

**RYAN W. QUINN**  
Assistant Professor of Management

Room 371 Harry Frazier Hall  
2301 South Third Street  
University of Louisville College of Business  
Louisville, KY 40292

Telephone: (502) 852-4873  
Facsimile: (502) 852-7557  
E-mail: ryan.quinn@louisville.edu

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**ACADEMIC EMPLOYMENT**

- 2013 – Current**      **University of Louisville**  
Assistant professor of Management
- 2012 – 2013**      **Brigham Young University**  
Visiting Assistant Professor of Organizational Leadership and Strategy
- 2005 – 2012**      **Darden Graduate School of Business**  
Assistant Professor of Business Administration
- 2003 – 2005**      **Washington University in St. Louis**  
Assistant Professor of Organizational Behavior

**NON-EMPLOYMENT ACADEMIC APPOINTMENT**

- April-May 2012**      **St. Gallen University, Switzerland**  
Visiting Scholar, Institute for Leadership and Human Resources Management

**EDUCATION**

- 2003**      **University of Michigan, Ann Arbor, MI**  
Doctor of Philosophy, Organizational Behavior and Human Resource Management.
- 1999**      **University of Michigan, Ann Arbor, MI**  
Certificate of Graduate Studies in Complex Systems.
- 1997**      **Brigham Young University, Provo, UT**  
Bachelor of Science, Statistics.
- 1995**      **Hitotsubashi University, Tokyo, Japan**  
One year as an exchange student studying competitive strategy and international business. All courses were taught in Japanese.

**AWARDS**

- 2012    Award for distinguished contribution to the field of Organizational Development,  
Benedictine University

- 2011 Award “For Extraordinary Service to the Editorial Review Board,” Organization Science
- 2011 CMA Centre for Innovation Visiting Fellow, Simon Frasier University
- 2010 Award “For Extraordinary Service to the Editorial Review Board,” Organization Science
- 2009 Award “For Extraordinary Service to the Editorial Review Board,” Organization Science
- 2008 Award “For Extraordinary Service to the Editorial Review Board,” Organization Science
- 2006 Award “For Extraordinary Service to the Editorial Review Board,” Organization Science
- 2006 Rensis Likert prize for best paper from a dissertation, University of Michigan
- 2005 Award “For Extraordinary Service to the Editorial Review Board,” Organization Science
- 2002 Doctoral research grant, University of Michigan Business School
- 2002 Research grant, University of Michigan Rackham Graduate School
- 2000 Dykstra Doctoral Fellowship for excellence in research and teaching, University of Michigan Business School
- 1996 Undergraduate Research Scholarship, Brigham Young University

## **ARTICLES AND WORKING PAPERS**

Quinn, Ryan W. & Bunderson, J. Stuart (2013) “Can We Huddle on This Project? Participant Learning in Informal Conversations.” Forthcoming at *Journal of Management*.

Quinn, Ryan W., Spreitzer, Gretchen M., & Lam, Chak Fu. (2012). “Building a Sustainable Model of Human Energy in Organizations: The Counterbalancing Forces of Resource-Seeking and Demand-Seeking.” *Academy of Management Annals* 6: 337-396.

Quinn, Ryan W. & Golsby-Smith, Tony (March 17, 2011). “Strategic Innovation: A Toolkit for Leadership Team Conversations.” *Business & Economy*.

Quinn, Ryan W. & Worline, Monica C. (2008). Enabling Courageous Collective Action: Conversations from United Airlines Flight 93. *Organization Science* 19(4): 497-416.

Quinn, Ryan W. (2006). Flow in Knowledge Work: High Performance Experience in the Design of National Security Technology. *Administrative Science Quarterly*, 50(4): 610-641.

- Rensis Likert Dissertation Paper Award Winner, University of Michigan

Quinn, Ryan W. and Dutton, Jane E. (2005). Coordination as Energy-in-Conversation. *Academy of Management Review* 30(1): 36-57.

- Reprinted in Grant, D., Hardy, C., & Putnam, L. L. (2011). *Organizational Discourse Studies*. Thousand Oaks, CA: Sage.

Quinn, Ryan W. & Brockbank, Wayne (2006). The development of human resource professionals at BAE Systems. *Human Resource Management*, 45(3): 477-494.

Quinn, Ryan W. (2000). The Theoretical Contribution of Computer Simulation. Best Paper Proceedings, National Academy of Management Meetings, Research Methods Division.

Quinn, Ryan W. & Parmar, B. "Influence Tactics and Institutional Theory: A Narrative Perspective," Under review at *Academy of Management Review*.

Quinn, Ryan W., Crane, Bret, Harris, Jared "Learning from Success: Organizational Search That Samples on the Dependent Variable," Working paper.

- Selected for best poster at the 2013 Positive Organizational Scholarship conference

Quinn, Ryan W. & Baker, Wayne. Resource/Affect Tradeoffs in Organizational Networks. Working paper.

## **BOOK**

Quinn, Ryan W. & Quinn, Robert E. (2009). *Lift: Becoming a Positive Force in Any Situation*. San Francisco: Berrett-Koehler.

- Benedictine University's "Distinguished Contribution to the field of Organizational Behavior"
- Selected as "Book of the Year" by the Huntsman School of Business
- Selected as "Book of the Year" by Albemarle County Public Schools
- Selected as one of "The Best Leadership Books of 2009" at *LeadershipNow*

## **BOOK CHAPTERS**

Spreitzer, Gretchen M. Lam, Chak Fu, & Quinn, Ryan W. (2011). "Human Energy in Organizations: A Review of Six Interdisciplinary Streams" In K. S. Cameron & G. M. Spreitzer (Eds.), *The Oxford Handbook of Positive Organizational Scholarship* (Chapter 12, pp. 155-167), Oxford: Oxford University Press.

Quinn, Ryan W. (2007). "Energizing others in work relationships." In Dutton, J. E. & Raggins, B. R. (Eds.), *Positive Relationships at Work*, Lawrence Erlbaum.

Worline, Monica C. and Quinn, Ryan W. (2003). Courageous Principled Action. In Cameron, K. S., Dutton, J. E., & Quinn, R. E. (Eds.) *Positive Organizational Scholarship*. San Francisco: Berrett-Koehler.

## **OTHER PUBLICATIONS/MEDIA**

Quinn, Ryan W. & Manese-Lee, A. (December 18, 2009). "Four questions to make policy stick." *Washington Post: On Leadership*.

Manager of *The Lift Blog* at <http://www.leadingwithlift.com/blog/>

## **RESEARCH PROJECTS**

- Ethics-as-Conversation: Defining a New Domain of Research in Business Ethics, with Jared Harris.
- Institutional Work in the Coaching Model of a Public School System, with Bobby Parmar and Bret Crane
- The Impact of Corporate Culture on Motivation and Work Behaviors, with Scott Sonenshein

## **PRESENTATIONS**

Quinn, Ryan W., Bret Crane, and Jared Harris (2012). "Learning from Success: Learning by Sampling on the Dependent Variable." Northwestern University.

Quinn, Ryan W., Bret Crane, and Jared Harris (2012). "Learning from Success: Positive Search as Conversations that Sample on the Dependent Variable." Presented at the national meetings of the Academy of Management.

Quinn, Ryan W., and Scott Sonenshein (2012). "A Little Culture Can Go a Long Way: The Impact of Cultural Understanding on the Relationship Between Commitment to Change and Championing of Change." Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2011). "Can We Huddle on This Project? Participant Learning in Informal Conversations," invited presentation at Simon Frasier University.

Quinn, Ryan W. (2010). Comments on Moving From Corrosive Work Relationships to Positive Work Relationships. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2010). Conversational Empowerment. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. Discussion on Opportunities for Integrating Research on Planned Change and Institutional Change. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. Discussion on Opportunities for Integrating Research on Planned Change and Social Movements. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2010). Panel participation in the "nasty friends" paper feedback session of the Organizational Development and Change division of the Academy of Management doctoral consortium.

Quinn, Ryan W. (2009). Panel participation in the "nasty friends" paper feedback session of the Organizational Development and Change division of the Academy of Management doctoral consortium.

Quinn, Ryan W. & Wayne Baker. (2008). Energy Networks and Information Use. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. & Wayne Baker. (2007). Energy Networks and Information Use. Presented in the Quantitative Psychology Department at the University of Virginia.

- Quinn, Ryan W. (2006). Enabling Courageous Collective Action: Conversations from United Airlines Flight 93. Presented in the Social Psychology Department at the University of Virginia.
- Quinn, Ryan W. (2006). Empowering Conversations: Talk That Changes The Narratives of Work. Presented at the national meetings of the Academy of Management.
- Quinn, Ryan W. & Stuart Bunderson. (2006). Learning in the White Space of Organizations: Conversations in Daily Newspaper Newsrooms. Presented at the national meetings of the Academy of Management.
- Quinn, Ryan W. & Wayne Baker. (2006). Energy Networks and Information Loss. Presented at the European Academy of Management, Oslo, Norway.
- Wrzesniewski, Amy, Kanov, Jason, Pratt, Michael, Roberts, Laura Morgan, Rothbard, Nancy, & Quinn, Ryan W. (2006). Jane Dutton's Contribution to Organization Science. Invited presentation at the Interdisciplinary Consortium on Organization Studies, University of Michigan.
- Quinn, Ryan W. (2006). Flow in Knowledge Work: High Performance Experience in the Design of National Security Technology. Rensis Likert prize winning lecture at the Interdisciplinary Consortium on Organization Studies, University of Michigan.
- Quinn, Ryan W. (2005). Flow in Knowledge Work: High Performance Experience in the Design of National Security Technology. Invited presentation at Harvard Business School.
- Quinn, Ryan W. (2005). Collective Flow in Newspaper newsrooms. Presented at the national Academy of Management meetings, Honolulu.
- Quinn, Ryan W. & Worline, Monica C. (2005). Finding Collective Courage: The Story of Flight 93. Presented at the national Academy of Management meetings, Honolulu.
- Quinn, Ryan W. (2004). Flow, Courage, and the Future Perfect Ryan Quinn. An invited presentation at the Darden Graduate School of Business in The University of Virginia.
- Quinn, Ryan W. (2002). Networks as Energy-in-Conversation: Microdynamics of the Creation and Dissolution of Interorganizational Market Ties. Presented at the national Academy of Management meetings, Denver.
- Quinn, Ryan W. and Dutton, Jane E. (2001) Organizing as Energy-in-Conversation: A Process Theory of Coordination. Presented at the national Academy of Management meetings, Washington, D.C.
- Quinn, Ryan W. (2000). The Theoretical Contribution of Computer Simulation. Presented at the national Academy of Management meetings, Toronto. Published in the Best Paper Proceedings, Research Methods Division.
- Sastry, M. Anjali, Bernicke, Jeffrey W., Quinn, Ryan W., & Hart, Stuart L. (1999). Changing Shades of Green: Coupling and Decoupling in Monsanto's Environmental Orientations, 1991-1997. Presented at the national Academy of Management meetings, Chicago.

Lawrence, Katherine; Quinn, Ryan W.; & Weber, Klaus (2000). Using Video Data for Organizational Research. Presented at the University of Michigan's Interdisciplinary Committee on Organizational Studies.

## **COURSES AND PROGRAMS TAUGHT**

### **Undergraduate:**

Introduction to Organizational Behavior  
Managing Change

### **MBA**

First Year Leading Organizations

### **Executive MBA**

Unleashing Organizational Potential: Methods and Skills for Culture Change

### **Executive Education**

Securities Industry Institute Program (Wharton School of Business, University of Pennsylvania)

CEO Perspectives (Kellogg School of Business, Northwestern University)

Managing Individual and Organizational Change (Darden School of Business, University of Virginia)

Turnaround Specialist Program for Public School System Administrators (Darden School of Business, University of Virginia)

Leadership Development Program for financial institutions in Bahrain and Saudi Arabia (Darden School of Business, University of Virginia)

Emerging Political Leaders (Darden School of Business, University of Virginia)

Innovation and Empowerment (Eastman Chemical, through Darden Graduate School of Business, University of Virginia)

Managing Change (SAIC, through Darden Graduate School of Business, University of Virginia)

Strategic Execution under Ambiguity (SAIC, through Darden Graduate School of Business, University of Virginia)

Leading the Positive Organization (University of Michigan Ross School of Business)

Leadership (Navy Supply Corps, through Darden Graduate School of Business, University of Virginia)

Power and Leadership (Darden Graduate School of Business, University of Virginia)

Results-Based Leadership (University of Michigan Ross School of Business)

Growing the Organization (University of Michigan Ross School of Business)

**Teaching Materials**

Dutton, Jane E. and Quinn, Ryan W. (2001). "The Heart of Reuters." University of Michigan Teaching Case.

OB-0880 Yemen, Gerry & Quinn, Ryan (2007). "The Breakfast of Champions: Can General Mills Make the Dough with Pillsbury? (A)." Darden Case Collection.

OB-0891 Yemen, Gerry & Quinn, Ryan (2007). "The Breakfast of Champions: Can General Mills Make the Dough with Pillsbury? (B)." Darden Case Collection.

OB-0880TN Yemen, Gerry & Quinn, Ryan (2007). "The Breakfast of Champions: Can General Mills Make the Dough with Pillsbury? (A) and (B): Teaching Note." Darden Case Collection.

OB-0907 Quinn, Ryan (2007). "Learning in Real Time: Role-Plays in Educational Scenarios." Darden Case Collection.

OB-0928 Quinn, Ryan (2007). "Gentleman's Furniture" Darden Case Collection.

OB-0929TN Quinn, Ryan (2007). "Gentleman's Furniture – Teaching Note." Darden Case Collection.

OB-0915S Chakalakonda, Sharmilla; James, Erika Hayes; Quinn, Ryan W. (2007). "Internal Labor Market." Darden Instructional Technology Simulation.

OB-0915S-TN Yemen, Gerry; James, Erika Hayes; Quinn, Ryan W. (2007). "Internal Labor Market: Teaching Note." Darden Case Collection.

OB-0982-TN Quinn, Ryan W. (2009). "From Problem-Solving to Purpose-Finding: Teaching Note." Darden Case Collection.

OB-0986-TN Quinn, Ryan W. (2009). "Becoming Externally Open." Darden Case Collection.

OB-0987 Quinn, Ryan W. (2009). Course Module on Teaching *Lift*:

OB-1004 Yemen, Gerry and Quinn, Ryan W. (2010). Matt Landahl (A)

OB-1005 Yemen, Gerry and Quinn, Ryan W. (2010). Matt Landahl (B)

OB-1006 Yemen, Gerry and Quinn, Ryan W. (2010). Pam Moran (A)

OB-1007 Yemen, Gerry and Quinn, Ryan W. (2010). Pam Moran (B)

OB-1008 Yemen, Gerry and Quinn, Ryan W. (2010). An Entrepreneur in the Educational World (C)

OB-100X-TN Yemen, Gerry and Quinn, Ryan W. (2010). An Entrepreneur in the Educational World.

## **PROFESSIONAL EXPERIENCE AND MEMBERSHIPS**

### **2009-Present Principal, Lift Consulting**

- Strategic team
- Consulting
- Design and management of Lift Assessment
- Blogging on Positive Organizational Scholarship

### **1995-Present Independent consultant**

Examples of clients and consulting work:

The Coca-Cola Company – Executive training for fostering innovation

American Express – Culture audit, analysis and recommendations

Ford – Facilitated a research initiative to reduce fear among employees

United Way Worldwide – High potential program

Investure – Lift Training

Cycle Systems – Lift Training

Brookings Institute – Executive training on positive influence

### **1995 Program Analyst, Ford**

Responsibilities included analyzing and proposing improvements for the “Leadership in Transition” executive training program and helping with the design of the high potential management development program.

Member of the Academy of Management.

Divisions:      Organization and Management Theory  
                    Organizational Behavior  
                    Organizational Development and Change

## **SERVICE**

### **Academy of Management**

Elected to serve as the representative-at-large in the executive committee of the Organizational Development and Change division of the Academy of Management, 2007-2009.

### **Reviewing**

Editorial Board, *Organization Science*, 2004-2013.

Editorial Board, *Academy of Management Review*, 2009-2013.

Ad hoc reviewer, *Administrative Science Quarterly*, 2008

Ad hoc reviewer, *Journal of Applied Behavioral Science*, 2007

Ad hoc reviewer, *Organization Studies*, 2005.



Ad hoc reviewer, *Academy of Management Review*, 2008, 2006, 2005, 2002.

Ad hoc reviewer, *Journal of Management Inquiry*, 2005.

Ad hoc reviewer, *American Behavioral Science*, 2003.

Ad hoc reviewer, *Organization Science*, 2003.

Ad hoc reviewer, Academy of Management national meetings  
Organization and Management Theory division, 2003, 2001  
Organization Development and Change division, 2006, 2008, 2009

### **School Service**

Dissertation Committee, Bret Crane, Darden Graduate School of Business, 2011-2013

Executive Education Committee, Darden Graduate School of Business, 2010-2012

Dissertation Committee, Bobby Parmar, Darden Graduate School of Business, 2009-2011

Doctoral program committee, Darden Graduate School of Business, 2009-present

Academic Standards Committee, Darden Graduate School of Business, 2006-2009

CORE – Joint bi-weekly seminar between the Darden Graduate School of Business and the McIntire School of Commerce on Organizational Scholarship, co-organized with Erika James, Jared Harris, Karen Jansen, and Amanda Cowen, 2006-present

Nonprofit internship committee, 2007

Recruiting committee, LOB area, 2005-present

Faculty associate for freshmen in the dorms at Washington University in St. Louis, 2004-2005.

Affirmative Action Committee, Olin School of Business, Washington University in St. Louis. 2004-2005.

Managed the logistical arrangements for the University of Michigan conference on Positive Organizational Scholarship, 2001.

Coordinated the Brown Bag Seminar Series for the Organizational Behavior and Human Resource Management Department of the University of Michigan Business School, 2000.

Represented the doctoral students from the Business School in the graduate student committee for the Dean of the Rackham School of Graduate Studies, 1999-2000.

Doctoral student recruiting committee for the Organizational Behavior and Human Resource Management Department of the University of Michigan Business School, 1998.