

Uta Konstanze Bindl, Ph.D. - Vita

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Professional Appointment

The London School of Economics and Political Science (LSE), United Kingdom

Position: Assistant Professor in Management, September 2013 - ongoing (tenure track).

The University of Western Australia, UWA Business School, Australia

Positions: Assistant Professor, July 2012 – September 2013 (fixed contract).
Post-Doctoral Research Associate, January 2011 – June 2012 (UWA Business School & School of Psychology), Supervisors: Profs. Mark Griffin & Sharon Parker, Project: Accelerating Leader Development.

University of Flensburg, Department of Business Administration, Flensburg, Germany

Position: Research Assistant, January 2005 – September 2007.
Project: Promoting family-friendliness of SME's through work re-design.
Supervisors: Prof. Heiner Dunckel & Prof. Marianne Resch.

Education

The University of Sheffield, Institute of Work Psychology, United Kingdom

Degree: PhD in Work Psychology, completed without corrections, 2011.
Dissertation: Making things happen: The role of affect for proactive behaviors at work.
Supervisors: Prof. Sharon K. Parker & Prof. Peter Totterdell.

The University of Sheffield, Department of Educational Studies, United Kingdom

Degree: Postgraduate Certificate [for teaching] in Higher Education, 2010.

University of Flensburg, Department of Management, Germany

Degree: MA in Organizational Management, completed with distinction, 2007.
Thesis: Work-Family Conflict as a mediator of the relationship between work-related psychological resources/demands and well-being.

University of Applied Sciences Osnabrück, Department of Management, Germany

Degree: BA in International Business and Management, completed first class, 2004.
Thesis: The influence of national culture on the perception of service quality and on satisfaction.

Awards, Fellowships, & Honors

Early Career Researcher Portfolio Prize, The University of Western Australia. Awarded with AUS \$2500.

Research Development Award, University of Western Australia, 2012, *Affect and Proactivity – The Role of Emotion Regulation in Bringing about Positive Change at Work*. Chief Investigator. Awarded with AUS \$26,920.00.

Showcase Symposium, *Job Crafting in Organizations: Advancing Insights into Self-initiated Change at Work*. OB Division, Academy of Management Conference, Boston, 2012.

Best Paper Award, National Scientific Program Committee, Industrial and Organizational Psychology Conference, Australia, 2011.

Visiting Research Fellowship, Australian School of Business, University of New South Wales, Sydney, Australia, Summer 2009.

Full Doctoral Studentship, University of Sheffield, 2007-2010. Awarded with GBP £45,000.00.

Research

Refereed Articles

Warr, P.B., **Bindl, U.K.**, Parker, S.K., & Inceoglu, I. (2013). An Expanded Approach to Job-related Affects and Behaviours. *European Journal of Work and Organizational Psychology*. DOI: <http://dx.doi.org/10.1080/1359432X.2012.744449>.

Bindl, U.K., Parker, S.K., Totterdell, P., & Hagger-Johnson, G. (2012). Fuel of the self-starter: How mood relates to proactive goal regulation. *Journal of Applied Psychology*, 97(1), 134-150.

Parker, S.K., **Bindl, U.K.**, & Strauss, K. (2010). Making things happen: A model of proactive motivation. *Journal of Management*, 36, 827-856.

Ueltschy, L.C., Laroche, M., Eggert, A., & **Bindl, U.K.** (2007). Service quality and satisfaction: An international comparison of professional services perceptions. *Journal of Services Marketing*, 21(6), 410 - 423.

Edited Book

Parker, S.K., & **Bindl, U.K.** (invited). Proactivity in Organizations. In A. P. Brief, K. D. Elsbach, & M. Frese (Eds.). *Organization and Management Series*. Psychology Press/ Routledge, Clifton, NJ.

Book Chapters

- Wu, C., Parker, S.K., & **Bindl, U.K.** (forthcoming). Who is proactive and why? Unpacking individual differences in employee proactivity. In A. Bakker (Ed.), *Advances in Positive Organizational Psychology*.
- Bindl, U. K.**, & Parker, Sharon K. (2012), Affect and Employee Proactivity: A Goal-Regulatory Perspective. In N. Ashkanasy, C. Härtel, W. Zerbe (Eds.), *Research on Emotion in Organizations* (Vol. 8, pp. 225-254). Bingley, UK: Emerald.
- Bindl, U.K.**, & Parker, S. K. (2010). Feeling good *and* performing well? Psychological engagement and positive behaviors at work. In S. Albrecht (Ed.), *The handbook of employee engagement: Models, measures and practice* (pp. 385-398). Northampton, MA: Edward-Elgar.
- Bindl, U.K.**, & Parker, S. K. (2010). Proactive work behavior: Forward-thinking and change-oriented action in organizations. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology* (Vol. 2, pp. 567-598). Washington, DC: American Psychological Association.

Refereed Conference Presentations

- Bindl, U.K.** (2013). *Emotions and Proactivity: How Employees Experience the Process of Making Things Happen*. In Karoline Strauss & Chia-Huei Wu. Proactive Behavior in Organizations: Processes, contingencies, and outcomes. Paper presented at the Academy of Management Conference, Orlando, USA.
- Bindl, U.K.**, Parker, S.K., Wang, L., & Griffin, M.A. (2012). *The role of individual agency in accelerating leader development*. Paper presented at the 26th ANZAM Conference, Perth, Australia.
- Bindl, U.K.**, & Unsworth, K. (2012). *The Dynamics of Job Crafting: How time and goal hierarchies influence active changes to the job*. In Uta K. Bindl & Kerrie Unsworth. Job Crafting in Organizations: Advancing Insights into Self-initiated Change at Work. Paper presented at the Academy of Management Conference, Boston, USA.
Selected as Showcase Symposium, OB Division, Academy of Management Conference.
- Bindl, U.K.**, & Parker, S.K. (2011). *Meaning regulation at work: How emotions impact on the future of organizations*. Paper presented at the 25th ANZAM Conference, Wellington, New Zealand.
- Bindl, U.K.**, Parker, S.K., Totterdell, P., & Hagger-Johnson, G. (2011). *The fuel of the self-starter: How mood influences proactivity*. Paper presented at the Academy of Management Annual Conference, San Antonio, USA.
- Parker, S.K., Johnson, A.M., **Bindl, U.K.**, Hong, H., & Groth, M. (2011). *Silence speaks volumes: The differential effects of silence motives on work outcomes over time*. In David Whiteside & Laurie Barclay. New directions in organizational silence and voice research. Paper presented at the Academy of Management Annual Conference, San Antonio, USA.
- Bindl, U.K.**, & Parker, S.K. (2011). *It depends on how you feel about it: Emotions in employee*

- proactivity*. In B. Searle. Proactivity at work: emerging perspectives. Paper presented at the Industrial and Organizational Psychology Conference, Brisbane, Australia.
Best Paper Award, National Scientific Program Committee, IOP Conference.
- Bindl, U.K., & Parker, S.K.** (2010). *Fueled into Proactivity: How the experience of positive affect impacts on proactive self-regulation*. In U. K. Bindl, & C. Lam. Passion and Proactivity: When and How does Affect at Work Fuel Self-initiated Behaviors? Paper presented at the Academy of Management Annual Conference, Montréal, Canada.
- Vough, H., **Bindl, U.K., & Parker, S.K.** (2010). *Making change with a little help from your friends: Social Factors in the Proactivity Process*. Paper presented at the Academy of Management Annual Conference, Montréal, Canada.
- Bindl, U.K., Parker, S.K., & Vough, H.** (2010). *Affect matters: How emotions impact on proactive goal-regulation*. Paper presented at the Biennial Institute of Work Psychology International Conference, Sheffield, UK.
- Bindl, U.K., Warr, P.B., Parker, S.K., & Inceoglu, I.** (2010). *Multiple Patterns of Affect-Behavior Associations*. In S.K. Parker, & N. Dimotakis. Affects and Behaviors. Paper presented at the Annual SIOP Conference, Atlanta, USA.
- Bindl, U.K., Vough, H., & Parker, S.K.** (2010). *Profiles of proactivity: When role breadth activates self-initiated and change-oriented action at work*. In D. Bergeron, & G. Sharma. Re-Thinking Role Breadth: Relationships to Antecedents and Outcomes. Paper presented at the Annual SIOP conference, Atlanta, USA.
- Parker, S.K., **Bindl, U.K.,** Van Dyne, L., & Wong, S.F. (2009). *Measuring motives for silence*. In D. Lebel. Speaking Up or Shutting Up: Exploring new directions in research on voice and silence. Paper presented at the Academy of Management Annual Conference, Chicago, USA.
- Bindl, U.K., Parker, S.K., Johnson, A., Groth, M., & Collins, C.G.** (2009). *Disentangling the motivational drivers of nurses' voice and proactive care*. In B. Searle. Developments in proactivity. Paper presented at the Industrial and Organizational Psychology Conference, Sydney, Australia.
- Bindl, U.K., & Parker, S.K.** (2009). *Phases of Proactivity: How do we actually go the extra mile?* In M. Frese, & S.K. Parker. Proactivity/Personal Initiative: Untangling the concept. (Invited symposium). Paper presented at the European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Parker, S.K., **Bindl, U.K.,** Collins, C.G., Groth, M., & Johnson, A. (2008). *Why don't people speak out? Investigating active and passive motives for silence and their differential consequences*. In S. Ashford, & K. De Stobbeleir. Proactive behavior at work: Cumulating evidence from separate literatures. Paper presented at the Academy of Management Annual Conference, Anaheim, USA.
- Bindl, U.K.** (2008). *Work-Family Conflict as a mediator between work-related resources, work-related demands and well-being: A meta-analytical investigation*. In S. Wood. Family-work balance. Paper presented at the Biennial Institute of Work Psychology International Conference, Sheffield, UK.

Invited Talks

Ross School of Business, University of Michigan, USA (2011): POS Research Incubator.

UWA Business School, University of Western Australia, Australia (2011): Business School Seminar Series.

Australian School of Business, University of New South Wales, Australia (2009): Organisation & Management Research Cluster.

Institute of Work Psychology, University of Sheffield, UK (2008, 2009, 2010): Incubator Series.

ESRC, Sheffield, UK (2008): Festival of Social Sciences.

Research Interests

Positive Behaviors at Work, Proactivity, Job Crafting, Self-regulation, Affective Experience and Performance, Interpersonal Affect Regulation.

Professional Affiliation

Member, Academy of Management, since 2008

Member, European Association of Work and Organizational Psychology, since 2009

Member, Society of Industrial and Organizational Psychology, since 2009

Service

Peer-reviewed journals

Ad-hoc reviewer: *Journal of Applied Psychology, Journal of Management Studies, Organizational Psychology Review, Personnel Psychology, Learning and Individual Differences, Human Relations, Applied Psychology: An International Review, Journal of Management*

Peer-reviewed conferences

Invited Panelist

- *Launching a career and establishing one's own market value.* Doctoral Consortium, 10th Industrial and Organizational Psychology Conference, Perth, Australia.

Symposium Co-Chair

- **U.K. Bindl**, & K. Unsworth (University of Western Australia). *Job Crafting in Organizations: Advancing Insights into Self-initiated Change at Work*. Annual Meeting of the Academy of Management, Boston, USA, August 2012.
- **U.K. Bindl**, & C. Lam (University of Michigan, USA). *Passion and Proactivity: When and how does Affect at Work fuel Self-initiated Behaviors?* Annual Meeting of the Academy of Management, Montréal, Canada, August 2010.
- **U.K. Bindl**, & J. Rank (University of Surrey, UK). *New directions in proactivity research*. Institute of Work Psychology First International Conference, Sheffield, UK, June 2008.

Reviewer

- Academy of Management Annual Meeting, OB Division, since 2008
- European Congress of Work and Organizational Psychology, 2008
- Institute of Work Psychology Biennial International Conference, 2008 & 2010

Departmental service

MSc Supervision

- Ben Leow: *Motivational pathways in leading towards employee proactivity*. Master's Thesis. UWA School of Psychology, 2011.
- Cheryl Yam: *The Moderating Effect of Leadership on Trait and State Regulatory Focus* (with Mark Griffin). Honours Thesis. UWA School of Psychology, 2011.
- Merryn McGregor. *Leading towards proactivity: A qualitative study into leadership, trust and proactive behavior at work* (with Sharon Parker). Master's Thesis. Institute of Work Psychology, University of Sheffield, 2008.

Research Grants

- Sole Investigator: *Affect and Proactivity – The Role of Emotion Regulation in Bringing about Positive Change at Work* (Project fund: AUS\$26,920.00). University of Western Australia Research Development Award, 2012.
- Main Investigator: *Making things happen: The role of affect for proactive behaviors at work*. Supervised by Sharon K. Parker & Peter Totterdell. (Project fund: £45,000.00). University of Sheffield Full PhD Scholarship, 2007 - 2010.

Industry Grants

- Co-investigator (with Mark Griffin, David Day, & Sharon Parker): *An Evidence-Based Review of Leadership Development & Leadership Competency Models*. Industry contact: BHP Billiton Iron Ore Pty Ltd., 2012.
- Co-investigator (with Sharon Parker): *Promoting work engagement in call centre employees*. Industry contact: E.ON Retail UK (Project fund: GBP £10,000), 2008.

- Co-investigator on EU-funded large grant project at the University of Flensburg, Germany. *Promoting family-friendliness of SME's through work design*, 2005-2007.

Other

- Management & Organisations Invited Speaker Series Coordinator, UWA Business School (past speakers including e.g. Jeffrey Vancouver, Ohio U; Jim Walsh, U of Michigan; Sue Ashford, U of Michigan; Sabine Sonnentag, Mannheim U; Peter Carnevale, USC; Timothy Devinney, UTS; Dan McAllister, NUS), 2012 – 2013.
- MSc Course Interviewer and Assessment Centre Rater, Institute of Work Psychology, University of Sheffield, 2007 – 2010.

Teaching

Teaching Interests

Organizational Behavior, Positive Psychology, Affect in Organizations, Organizational Change, Personnel Selection and Development, Leadership Development.

Past Classes Taught

2013

Name of Course	Teaching Role	Cohort
Leadership Development	<i>Unit Coordinator</i>	40 (Executive) MBA Students, UWA Business School (February - July 2013)
Staffing Organizations	<i>Unit Coordinator</i>	140 3 rd yr BCommerce students, UWA Business School (February - July 2013)

2012

Name of Course	Teaching Role	Cohort
Organizational Behavior	<i>Unit Coordinator</i>	560 1st yr BCommerce Students, UWA Business School
Change in Organizations	<i>Lecturer</i>	25 MSc Students, UWA School of Psychology

2010

Name of Course	Teaching Role	Cohort
Organizational Behavior	<i>Lecturer</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield

Personnel Selection & Development	<i>Unit Coordinator</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield
Research Methods	<i>Tutor</i>	90 MSc Management students, Management School, U of Sheffield
Research Methods	<i>Lecturer</i>	100 MBA students, Management School, U of Sheffield
Occupational Psychology	<i>Tutor</i>	16 BSc Psychology students, Department of Psychology, U of Sheffield
Work Systems and Human Factors	<i>Lecturer</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield
Bibliographic Skills	<i>Unit Coordinator</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield
Presentation Skills	<i>Unit Coordinator</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield

2009

Name of Course	Teaching Role	Cohort
Organizational Behavior	<i>Lecturer</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield
Personnel Selection & Development	<i>Lecturer</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield
Occupational Psychology	<i>Tutor</i>	16 BSc Psychology students, Department of Psychology, U of Sheffield
Bibliographic Skills	<i>Unit Coordinator</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield
Critical Perspectives in I/O Psychology	<i>Tutor</i>	60 BSc Management Students, Management School, U of Sheffield

2008

Name of Course	Teaching Role	Cohort
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Organizational Behavior	<i>Lecturer</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield
Personnel Selection & Development	<i>Lecturer</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield
Occupational Psychology	<i>Tutor</i>	16 BSc Psychology students, Department of Psychology, U of Sheffield
Bibliographic Skills	<i>Unit Coordinator</i>	25 MSc Occupational Psychology Students, Institute of Work Psychology, U of Sheffield

2007

Name of Course	Teaching Role	Cohort
Personnel & Organizational Development	<i>Unit Coordinator</i>	8 MA Organisational Management Students, Department of Business Administration, U of Flensburg

Example testimonials from students

“Thanks for the opportunity, LAUNCH is a great program and one which will benefit many.” (EMBA student, Leadership Development ‘LAUNCH’ program, 2013)

“Thanks for LAUNCH! It was a great program, and very worthwhile!” (MBA student, Leadership Development ‘LAUNCH’ program, 2013)

“I just wanted to say thank you for teaching Staffing Organisations. It was an interesting unit, and has definitely been useful and relevant for all of the summer job applications that I am submitting.” BSc in Commerce student, Staffing Organisations unit, 2013)

“A well-prepared, structured unit. Enjoyed it!” (BSc in Commerce student, Staffing Organisations unit, 2013)

“I wanted to thank you for the excellent seminar on job design - looking back on my many jobs, I've never been able to put my finger on it, but my mind has always kind of thought around the 'job design' issues” (MSc in Occupational Psychology student, OB module, 2009)

“Uta has an engaging and interactive style – fantastic!” (MSc in Occupational Psychology student, OB module, 2009)

“Really enjoyable – well paced. Learned lots, interesting and varied activities – relevant and thought provoking” (MSc in Occupational Psychology student, OB module, 2009)

“Well-explained, enthusiastic, & encouraging” (3rd year undergraduate Management School student, Critical Perspectives in Work Psychology, 2009)