

RACHEL M. BALVEN

Arizona State University
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ACADEMIC EXPERIENCE

Clinical Assistant Professor

*Department of Management & Entrepreneurship
Arizona State University*

Aug 2018 - present

EDUCATION

Ph.D.	W. P. Carey School of Business; Arizona State University <i>Management & Entrepreneurship</i>	May 2018
MBA	Olin Business School; Washington University in St. Louis <i>Management</i>	May 2011
BS	Saint Louis University John Cook School of Business <i>International Business</i>	May 2008
BA	College of Arts and Sciences <i>International Studies; Minors in Spanish and Theology</i>	

RESEARCH INTERESTS

Behavioral Ethics
Learning
Entrepreneurship

PUBLICATIONS & PRESENTATIONS

A. Refereed Journal Articles

Hardin, A. E., Schinoff, B. S., Byron, K., & **Balven, R. M.** (Forthcoming). A window into coworkers' worlds: The relational outcomes of learning vivid, unintentional, and nonwork-related information about coworkers. *Academy of Management Journal*.

Waldman, D. A., Vaulont, M.J., **Balven, R.M.**, Siegel, D. S., & Rupp, D. 2022. The effects of organizational justice on university-industry technology transfer. *Journal of Applied Psychology*, 107(8).

Kim, J., Woo, H., **Balven, R. M.**, & Hoetker, G. 2002. A meta-analysis of the relationship between different types of corporate environmental strategies and corporate financial performance. *Journal of Strategy and Management*.

Bush, J.T. & **Balven, R. M.** 2021. Catering to the Crowd: An HRM Perspective of Crowdsourcing Engagement. *Human Resource Management Review*, 31(1).

Balven, R. M., Fenters, V., Waldman, D. A., & Siegel, D. 2017. Incentives, preferences and perceived barriers for commercialization behavior among scientists. *Academy of Management Perspectives*, 32(1): 21-42.

Waldman, D. A. & **Balven, R. M.** 2014. Responsible leadership: Theoretical issues and research directions. *Academy of Management Perspectives*, 28(3): 224-234.

B. Conference & Invited Presentations

Balven, R.M. Academic Entrepreneurship and Identity Hierarchies. 2024. Invited talk from Technological Institute of the Shannon, in Ireland.*

Balven, R. M., Pescatore, J. & Frankel, R., Ethical Attribution in the Era of Generative AI. 2024. Academy of Management Meetings, Chicago. Session #21690. (co-presenter)*

Berger, S. (organizer). How to Manage Academic Collaborations: Tips and Strategies from OB Scholars. 2024. Academy of Management Meetings, Chicago. Session #12409. (panelist)*

Balven, R. M., Frankel, R., & El-Kebbi, A. Forum: Artificial Intelligence, Ethics, and Academia. 2023. Academy of Management Meetings, Boston. Session #616. *

Hardin, A.E., Schinoff, B., Byron, K., & Balven, R.M., Examining Dehumanization in Organizational Life. 2022. Academy of Management Meetings, Seattle. Session 1276.

Sohrab S. G., Basir, N., Javadian G., and Moteabbed, S., Organizers. PDW: When is the right time to grow my family? The hidden challenges of family planning in academia. 2022. Academy of Management Meetings, Seattle. Session 1184. (panelist)*

Balven, R. M., Frankel, R., Leety-Wheeler, L., Mullen, D., Peck, J. Forum: Better Together, How to Support Each Other. 2022. Academy of Management Meetings, Seattle Session #461. (co-presenter)*

Sohrab S. G., Moteabbed, S., and Javadian G., Organizers. PDW: When is the right time to grow my family? The hidden challenges of family planning in academia. Organized by 2021. Academy of Management Meetings, Online (due to COVID-19). (panelist)*

Balven, R. M., Mullen, D., Park, J. Forum: Public vs. Private Lives- Lights! Web-Cam! Action! 2021. Academy of Management Meetings, Online (due to COVID-19). (co-presenter) *

Balven, R. M., Day, N. Frankel, R., Sekerka, L., & Park, J. Broadening our Sights: Promoting and Managing Civil Discourse in Management Education (Forum). 2020. Academy of Management Meetings, Online (in-person in Vancouver was cancelled due to COVID-19). (co-presenter) *

Balven, R. M., Hoetker, G., Kim, J., & Woo, H. A Meta-Analysis of Cross-country Context of the Link between Green Product Resources/Capabilities and Corporate Financial Performance (an asynchronous/recorded presentation). 2020. Academy of Management Meetings, Online (in-person in Vancouver was cancelled due to COVID-19). *

Balven, R.M. & Martin, B. New Student Doctoral Consortium- Host of Ethics Education Committee Interactive Activity. 2020. Academy of Management Meetings, Online (in-person in Vancouver was cancelled due to COVID-19). *

Balven, R. M., Day, N. Frankel, R., & Janet S. Integrity Meets Creativity: Keeping Honest in Academic Writing (PDW). 2018. Academy of Management Meetings, Chicago, IL. (co-presenter)*

Balven, R. M. & Mullen, D. 2018. Improving grad student lives: Tools for when you feel powerless- Power Issues in AOM and academia. Academy of Management Meetings, Chicago, IL. (co-presenter) *

Waldman, D. A., Balven, R. M., Fenters, V., & Siegel, D. & Valount, M. J. 2017. Why do academic scientists circumvent the university? The role of organizational justice in academic entrepreneurship. Academy of Management Meetings, Atlanta, GA. **Showcase Symposium.**

Fenters, V., Balven, R. M., Siegel, D. S., Waldman, D. A., & Ashford, B. E. 2017. Identity Hierarchies of Academic Entrepreneurs: Moving Beyond Dyadic Comparisons. Academy of Management Meetings, Atlanta, GA.

Balven, R. M., Fenters, V., Waldman, D. A., & Siegel, D. 2016. Incentives, preferences and perceived barriers for commercialization behavior among scientists. Academy of Management Meetings, Anaheim, CA. **Showcase Symposium.**

Balven, R. M., Hoetker, G., Kim, J., & Woo, H. 2015. A meta-analysis of the relationship between different types of corporate environmental strategies and corporate financial performance. Academy of Management Meetings, Vancouver, Canada. *

Balven, R. M. & Waldman, D. A .2015. Responsible leadership research: Current controversies and prospective directions. Academy of Management Meetings, Vancouver, Canada. **Showcase Session** *

Balven, R. M., Lange, D., & Lee, P. 2014. A study of the effect of success on risk aversion in a naturally occurring experiment. Academy of Management Meetings, Philadelphia, PA. **Manuscript nominated for *Best Paper Proceedings*. ***

Balven, R. M. 2014. Responsible leadership research: Current controversies and prospective directions. Academy of Management Meetings, Philadelphia, PA. *

*Denotes presentations where I was the speaker.

SELECT WORKS IN PROGRESS

Fenters, V., Balven, R.M., Ashford, B. E., Siegel, D. S., & Waldman, D. A. [Academic Entrepreneurs and Identity Hierarchies]. 2nd round *Revise & Resubmit at AMJ*.

TEACHING EXPERIENCE

- Arizona State University
 - Instructor for MGT 310 Team Collaborative Skills 2017 - present
 - Instructor for MGT 411 Leading Organizations 2019
 - Instructor for MGT 320 Organizational Behavior 2018
 - TA for LES 582 Managerial Ethics (MBA) 2016
- TA for International Marketing (MBA) 2009
Olin Business School; Washington University in St. Louis
- Co-Teacher for University 101 for Athletes (Undergraduates) 2007
Saint Louis University

GRANTS, AWARDS, AND FELLOWSHIPS

- Finalist, 'Business is Personal' Inclusive Teaching Award (2021)
- JumpStart Dissertation Grant (2017)
- GRSP Dissertation Grant (2017)
- Arizona State University Graduate School Fellowship (2017)
- Arizona State University Graduate School Fellowship (2016)
- National Science Foundation- Research Grant awarded by the *NSF Science of Science and Innovation Policy* program (2015)
- Arizona State University Graduate School Fellowship (2015)
- Arizona State University Graduate School Fellowship (2014)

MEDIA & RECOGNITION

- ASU UTO Article "Collaborative Team Skills course incorporates Slack for real-time collaboration success (2020): <https://uto.asu.edu/learning-experience/collaborative-team-skills>

- Academy of Management- Spotlight Video on Academic Entrepreneurship (2018):
<https://www.youtube.com/watch?v=VyuGFHoJngU>

SERVICE

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|---|----------------|
| • AOM Ethics Education Committee Chair (Academy service) | 2023 - present |
| • Course Coordinator- MGT310 (department service) | 2022 - present |
| • Founder's Lab Mentor (college service) | 2021 - present |
| • Honor's Thesis Advisor (department service) | 2020 - present |
| • AOM Ethics Education Committee Member (Academy service) | 2016 - present |
| • Clinical Faculty Search Committee (department service) | 2022 - 2023 |
| • WPC Dean Search Committee (college service) | 2021 - 2022 |

WORK EXPERIENCE

AMEREN, St. Louis, MO

Equipment Acquisition Specialist- Energy Delivery Technical Services, Fleet 2011 - 2012

- Researched and acquired new products to improve fleet efficiency and implemented green fleet initiatives

Procurement Specialist- Generation Commodities and Energy Delivery 2008 - 2011

- Sourced electric utility needs through product research, procurement activities, and contract negotiations

WORLD TRADE CENTER, St. Louis, MO

2007 - 2008

International Business Research Intern

- Researched international market industries and conducted sourcing events for World Trade Center member organizations