. (2018). Professional Development Workshop Facilitator: *Intellectual Athletes: Optimizing graduate students in mind, body and spirit* presented at *The 78<sup>th</sup> 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 78<sup>th</sup> 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 78<sup>th</sup> 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 77<sup>th</sup> 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 77<sup>th</sup> 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 76<sup>th</sup> 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 74<sup>th</sup> Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

## **MODERATED SESSIONS**

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**Luckman, E. A.** (2019). Discussant: *MSR: Spirituality, Religion, Mindfulness, and Theology in the Workplace* at *The 79<sup>th</sup> Annual Meeting of the Academy of Management*, Boston, Massachusetts.

**Luckman, E. A.** (2018). Chair: *MSR: Mindfulness Inquiry and Conscious Capitalism* conducted at *The 78<sup>th</sup> 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 76<sup>th</sup> Annual Meeting of the Academy of Management*, Anaheim, California.

## **SERVICE TO THE FIELD**

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### **Professional Service**

- R. C. Evans Data Analytics Fellow
  - Presenter Data Ethics talk at Research Park (Fall 2019)
  - Panelist Data Ethics Summit at iHotel (Fall 2019)
- Undergraduate engagement at Gies College of Business
  - Business Ethics Academy RSO Manager (2019-2020)
  - Gies Experience Volunteer (undergraduate admissions) (March 2020)
  - Speaker UIUC Campus Honors Program Undergraduates (Spring 2019)
  - Speaker UIUC Business Council Undergraduates (Fall 2019)
  - Judge UIUC PRBS Case Competition (October 2019)

- Judge UIUC B101 Final Projects (December 2019)
- AOM, Management, Spirituality, and Religion Interest Group
  - 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
- Olin Business School
  - Podcast contributor: Olin Business School Gradcast (<http://gradcast.club/Episodes.php>)
  - Development and facilitation of 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](http://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

## 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*)

## Professional Associations

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

## AWARDS and HONORS

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### 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
- 1<sup>st</sup> 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

## OTHER PROFESSIONAL EXPERIENCE

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### 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  
McLean, VA*

2009-2011

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  
Charlotte, NC*

2006-2009

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  
Dallas, TX*

2003-2006

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, 2018-2019
- Board member, Ignite Theater Company, St. Louis, 2017-2019