

Chad Murphy

372 Austin Hall, Oregon State University, College of Business
Corvallis, OR 97331
Phone: (814) 380-4388 (cell); Email: chad.murphy@oregonstate.edu

EDUCATION

The Pennsylvania State University, Smeal College of Business, University Park, PA
Ph.D., Business Administration, May 2014
Concentration: Management and Organization

The University of Chicago, Chicago, IL
M.A., Humanities, June 2008
Concentration: Comparative Literature

Brigham Young University, Provo, UT
B.A., August 2006
Major: Japanese
Minor: English

RESEARCH AREAS

Organizational Behavior & Organization Theory

RESEARCH INTERESTS

Professional identity; institutional change; language and rhetoric in organizations; qualitative methods

PUBLICATIONS

Gupta, A., Fung, A., & Murphy, C. 2021. "Out of Character: CEO Political Ideology, Peer Influence, and Adoption of CSR Executive Position by Fortune 500 Firms." *Strategic Management Journal*, 42(3): 529-557

Murphy, C. & Kreiner, G.E. 2020. "Occupational Boundary Play: Crafting a Sense of Identity Legitimacy in an Emerging Occupation." *Journal of Organizational Behavior*, 41(9): 871-894

Murphy, C., Patvardhan, S., & Gehman, J. 2017. "Moral Accounting by Organizations: A Process Study of the U.S. Financial Crisis Inquiry Commission." *Journal of Management Inquiry*, 26(3): 303-325

Murphy, C., Klotz, A.C., & Kreiner, G.E. 2017. "Blue Skies and Black Boxes: The Promise (and Practice) of Grounded Theory in Human Resource Management Research." *Human Resource Management Review*, 27(2): 291-305

Murphy, C. & Clark, J.R. 2016. "Picture This: How the Language of Leaders Drives Performance." *Organizational Dynamics*, 2(45): 139-146

Carton, A. M., Murphy, C., & Clark, J. R. 2014. "A (Blurry) Vision of the Future: How Leader Rhetoric About Ultimate Goals Influences Performance." *Academy of Management Journal*, 57(6): 1544-1570

- Lead article

Clark, J., Murphy, C., & Singer, S. 2014. "When Do Leaders Matter? Ownership, Governance and the Influence of CEOs on Firm Performance." *Leadership Quarterly*, 25(2): 358-372

Briscoe, F. & Murphy, C. 2012. "Sleight of Hand? Practice Opacity, Third-Party Responses, and the Interorganizational Diffusion of Controversial Practices." *Administrative Science Quarterly*, 57(4): 553-584

- Lead article
- Finalist for the OMT Division Best Published Paper Award, 2013

Publications in Proceedings:

Gupta, A., Fung, A., & Murphy, C. 2018. "CEO Ideology, Peer Influence, and Adoption of CSR Executive Position by Fortune 500 Firms." To be published in the *Best Paper Proceedings of the Academy of Management Conference*: Chicago, IL.

- Runner up for the 2018 OMT Best Environmental and Social Practices Paper Award

Carton, A. M., Murphy, C., & Clark, J. R. 2014. "Vision and Values." Published in *Best Paper Proceedings of the Academy of Management Conference*: Philadelphia, PA.

- Best Paper Award in MOC Division

BOOK CHAPTER

Kreiner, G.E., & Murphy, C. 2016. "Organizational Identity Work." In Pratt, M.G., Schultz, M., Ashforth, B.E., & Ravasi, D. (Eds.), *Oxford Handbook of Organizational Identity*: 276-293.

RESEARCH IN PROGRESS

Williams, T. & Murphy, C. [Title blinded for review]

2nd Revise and resubmit at *Academy of Management Journal*.

Kreiner, G.E., Treviño, L.K., den Nieuwenboer, N., Bishop, D., & Murphy, C. [Title blinded for review]

2nd Revise and Resubmit at *Organization Science*.

Prengrer, M.K., Klotz, A.K., & Murphy, C. [Title blinded for review]

Revise and resubmit at *Administrative Science Quarterly*.

Pillemer, J., Harrison, S., and Murphy, C. "Collective Creativity and Social Media." Writing stage.

Leavitt, K., Murphy, C., & Pratt, M. "Authenticity in Craft Industries." Data collection stage.

SELECTED TEACHING EXPERIENCE

Oregon State University, College of Business

- **2017 Winner of the Byron L. Newton Excellence in Teaching (Best Undergraduate Teaching) Award**

MGMT 452 Leadership (1 online section), Summer 2019 (Instructor Rating: 5.3/6.0)

MGMT 452 Leadership (3 sections), Spring 2019 (Instructor Rating: 5.6, 5.7, 5.2/6.0)

BA 352 Honors – Organizational Behavior (1 section), Winter 2019 (Instructor Rating: 5.5/6.0)

BA 352 Organizational Behavior (1 section), Summer 2018 (Instructor Rating: 5.8/6.0)

MGMT 452 Leadership (3 sections), Spring 2018 (Instructor Rating: 5.7, 5.5., & 5.4/6.0)
Department median: 5.3

BA 352 Honors – Organizational Behavior (1 section), Spring 2018 (Instructor Rating: 6.0/6.0)
Department median: 5.4

BA 352 Organizational Behavior (1 section), Summer 2017 (Instructor Rating: 5.9/6.0)
Department median: 5.5

MGMT 452 Leadership (3 sections), Spring 2017 (Instructor Rating: 5.6, 5.7, & 5.6 /6.0)
Department median: 5.5

BA 352 Honors – Organizational Behavior (1 section), Spring 2017 (Instructor Rating: 5.6/6.0)
Department median: 5.6

BA 352 Organizational Behavior (1 section), Winter 2017 (Instructor Rating: 5.8/6.0)
Department median: 5.2

BA 352 Organizational Behavior (1 section), Summer 2016 (Instructor Rating: 5.6/6.0)
Department median: 5.5

MGMT 452 Leadership (3 sections), Spring 2016 (Instructor Rating: 5.8, 5.8, & 5.5/6.0)
Department median: 5.2

BA 352 Organizational Behavior (2 sections), Winter 2016 (Instructor Rating: 5.8 & 5.9/6.0)
Department median: 5.1

BA 352 Organizational Behavior (3 sections), Winter 2015 (Instructor Rating: 5.5, 5.6 & 5.9/6.0)
Department median: 5.1

BA 352 Organizational Behavior (2 sections), Fall 2014 (Instructor Rating: 5.6 & 5.8/6.0)
Department median: 5.2

The Pennsylvania State University, Smeal College of Business

MGMT 100 Survey of Management (1 section), Summer 2013 (Instructor Rating: 6.7/7.0)
No department mean available

MGMT 301 Basic Management Concepts (1 section), Summer 2013 (Instructor Rating: 6.5/7.0)
No department mean available

MGMT 326 Organizational Behavior & Design (2 sections), Spring 2012 (Instructor Rating: 6.31 & 6.24/7.0)
Department mean: 5.94

MGMT 301 Basic Management Concepts (1 section), Summer 2011 (Instructor Rating: 6.76/7.0)
No department mean available

MGMT 326 Organizational Behavior & Design (1 section), Fall 2010 (Instructor Rating: 6.58/7.0)
Department mean: 6.0

SELECTED ACADEMIC CONFERENCES/TALKS

- Invited presenter, Wharton OB Conference, November 2019
- Lewis, A., Clark, J., Murphy, C., & Cordero, A. “Professional Modularity.” 2019 Annual Meeting of the Academy of Management, Boston, MA.
- Gupta, A., Fung, A., & Murphy, C. “CEO Ideology and the Spread of New Employment Practices.” Presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.
- Murphy, C. & Kreiner, G.E. “Downward Career Callings.” Presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.
- William, T., & Murphy, C. “Legacy Identities.” Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.
- Murphy, C. & Kreiner, G.E. “Credibility and Identity in New Market Categories.” Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.
- Kreiner, G.E., Treviño, L.K., den Nieuwenboer, N., Bishop, D., & Murphy, C. “Embodying Ethics: Navigating an Ethical Role Identity.” Paper presented at the 2015 Annual Meeting of the Academy of Management,

Vancouver, B.C., as part of the showcase symposium, *Identity and Ethics Coming Together: Who We Are, How Others See Us, and How We Behave* (SIM, MOC, OB).

- Murphy, C. & Kreiner, G.E. “Guide on the Side or Sage on the Stage? Toward a Theory of Leadership as Coaching.” Paper presented at the 2015 Davis Conference on Qualitative Research, Davis, CA.
- Murphy, C. “Facing the Void: Identity Clarity and the Search for Compensatory Resources.” Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA., as part of the showcase symposium, *Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy* (MOC).
- Kreiner, G.E. & Murphy, C. “Making Waves: A Metaphor for (Non)Conscious Identity Work.” Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA., as part of the showcase symposium, *The Return of the Repressed: Promises and Perils of Bringing the Unconscious into Identity Work* (MOC).
- Murphy, C. “Facing the Void: Creating Identity Clarity in the Absence of Identity Resources.” Paper presented at the 2014 European Group for Organization Studies (EGOS) Colloquium, Rotterdam, NL.
- Murphy, C. “Who Am I, Who Are We? The Coevolution of a Professional Identity and the Identity of a Profession.” Paper presented at the 2013 European Group for Organization Studies (EGOS) Colloquium, Montreal, QC.
- Murphy, C. “Struggling for Social Closure in the Age of Open Access: The Emergence and Expertise Claims of New, Aspiring Professions.” Paper presented at the 2013 “Structuring Work within and across Organizations” Workshop, Montreal, QC.
- Murphy, C. “Who Am I, Who Are We? The Coevolution of a Professional Identity and the Identity of a Profession.” Paper presented at the 2013 Annual Meeting of the Academy of Management, Orlando, FL., as part of the showcase symposium, *The Identity Work of Professional Identity: Challenges Constructing "Who Am I?" and "Who are We?"* (OB, MOC, CAR).

MEDIA MENTIONS

- The Washington Post: <https://www.washingtonpost.com/news/on-leadership/wp/2014/12/31/the-trick-to-setting-goals-the-right-way/>
- NationalAffairs.com: <http://www.nationalaffairs.com/blog/detail/findings-a-daily-roundup/taskmaster>
- The Lectern: <http://fcw.com/blogs/lectern/2015/09/kelman-vision-values.aspx>

AWARDS AND GRANTS

- Byron L. Newton Excellence in Teaching Award, Oregon State University, College of Business
- Runner-up, INFORMS/Organization Science Dissertation Proposal Competition, 2013
- Harnisch Grant, Institute of Coaching at McLean Hospital (Harvard Medical School affiliate), 2013

ACADEMIC SERVICE

- Ad hoc reviewer, *Administrative Science Quarterly*
- Ad hoc reviewer, *Academy of Management Journal*
- Ad hoc reviewer, *Journal of Management*
- Ad hoc reviewer, *Journal of Managerial Psychology*
- Ad hoc reviewer, *Organizational Psychology Review*
- Reviewer, Annual Meeting of the Academy of Management, 2012– present
- OSU Summer Internship Faculty Supervisor, 2015 – present