

Alexander R. Bolinger

Curriculum Vitae

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Idaho State University
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Education

Ph.D. in Business Management – *Received May 2010*

Major Field: Organizational Behavior

University of Utah, David Eccles School of Business – Salt Lake City, UT

Masters of Business Administration, Management – *Received August 2004*

Idaho State University, College of Business – Pocatello, ID

Master of Arts in Political Science – *Received May 2004*

Idaho State University, College of Arts & Sciences – Pocatello, ID

Bachelors of Business Administration, Management – *Received May 2002*

Idaho State University, College of Business – Pocatello, ID

Academic Experience

2021-Present ICCU Endowed Professor of Management, College of Business, Idaho State University, Pocatello, ID

2021-2022 Acting Director, Idaho State University Honors Program, Pocatello, ID

2020-2021 Professor of Management, College of Business, Idaho State University, Pocatello, ID

2016-2020 Associate Professor of Management, College of Business, Idaho State University, Pocatello, ID

2016-2017 Guest Instructor, Boise State University Executive MBA program, Boise, ID

2011-2016 Assistant Professor of Management, College of Business, Idaho State University, Pocatello, ID

2010-2011 Assistant Professor of Management, Division of Business and Economics, Pennsylvania State University-Brandywine, Media, PA

Selected Awards

2024 – Outstanding Researcher Award, *College of Business, Idaho State University*

2020 – Outstanding Researcher Award, *Idaho State University*

2019 – Outstanding Researcher Award, *College of Business, Idaho State University*

2017 – Outstanding Teacher Award, *College of Business, Idaho State University*

2016 – Faculty Member of the Year, *Associated Students of Idaho State University*

2015 – Outstanding Researcher Award, *College of Business, Idaho State University*

2015 – “40 Under 40: Professors Who Inspire,” *Nerd Scholar.com*

2014 – Early Career Achievement award, Idaho State University Alumni Association

2014 – Outstanding Master Teacher Award, *Idaho State University*

2014 – Outstanding Public Service Award, *Idaho State University*

2013 – Best Faculty Paper Proposal, Cognition in the Rough workshop, AOM

2013 – Outstanding Teacher Award, *College of Business, Idaho State University*

RESEARCH

Research Interests

- Leadership
- Scholarship of teaching and learning
- Group dynamics and decision-making
- Entrepreneurship

Selected Publications (bold text indicates publication in a *Financial Times 50* journal):

- Bolinger, A. R., Bolinger, M. T., Conner, K., Morgan, J., & Perry, S. (2024). Cues of Caring: How Students Perceive That Faculty in Online Classes Do (or Don't) Care. *Journal of Management Education*.
- Lion, R., Burch, T., & Bolinger, A. (2024). Athletic identity and discretionary effort at work. *Organization Management Journal*.
- Jahsman, E., & Bolinger, A. R. (2024). First-time purchase. *Journal of Case Studies*.
- Breer, K. K., Perry, S. T., Morgan, J. P., & Bolinger, A. R. (2023). Wastewater wars: Using persuasion tactics to overcome cognitive distortions. *Management Teaching Review*, 8(2), 152-169.
- Bolinger, A., Brookman, J., & Thistle, P. (2023). The relative importance of CEOs and non-CEOs over firm performance. *Journal of Management & Organization*, 29(1), 1-13.
- Bolinger, A. R., Okhuysen, G. A., & Bonner, B. L. (2020). Investigating individuals' recollections of group experiences. *Academy of Management Discoveries*, 6(2), 235-265.
- Bolinger, A. R., & Stanton, J. M. (2020). Role play simulations. [Book.] *Teaching Methods in Business Series*. Edgar Elgar Publishing.
- Bolinger, A. R., & Burch, T. C. (2020). Identifying and evaluating Schein's three layers of culture: The Texas A&M culture exercise. *Management Teaching Review*, 5(4), 351-362.
- Bolinger, A. R., & Bolinger, M. T. (2019). Socioemotional aspects of entrepreneurship in the classroom. *Oxford Research Encyclopedia of Business and Management*.
- Bolinger, A. R., Klotz, A. C., & Leavitt, K. (2018). Contributing from inside the outer circle: The identity-based effects of noncore role incumbents on relational coordination and organizational climate. *Academy of Management Review*, 43(4), 680-703.**
- Bolinger, A. R., & Burch, T. C. (2018). When it comes to task assignment, sometimes you gotta "LEGO"®: Teaching delegation principles with Mega Bloks®. *Management Teaching Review*, 3(4), 320-330.
- Bolinger, A. R., & Brown, K. D. (2015). Entrepreneurial failure as a threshold concept: The effects of student experiences. *Journal of Management Education*, 39, 452-475.
- Bonner, B. L., & Bolinger, A. R. (2014). Bring out the best in your team. *Harvard Business Review*, 92, 704.**
- Bolinger, A. R., & Stanton, J. V. (2014). The gap between perceived and actual learning from group reflection. *Small Group Research*, 45, 539-567.
- Bonner, B. L., & Bolinger, A. R. (2013). Separating the confident from the correct: Leveraging member knowledge in groups to improve decision-making and performance. *Organizational Behavior and Human Decision Processes*, 122, 214-221.**
- **Media coverage from the *Wall Street Journal* online edition.**
- Victorino, L., & Bolinger, A. R. (2012). Scripting employees: An exploratory analysis of customer perceptions. *Cornell Hospitality Quarterly*, 53, 196-206.

Under Review

- Bolinger, A. R., & Burch, T. C. Goaded into gab: How formalized “management by walking around” can hinder employee voice. Under review at *Human Resource Management Review*.
- Luker, J., Bolinger, A. R., Bolinger, M. T., & Conner, K. Different cues from him and her? Follower gender and subjective evaluations of leader charisma. Under review at *Leadership Quarterly*.
- Dhir, L., Datta, S., & Bolinger, A. R. Outside-in, inside-out: An experiential pedagogy for personal growth in management education. Under review at the *Journal of Management Education*.

Selected Working Papers

- Bolinger, A. R., Rees, M. R., Sillito Walker, S. D., & Bolinger, M. T. Unpacking the female exceptionalism effect in external crisis leadership. Additional data collection. Target: *Psychological Science*.
- Bolinger, M. T., & Bolinger, A. R. (Inter) family feuds: The surprising benefits of interfamily rivalries. Target: *Academy of Management Review*.
- Pino, A., Karanjia, R., Davis, R., & Bolinger, A. R. An exploration of leadership development in remote-only work environments.
- Yadav, R., Luker, J., & Bolinger, A. R. Close confidants in bad workplaces. Additional data collection underway.

Recent Conference and Invited Presentations

- Bolinger, M. T., & Bolinger, A. R. (March 2024). (Inter) family feuds: The surprising benefits of interfamily rivalries. Western Academy of Management Conference, Long Beach, CA.
- Luker, J., Bolinger, A. R., Bolinger, M. T., & Conner, K. (March 2024). Different cues from him and her? Follower gender and subjective evaluations of leader charisma. Western Academy of Management Conference, Long Beach, CA.
- Dean, K. L., Hannah, D. R., & Bolinger, A. R. (March 2024). Effective and ethical experiential learning facilitation: A train-the-trainer session for Bolman & Deal’s Power Simulation. Western Academy of Management Conference, Long Beach, CA.
- Bolinger, A. R., & Burch, T. C. (August 2023). Goaded into gab: How formalized “management by walking around” can foster organizational complacency. Academy of Management Conference, Boston, MA.
- Bolinger, M. T., & Bolinger, A. R. (August 2023). (Inter)family feuds: The surprising benefits of interfamily rivalries. Academy of Management Conference, Boston, MA.
- Bolinger, A. R., Yadav, R., & Luker, J. (July 2023) Close confidants in bad workplaces. European Group Organizational Studies (EGOS) conference, Cagliari, Sardinia, Italy.
- Bolinger, M. T., & Bolinger, A. R. (March 2023). (Inter)family feuds: The surprising benefits of interfamily rivalries. Rowan Family Business Conference, Glassboro, NJ.
- Bolinger, A. R. (October 2022). Building connections and well-being after the pandemic: The gratitude challenge. Academic Resilience Consortium conference, Tallahassee, FL.
- Bolinger, A. R. (June 2022). Glue roles in facilitating gig work. Positive Organizational Scholarship conference, Ann Arbor, MI.
- Burch, T. C., & Bolinger, A. R. (March 2022). Goaded into gab: “Management by walking around” and the perilous space between employee voice and silence. Western Academy of Management Conference, Kailoa, HI.

- Brown, K. D., Burch, T. C., & Bolinger, A. R. (March 2022). Managing self-managing teams [workshop facilitators]. Western Academy of Management Conference, Kailoa, HI.
- Bolinger, M. T., & Bolinger, A. R. (August 2020). Rivalry, Revenge, and Reactance: The Dark Sides of Entrepreneurial Motivation. Academy of Management Conference, Vancouver, BC.
- Brown, K. D., Bolinger, M. T., & Bolinger, A. R. (March 2020). Flipping the curriculum to explore discipline integration with a first-year keystone course. Western Academy of Management Conference, Waikoloa, HI.
- Bolinger, M. T., & Bolinger, A. R. (August 2019). Motivation from the outside-in: Rivalry and revenge as sources of entrepreneurial passion. Academy of Management Conference, Boston, MA.
- Bolinger, A. R., & Burch, T. C. (June 2019). How management by walking around doesn't work (as it should) in the digital age: Employee voice and ritualization. Frontiers of MOC International Conference, Cass Business School, London, UK.
- Stanton, J. M., & Bolinger, A. R. (May 2019). Wrapped candy and chopsticks in class: A role-playing simulation of warehouse operations management. Eastern Academy of Management Conference. (*ELA Best Exercise Nominee.*)
- Bolinger, A. R. (March 2019). Panelist, All-Conference Blue Chip Editors' Panel, Western Academy of Management Conference, Rohnert Park, CA.
- Bolinger, M. T., & Bolinger, A. R. (February 2019). Motivation from the outside-in: Rivalry and negative passion in entrepreneurship. *Academy of Management Review Paper* Development "Hackathon" Workshop.
- Bolinger, A. R., & Burch, T. C. (June 2018). Server crying, explanations, and customer tipping behavior. Presented at the 10th SERVSIG Service Research Conference, Paris, France.
- Bolinger, A. R., & Burch, T. C. (June 2018). A scaffolded approach to teaching about organizational culture: The Texas A&M culture exercise. Presented at the Management and Organizational Behavior Teaching Society Conference, Conway, SC.
- Lund Dean, K. D., Bolman, L., & Bolinger, A. R. (June 2018). Harnessing our heritage with a (not so simple) activity: Experiencing Bolman and Deal's power simulation. Presented at the Management and Organizational Behavior Teaching Society Conference, Conway, SC.

TEACHING

Courses (through Fall 2024)

Graduate/Executive Level:

1. Negotiation and Decision-Making (MBA) – 26 sections
2. Relational Leadership or The Future of Leadership (MBA) – 4 sections
3. Team Foundations (MBA) – 1 section
4. Leveraging Organizational Culture (Executive) – 8 sections
5. Job Crafting (Executive) – 4 sections
6. Leadership Development (Executive) – 4 sections
7. Time Management (Executive) – 3 sections
8. Peer Coaching (Executive) – 1 section
9. Business Simulation Competition (MBA) – 8 sections

Undergraduate Level:

10. Individual & Organizational Behavior (junior-level) – 22 sections

11. Introduction to Business (freshman-level) – 9 sections
12. Capstone Strategy (senior-level) – 2 sections
13. Introduction to Management (junior-level) – 4 sections
14. Organizational Behavior & Leadership (senior-level) – 2 sections
15. Independent Studies (graduate and undergraduate) – 8 sections
16. Collaborative Creativity Book-Writing (MBA/Undergraduate) – 5 sections
17. Creative Process (Honors Seminar) – 1 section

Supervision/Assistance/Collaboration on Student Research:

- Three MBA students who have gone on to pursue PhDs in Management.
- Co-author on eight peer-reviewed publications with students.
- External committee member for nine graduate student thesis defenses.
- Honors advisor for 24 undergraduate thesis defenses.

Other Teaching Innovations:

- Introduced and adapted the “Make-a-Wish Challenge” at Idaho State University. Among the first schools to run the Make-a-Wish Challenge outside of a major urban area and with undergraduate students.
- Advisor for student teams for the past 10 years that have participated in the International Collegiate Business Simulation Competition. Teams from ISU have won over 20 trophies in that time.
- Created the course “Collaborative Creativity,” in which students learn about teamwork by writing a book about a local organization over the course of a semester. My classes have now published six books that remain in print.

SERVICE

Editorial Activities:

2020-present – Editorial review board, *Academy of Management Discoveries*
 2020-present – Editorial review board, *Academy of Management Learning and Education*
 2014-present – Associate editor, *Journal of Management Education*
 2013-2018 – Consulting editor, *Group Dynamics Theory & Practice*

Ad-hoc reviewing:

- *Organizational Behavior and Human Decision Processes*
- *Journal of Management Education*
- *Academy of Management Journal*
- Academy of Management Conference
- Western Academy of Management Conference
- Managerial and Organizational Behavior Teaching Conference

Recent Service to the Profession:

2024 – Chair, Selection Committee for Best Paper, *Management Teaching Review*.
 2022 – 2024 – Chief Communications Officer, Managerial and Organizational Cognition division, Academy of Management (international)
 2021 – present – Facilitator, MED division Teaching Roundtable.
 2019 – 2023 – Chief Communications Officer, Western Academy of Management

2016 – 2019 – MOC Division representative, Teaching Theme Committee, Academy of Management (international)
2014 – 2019 – Chair, Managerial and Organizational Cognition division’s Ambassadors committee, Academy of Management (international)
2014 – 2022 – Founder and Organizer of the “Teaching in the Rough” annual PDW for the MOC Division, Academy of Management (international)
2014 – present – Faculty mentor, MED division Writers’ Workshop at AOM (international)
2011 Roethlisberger Award Selection Committee, *Organizational Behavior Teaching Society*

Recent Service to the College and University:

2022 – Chair, Selection Committee, Idaho State University Honors Program
Director/Coordinators (2 positions)
2020-2022 – Promotion and Tenure Committees, College of Business, ISU
2021-2022 – Idaho State University Strategic Planning Committee
2021-2022 – Acting Director, Idaho State University Honors Program
2021 – Member of Selection Committee, ISU Provost
2020 – Promotion and Tenure Committee, College of Arts & Letters, ISU
2020 – Member of Selection Committee, faculty position in Human Resource Management
2020 – Member of Selection Committee, ISU Honors Program Director search
2019-2021 – Faculty Athletics Mentor (FAM), Idaho State University
2019 – Chair, Search Committee for College of Business Dean, Idaho State University

Professional Affiliations

Management & Organizational Cognition division, Academy of Management
International Research Symposium on Service Excellence in Management
Western Academy of Management
Managerial and Organizational Behavior Teaching Society
Strategic Management Society
Eastern Academy of Management
INGRoup (Interdisciplinary Network for Group Research)
Research in Managing Groups and Teams Conference (now defunct)
Society for Case Research

References Available Upon Request