

DOUGLAS A. LEPISTO

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ACADEMIC POSITIONS

- 2020-Present Co-Director, Center for Principled Leadership and Business Strategy
Associate Professor
- 2015-2020 Assistant Professor
Haworth College of Business
Department of Management
Western Michigan University

EDUCATION

- 2015 Boston College Carroll School of Management
Ph.D. in Management and Organization
- Dissertation: “Reason for Being: Exploring the Formation and Members’ Acceptance of Organizational Purpose in an Athletic Footwear and Apparel Company”
- Winner, Grigor McClelland Best Dissertation Award, *EGOS, Journal of Management Studies*, and the *Society for the Advancement of Management Studies*
 - Finalist, *INFORMS/Organization Science* Dissertation Competition
- 2012 Boston College Carroll School of Management
MS in Organization Studies
- 2007 University of Chicago
MA in Social Science
- 2004 Kalamazoo College
BA in Psychology, minor in Sociology

PUBLICATIONS

Lepisto, D. A. 2022. Ritual work and the formation of a shared sense of meaningfulness. *Academy of Management Journal*, 65: 1327-1352.

*Pratt, M. G., *Lepisto, D. A., & *Dane, E. 2019. Exploring the hidden side of trust: Supporting and sustaining leaps of faith among firefighters. *Administrative Science Quarterly*, 64: 398-434.
*Co-first authorship

Hains, D., Intindola, M., Lepisto, D. A., & Wagner, B. Scrimmage! Teaching quantitative literacy through a multidimensional simulation. 2019. *International Journal of Management Education*, 17: 119-129.

Flanagan, D. J., Lepisto, D. A., & Ofstein, L. F. 2017. Coopetition among nascent craft breweries: A value chain analysis. *Journal of Small Business and Enterprise Development*.

McIver, D., Lepisto, D. A. 2017. Effects of knowledge management on unit performance: examining the moderating role of tacitness and learnability. *Journal of Knowledge Management*, 21(4): 796-816.

Lepisto, D. A. & Pratt, M. G. 2017. Meaningful work as realization and justification: Toward a dual conceptualization. *Organizational Psychology Review*, 7(2): 99-121.

UNDER REVIEW

Harrison, R., Lepisto, D. A., and Wooten, D. B. Revise and Resubmit: *Journal of Retailing*

IN PROGRESS

Lepisto, D. A. & Garrett, L. Review of interaction ritual in organizational studies.

Lepisto, D. A. & Rouse, B. E. Restraining the self: Exploring the relationship between self and creation in making.

Lepisto, D. A., McArdle, S., & Pratt, M. G. Measuring work orientation.

BOOK CHAPTERS AND PRACTITIONER ARTICLES

Michaelson, C., Lepisto, D. A., & Pratt, M. 2020. Why corporate purpose statements often miss their mark. *Strategy+Business*.

Pratt, M. G., Boova, L. & Lepisto, D. A. Cultural processes underlying the construction of meaningful work. In R. Yeoman, C. Bailey, A. Madden, and M. Thompson (Eds.), *The Oxford Handbook of Meaningful Work* (pp. 186-207). Oxford, UK: Oxford University Press.

Lepisto, D. A. 2016. Does your company change the world? *Talent Quarterly*.
<https://www.talent-quarterly.com/does-your-company-change-the-world-tq-2016-issue9>

Lepisto, D. A., Crosina, E., & Pratt, M. G. 2015. Identity work within and beyond the professions: Toward a theoretical integration and extension. In A. Desilva and M. Aparicio (Eds.), *International Handbook of Professional Identities* (pp. 11-37). Rosemead, CA: Scientific & Academic Publishing.

Pratt, M. G., Pradies, C., & Lepisto, D. A. 2013. Doing well, doing good, doing with: Organizational practices for effectively cultivating meaningful work. In B. Dik, Z. Byrne, and M. Steger (Eds.) *Purpose and Meaning in the Workplace* (pp. 173-196). New York: American Psychological Association.

Lepisto, D. A., & Pratt, M. G. 2012. Politics in perspective: On the theoretical challenges and opportunities in studying organizational politics. In G. R. Ferris, & D. C. Treadway (Eds.), *Politics in organizations: Theory and research considerations* (67-98). New York: Routledge.

AWARDS AND HONORS

2018	Finalist for Haworth College of Business Research Award
2017-2019	Selected as Most Valuable Professor by Student Athlete

2016	Winner, Grigor McClelland Best Dissertation Award from the European Group for Organizational Studies (EGOS), the <i>Journal of Management Studies</i> (JMS), and the Society for the Advancement of Management Studies (SAMS).
2014	Finalist, INFORMS/Organization Science Dissertation Competition
2014	Participant, OB Doctoral Consortium, Academy of Management
2014	Winner, Donald J. White Teaching Excellence Award, Boston College
2012	Finalist, OMT Division Best Symposium Award, Academy of Management
2012	OMT/OB/MOC Showcase Symposium, Academy of Management
2009-	Ph.D. Program Fellowship, Boston College
2006-2007	Competitive Merit Scholarship, University of Chicago
2004	Highest Honors for Senior Thesis, Kalamazoo College
2001-2004	Dean's List, Kalamazoo College

PRESENTATIONS & CONFERENCES

2020	Presented paper, "What we do is meaningful: Constructing a shared sense of meaningful work in an athletic footwear and apparel company," Academy of Management Annual Meeting, Vancouver, Canada (virtual).
2019	Invited Host and Lead Organizer, "Positive Organizational Scholarship Gathering," Academy of Management Annual Meeting, Boston, MA. Presented paper, "Conformity or Commitment? An Inductive Study of Members' Judgements of New Purpose Claims," Academy of Management Annual Meeting, Boston, MA. Presented paper, "Useful Chaos: Illuminating the Hidden Benefits of Black Friday to Retailers," Academy of Management Annual Meeting, Boston, MA. Invited to chair research track on "Crafting Meaningful Work", Positive Organizational Scholarship Research Conference, Ross School of Business, University of Michigan. Ann Arbor, MI. Invited presentation (February 5, 2019), "Organizational Purpose," Dr. Jane Dutton MBA Course on Positive Organizational Scholarship, Ross School of Business, University of Michigan. Ann Arbor, MI.
2018	Organized and chaired symposium "Interaction Rituals in Organizations: A Panel Discussion Featuring Randall Collins" (OB, OMT, MOC), Academy of Management Annual Meeting, Chicago, IL. Invited presentation, "Unlocking the power of shared experience," Positive Organizations Consortium, Ross School of Business, University of Michigan, Ann Arbor, MI. Presented paper, "What is Good Purpose," Building Institutions for the Common Good: The Purpose and Practice of Business in an Inclusive Economy Conference, Minneapolis, MN.

Invited presentation (February 1, 2018), “Organizational Purpose,” Dr. Jane Dutton MBA Course on Positive Organizational Scholarship, Ross School of Business, University of Michigan. Ann Arbor, MI.

2017

Invited presentation (September 29, 2017), “Leading Institutions in Unsettled Times,” Mercantile Bank Speaker Series, WMU Haworth College of Business, Kalamazoo, MI.

Presented paper, “Coopetition Among Direct Competitors: A Value Chain Analysis of Nascent Craft Breweries,” Academy of Management Annual Meeting, Atlanta, GA.

Presented paper, “From Past Time to Product In the Craft Brewing Industry: Bricolage and Co-opetition In Action,” Babson College Entrepreneurship Research Conference, Norman, OK.

Presented paper, “Conformity or Commitment? Exploring Members’ Responses to New Purpose Claims,” Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Presented paper, “Coopetition Among Direct Competitors: A Value Chain Analysis of Nascent Craft Breweries,” WMU Haworth College of Business Brown Bag Research Seminar, Kalamazoo, MI.

Invited presentation (February 7, 2017), “Illuminating the Field of Organizational Behavior,” Department of Psychology Colloquium Series, Kalamazoo College.

Invited presentation (February 2, 2017), “Organizational Purpose,” Dr. Jane Dutton MBA Course on Positive Organizational Scholarship, Ross School of Business, University of Michigan. Ann Arbor, MI.

2016

Invited presentation (December 2, 2016), “Learning to Take The Self Out? Tactics for Managing Self-Object Relationships in Making,” Michigan State University Organizational Psychology Colloquia, East Lansing, MI.

Presented paper, “Exploring the Formation of Organizational Purpose in an Athletic Footwear and Apparel Company,” Conference on Organizations with Purpose, London Business School & Harvard Business School, London, UK.

Presented paper, “Exploring the Formation of Organizational Purpose in an Athletic Footwear and Apparel Company,” Academy of Management Annual Meeting, Anaheim, CA.

Presented paper, “Learning to take the self out? Tactics for managing self-object relationships in making,” (with Bess Rouse), Academy of Management Annual Meeting, Anaheim, CA.

Presented paper, “Reason for being: Exploring the formation and members acceptance of organizational purpose in an athletic footwear an apparel

company,” Grigor McClelland Best Dissertation Award Finalists, EGOS, Naples, Italy.

Presented paper, “Learning to Take The Self Out? Tactics for Managing Self-Object Relationships in Making,” (with Bess Rouse), 13th May Meaning Meeting, Yale School of Management.

Presented, “The Purpose of Purpose,” (with Michael Pratt and Christopher Michaelson), 13th May Meaning Meeting, Yale School of Management.

Presented, “Create a Higher Sense of Purpose for your Organization,” Google re:Work Event, Mountain View, CA.

Presented, “Learning to take the self out? Tactics for managing self-object relationships in making,” WMU Haworth College of Business Brown Bag Research Seminar, Kalamazoo, MI.

2015 Invited Presentation, “Lightning in a Bottle,” Center for Positive Organizations, University of Michigan Ross School of Business, Ann Arbor, MI.

Invited Panelist at “POS: The next generation,” 7th Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL.

Presented, “Making Shoes and Changing Lives? Exploring Interpretations of New Mission Claims,” 12th Annual May Meaning Meeting, Yale School of Management.

2014 Presented paper, “Identity in the making: Exploring self and object in work production,” (with Bess Rouse), Academy of Management Annual Meeting, Philadelphia, PA.

Presented symposium paper, “Identity Work Within and Beyond the Professions: Toward a Theoretical Integration and Extension,” (with Eliana Crosina & Michael G. Pratt), Academy of Management Annual Meeting, Philadelphia, PA.

Co-Organized MOC division professional development workshop, “Reviewing in the Rough,” Academy of Management Annual Meeting, Philadelphia, PA.

Chaired MOC division paper session, “Organizational Identity,” Academy of Management Annual Meeting, Philadelphia, PA.

Presented, “Reasons for being: Constructing organizational purpose amidst strategic change,” 11th Annual May Meaning Meeting, Yale School of Management.

2013 Presented paper, “Trust under fire: Judgments of trustworthiness as occupationally-situated labeling” (with Michael G. Pratt & Erik I. Dane), Academy of Management Annual Meeting, Orlando, FL.

Co-Organized MOC division professional development workshop, “Reviewing in the Rough,” Academy of Management Annual Meeting, Orlando, FL.

Co-Organized MOC division professional development workshop, “Cognition in the Rough,” Academy of Management Annual Meeting, Orlando, FL.

Presented, “Exploring cultural processes of meaningful work,” 10th Annual May Meaning Meeting, Yale School of Management.

2012 Co-Organized MOC division professional development workshop, “Reviewing in the Rough,” Academy of Management Annual Meeting, Boston, MA.

Co-Organized MOC division professional development workshop, “Cognition in the Rough,” Academy of Management Annual Meeting, Boston, MA.

Presented paper, “The worth of work: Toward a reorientation of the meaning of work,” (with Camille Pradies & Michael G. Pratt), Academy of Management Annual Meeting, Boston, MA.

Organized OB/OMT/MOC Symposium, “Finding meaning in the economic sphere: Revisiting and advancing a core question” (*designated “Showcase Symposium;” Finalist for OMT Division Best Symposium Award*)

Presented paper, “Paycheck, book smart, spark, or worker: The role of work orientation in the process of trust building among firefighters,” (with Michael G. Pratt), 9th Annual May Meaning Meeting, Yale School of Management.

Presented paper, “Why Meaningful Work Matters” (with Michael G. Pratt), 9th Annual May Meaning Meeting, Yale School of Management.

2011 Presented paper, “Politics in perspective(s): Re-energizing research on organizational politics,” (with Michael G. Pratt), Academy of Management Annual Meeting, San Antonio, TX.

Presented paper, “Reconceptualizing work orientation: On its origins, meanings, and outcomes,” (with Camille Pradies & Michael G. Pratt), Academy of Management Annual Meeting, San Antonio, TX.

Presented, “What Lies Behind: Toward a Better Understanding of What Makes Work Worth Doing,” (with Michael G. Pratt), 8th Annual May Meaning Meeting, Yale School of Management.

2010 Presented, “Doing well, doing good, doing with: Linking sources of meaningfulness with work orientation,” (with Michael G. Pratt & Camille Pradies), 7th Annual May Meaning Meeting, Yale School of Management.

TEACHING

Haworth College of Business at Western Michigan University

- Professor, Seminar in Management: Buying a Small Business 2018-Present
- Professor, Experiential Leadership and Business Strategy II 2018-Present
- Professor, Experiential Leadership and Business Strategy I 2018-Present
- Professor, Organizational Behavior 2015-2018
- Senior Advising Faculty Member, Project Management 2015-2018

Boston College Carroll School of Management

- Instructor, Organizational Behavior
- Teaching Assistant, Organizational Behavior, 2011
- Teaching Assistant, MBA Leadership (with Mary Ann Glynn), 2010

ACADEMIC SERVICE

Department of Management

- Co-Director, *Center for Principled Leadership and Business Strategy*, Fall 2019 to Present
- Director, *Leadership and Business Strategy Program*, Fall 2019 to Present
- Committee Member, *Department of Management Executive Committee*, Fall 2018 to Present
- Committee Member, *Management Major Task Force*, Spring 2016 to Present
- Committee Member, *Awards Committee*, Spring 2018 to Spring 2018
- BBA Orientation Lunches, 6/4/17, 6/8/17, 6/1/18, 6/21/18, 6/26/18,
- Commencement, Spring 2017
- Business Learning Community Faculty Dinner, Spring 2017
- Fall Welcome and Meet Major, 8/28/18
- BBA Orientation, Spring 2017, Fall 2017 (9/8/17, 11/17/17, 11/28/17, 1/12/18, 8/27/18)

Haworth College of Business

- Leader, *Special Project reporting to Dean focused on Strategic Direction of Business College*, Fall 2018 to 2019
- Committee Member, *Haworth Strategic Plan Committee*, Fall 2017 to 2019
- Advisor, *Student Leadership Advisory Board (SLAB)*, Fall 2017 to 2019
- Judge, *K.C. O'Shaughnessy Business Pitch Competition*, Spring 2016, Spring 2018
- Invited speaker to RSOs
 - *Alpha Kappa Psi Co-ed Professional Business Fraternity*, Spring 2017, Spring 2018
 - *APICS Student Organization*, Fall 2016
 - *Finance Club*, Fall 2018
 - *Management Student Organization*, Fall 2016, Fall 2018

Western Michigan University

- Committee Member, *Think Big Design Phase 2*, Spring 2019
- Senator, *WMU Faculty Senate*, January 2016 to present
- Committee Member, *Grade Appeal, Program Dismissal Appeal and Hardship Withdrawal Appeal*, Fall 2017 to Summer 2019.
- Dissertation Committee Member
 - Steven Dibble, Fall 2018

- Lee's Honors College Thesis Committee Service
 - Nathaniel Pfeiffer (Member)
 - Grace Biddinger (Chair)
 - Megan Miller (Member)
 - Lauren Carroll (Member)
- Founder and Organizer, "*Think and Drink*" Book Club, Fall 2017 to 2019
- Reviewer, *Lee Honors College Scholarship Committee*, Fall 2017 to Spring 2019
 - Judge, *Lee Honors College Thesis Celebration*, Spring 2016

Professional Service to Field

- Ad-hoc reviewer
 - *Academy of Management Journal*, 2021, 2023
 - *Academy of Management Review*, 2015, 2016, 2017, 2018, 2020, 2022
 - *Administrative Science Quarterly*, 2016, 2017, 2019, 2020, 2021, 2022
 - *Organization Science*, 2019, 2022, 2023
 - *Academy of Management Discoveries*, 2021
 - *Journal of Management Studies*, 2014, 2017
 - *Journal of Business Ethics*, 2017, 2021
 - *Organizational Psychology Review*, 2017
 - *Strategic Organization*, 2017
 - *Annual Review of General Psychology*, 2017
 - *Human Resource Management Journal*, 2016
 - *Journal of Organizational Behavior*, 2015
 - *Human Relations*, 2015, 2018
- Reviewer, Israel Science Foundation, 2016
- Outside Reviewer, Proposal for MS in Leadership Dynamics, UM-Flint, 2017
- External Reviewer, University of Cape Town GSB, Summer 2016
- Reviewer, AOM Annual Meetings (MOC Division), 2011-present
- MOC Division Best Student Paper Award Committee, 2013, 2014, 2016
- Student Representative at Large, Managerial and Organizational Cognition Division (MOC), 2011-2013

FUNDRAISING

Center for Principled Leadership and Business Strategy

- Center Launch - \$6.5M
 - \$800k in Scholarships
 - \$750k for Space
 - ~\$5M for 5 years of operating budget
- Ongoing Consulting Projects - \$20k annually
- Additional Fundraising - \$90K
 - \$45k from Bronconess Wine
 - \$20k from student travel
 - \$25k from corporate and alumni partnerships

Sleeping Giant Capital

- Fund I - \$34.5M (as of September 2021)
- Residency Program - \$10M

PROFESSIONAL EMPLOYMENT

2007-2009	Monitor Group (now Monitor Deloitte) Management Consultant
2005-2006	Young and Rubicam Brands Strategic Planning Analyst
2003-2005	University of Michigan Research Assistant