

Elizabeth E. Stillwell, Ph.D.

London School of Economics and Political Science

Department of Management

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2022-present **London School of Economics and Political Science (LSE)** London, UK
 Assistant Professor of Employment Relations & Human Resource Management
 Department of Management

2021-2022 **Northeastern University (NU)** Boston, MA
 Visiting Assistant Professor of Management & Organizational Development
 D'Amore-McKim School of Business

EDUCATION

2021 **University of Minnesota (UMN)** Minneapolis, MN
 Ph.D. Business Administration, Work & Organizations
 Carlson School of Management

Dissertation: *Grieving Through the Day: Daily Investigation of Employees' Episodic Grief and Coworkers' Compassionate Action*

Significant personal loss and grief are common and inevitable components of everyday life – yet, organizational contexts can be hostile to expression of grief, limiting understanding of the role grief plays in employees' work lives, and importantly, how others in workplace environments can help. I develop and test a multilevel framework of grief and compassion in organizations, taking an event-level approach to investigate how individual 'episodic' grief spills over into organizational environments to affect employees' work experiences, attitudes, and behaviors, and well-being. I further investigate how compassionate actions from colleagues (e.g., coworkers and supervisors) can spill back to enrich grieving employees' work and well-being.

Committee: Michelle K. Duffy (*Advisor*), Theresa M. Glomb (*Chair*), John Kammeyer-Mueller, and Sapna Cheryan (Psychology, U. Washington)

2014 **University of Washington (UW)** Seattle, WA
 B.S. Psychology, Minor: Philosophy

RESEARCH INTERESTS

Identifying sources and alleviators of suffering at work; compassion, allyship, social support and prosocial behaviors in work relationships; improving sense of belonging and inclusion for marginalized and underrepresented employees; stigma, undermining, and victimization at work; discrete emotions, specifically grief, gratitude, pride, envy; mindfulness, stress, and well-being

PUBLICATIONS

Sawyer, K., Thoroughgood, C., **Stillwell, E. E.**, Duffy, M. K., Scott, K., & Adair, E. (2021). Being present and thankful: A multi-study investigation of mindfulness, gratitude, and employee helping behavior. *Journal of Applied Psychology*.

Booth, J. E., Shantz, A., Glomb, T. M., Duffy, M. K., & **Stillwell, E. E.** (2020). Bad bosses and self-verification: The moderating role of core self-evaluations with trust in workplace management. *Human Resource Management*, 59(2), 135-152.

MANUSCRIPTS UNDER REVIEW*

Gabriel, A. S., Ladge, J. J., Little, L., MacGowan, R. L., & **Stillwell, E. E.** (under review). Postpartum depression in working mothers. *Journal of Applied Psychology*.

*titles removed to protect blind review process

SELECTED WORKS IN PROGRESS**

Thoroughgood, C. N., Sawyer, K., Murphy, L., & **Stillwell, E. E.** (manuscript preparation). Stigma-based work-family conflict in LGB families. *Target journal: Journal of Applied Psychology*.

Booth, J. E. & **Stillwell, E. E.** (manuscript preparation). Support after victimization and remorse. *Target journal: Academy of Management Journal*.

Leigh, A., O'Neill, O. A., & **Stillwell, E. E.** (manuscript preparation). Work-related grief. *Target journal: Administrative Science Quarterly*.

Stillwell, E. E. & Duffy, M. K. (manuscript preparation). Multilevel framework of grief and compassion in organizations. *Target journal: Academy of Management Review*.

Stillwell, E. E. & Duffy, M. K. (planning Study 2). Episodic grief, grief stigma, and compassion from colleagues. *Target journal: Academy of Management Journal*.

Stillwell, E. E., Glomb, T. M. & Duffy, M. K. (data analysis). Fostering equity, belonging, well-being, and performance in STEM students via reflection. *Target journal: Journal of Applied Psychology*.

Stillwell, E. E. & Booth, J. E. (data analysis). Employee volunteerism and social mindfulness. *Target journal: Journal of Applied Psychology*.

Adair, E., **Stillwell, E. E.**, & Glomb, T. M. (qualitative data analysis). Improv mindset at work. *Target journal: Academy of Management Journal*.

**titles in progress

CONFERENCE PRESENTATIONS

2022 Gabriel, A. S., Ladge, J. J., Little, L. M., MacGowan, R. L., & **Stillwell, E. E.** (2022, August). *A Qualitative Exploration of Working Mothers with Postpartum Depression*. In **Stillwell, E. E.** & MacGowan, J. (chairs). *Untold Stories of Women at Work*. Symposium chair at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

Pletneva, L. & **Stillwell, E. E.** (2022, August). *Grief at the Work-Life Interface*. Symposium chair at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

Heng, Y., & Hinz, J. (2022, August). *Navigating Grief in Organizations: Managing Chronic Illnesses*. Professional development workshop **panelist** at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

- Gabriel, A. S., Ladge, J. J., Little, L. M., MacGowan, R. L., & **Stillwell, E. E.** (2022, June). *A Qualitative Exploration of Working Mothers with Postpartum Depression*. Paper accepted for presentation at the 10th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- 2021 **Stillwell, E. E.**, & Duffy, M. K. (2021, August). *A dual spillover model of grief and compassion at work*. In Ganster, M. & Gabriel, A. S. (chairs) *Rethinking work-nonwork spillover: The critical role of work and nonwork relationships*. Symposium presenter at the 81st Annual Meeting of the Academy of Management, Virtual.
- Stillwell, E. E.** & Hinz, J. (2021, August). *Emerging research directions exploring grief in organizations*. Symposium chair at the 81st Annual Meeting of the Academy of Management, Virtual.
- Heng, Y., Hinz, J., & **Stillwell, E. E.** (2021, August). *Navigating grief in organizations*. Professional development workshop chair at the 81st Annual Meeting of the Academy of Management, Virtual.
- 2020 **Stillwell, E. E.**, Leigh, A., & O'Neill, O. A. (2020, August). *Song of sorrow: A longitudinal study of work-related grief and organizational change*. In P. Frické (chair) *Death & work: Utilizing diverse methods to integrate mortality into the management literature*. Symposium presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC. **Virtual Session #1296**
- Stillwell, E. E.** & Duffy, M. K. (2020, April). *The role of coworkers in the work outcomes of grieving employees*. In T. Allen & J. Regina (chairs) *New directions in workplace relationships research*. Symposium accepted to the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. **Deferred presentation at virtual conference.**
- 2019 **Stillwell, E. E.**, Duffy, M. K., Sawyer, K., Thoroughgood, C., & Adair, E. (2019, August). *Mindfulness and helping behavior at work: The role of prosocial motivation*. In T. Yang & Z. Goh (chairs) *Theoretical and empirical advances on mindfulness at work*. Symposium presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.
- O'Neill, O. A., Leigh, A., & **Stillwell, E. E.** (2019, June). *Song of sorrow: A longitudinal study of work-related grief and its impact on work relationships during organizational change*. Paper presented at the 9th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- 2018 **Stillwell, E. E.**, Glomb, T. M., Driessen, M., Duffy, M. K., & Wellmann, J. (2018, April). *Fostering equity, belonging, well-being, and performance in STEM students via reflection*. In A. Nübold (chair) *Positive psychology interventions: Broadening the predictor and outcome domain*. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 2017 Sawyer, K., Duffy, M. K., **Stillwell, E. E.**, Scott, K., & Kruger, N. (2017, August). *Gratefulness and mindfulness matter: Enhancing other-focused behavior at work*. In M. Gonzalez, E. Larson, & Y. Cohen-Charash (chairs) *Emotions at the social interface: How emotions link*

people and their environments. Symposium presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Miller, A. P., Gizer, I. R., Fleming, W. A., Otto, J. M., Deak, J. D., Martins, J. A., **Stillwell, E. E.**, & Bartholow, B. D. (2017, June). *Predicting alcohol and tobacco use and executive functioning from schizophrenia polygenic risk scores*. Poster presented at the 40th Annual Research Society on Alcoholism (RSA) Scientific Meeting, Denver, CO.

2016 Johnson, M. P., Loersch, C., Ito, T. A., **Stillwell, E. E.**, Volpert, H. I., & Bartholow, B. D. (2016, Sept). *Brew to your school: University affiliation enhances the motivational significance of specific beer brands*. Poster presented at Society for Psychophysiological Research (SPR) 56th Annual Meeting, Minneapolis, MN.

Fleming, W. A., Gizer, I. R., Otto, J. M., Miller, A. P., Deak, J. D., Martins, J. A., **Stillwell, E. E.**, & Bartholow, B. D. (2016, July). *Predicting alcohol-use and executive functioning from schizophrenia polygenic risk scores*. Poster presented at the Summer Undergraduate Research & Creative Achievements Forum, University of Missouri, Columbia, MO.

2015 Swift, S. F., **Stillwell, E. E.**, Ziegler, S., & Cheryan, S. (2015, May). *Gender disparities in the tech industry: The effects of gender and stereotypicality on perceptions of cultural fit*. Poster presented at the Annual Undergraduate Research Symposium, University of Washington, Seattle, WA.

Swift, S. F., **Stillwell, E. E.**, Ziegler, S., & Cheryan, S. (2015, April). *Gender disparities in the tech industry: The effects of gender and stereotypicality on perceptions of cultural fit*. Poster presented at the National Conference of Undergraduate Research, Spokane, WA.

2014 **Stillwell, E. E.**, Ziegler, S., & Cheryan, S. (2014, May). *Gender disparities in the technology industry: The effects of gender on perceptions of cultural fit*. Poster presented at the Stanford Undergraduate Psychology Conference, Stanford University, Stanford, CA.

Stillwell, E. E., Ziegler, S., & Cheryan, S. (2014, May). *Gender disparities in the technology industry: The effects of gender on perceptions of cultural fit*. Paper presented at the Annual Undergraduate Research Symposium, University of Washington, Seattle, WA.

2013 **Stillwell, E. E.**, Montoya, A. K., Master, A., Cheryan, S., & Meltzoff, A. (2013, May). *Perceptions of group work in STEM fields: explaining women's disinterest in computer science*. Poster presented at the Annual Undergraduate Research Symposium, University of Washington, Seattle, WA.

REFEREED CONFERENCE PROCEEDINGS

Swift, S. F., **Stillwell, E. E.**, Ziegler, S., & Cheryan, S. (2015). Gender disparities in the tech industry: The effects of gender and stereotypicality on perceived cultural fit. *Proceedings of The National Conference on Undergraduate Research (NCUR) 2015*.

INVITED PRESENTATIONS

2014 **Stillwell, E. E.**, Ziegler, S., & Cheryan, S. (2014, June). *Gender disparities in the technology industry: The effects of gender on perceptions of cultural fit*. Poster presented at the Henry Suzzallo Society Reception, University of Washington, Seattle, WA.

2013 Montoya, A. K., Ni, W., Peña, A., & **Stillwell, E. E.** (2013, March). *Debunking Stereotypes: Research on why the image of computer science matters*. Talk presented at the Women in Science and Engineering (WiSE) Conference, University of Washington, Seattle, WA.

RESEARCH EXPERIENCE

University of Minnesota Minneapolis, MN

2016 – 2021 Graduate Research and Teaching Assistant, Department of Work and Organizations, Carlson School of Management
Advisor: Michelle K. Duffy, Ph.D.

University of Missouri Columbia, MO

2014 – 2016 Research Specialist I (Project Manager), Department of Psychological Sciences
Supervisor: Bruce Bartholow, Ph.D., *Social Cognitive and Addiction Neuroscience Lab*

2013 – 2013 Summer Undergraduate Research Assistant, Department of Psychological Sciences
Supervisor: Laura Scherer, Ph.D., *Attitudes and Decision-Making Lab*

University of Washington Seattle, WA

2012 - 2014 Undergraduate Research Assistant, Department of Psychology
Supervisor: Sapna Cheryan, Ph.D., *Stereotypes, Identity, and Belonging Lab*

2011 - 2012 Undergraduate Research Assistant, Department of Psychology/UW Autism Center
Supervisor: Sara Jane Webb, Ph.D., *Twin Brain and Behavior Study*

TEACHING EXPERIENCE

Northeastern University Boston, MA

Instructor

Organizational Behavior, Fall 2021, Summer Term 1 2022 (6 week online asynchronous)

Upper-level undergraduate, writing-intensive course

Mean student rating of instructor effectiveness: SEC 02: 4.7 / 5.0 and SEC 17: 4.6 / 5.0

Mean student rating of instructor effectiveness, online asynchronous: SEC 04: 4.3 / 5.0

University of Minnesota Minneapolis, MN

Instructor

Foundations of Organizational Behavior, Fall 2018

Upper-level undergraduate course

Mean student rating of teaching: 5.3 / 6.0

Organizational Behavior: Groups and Teams, Fall 2018

Upper-level undergraduate course

Mean student rating of teaching: 5.8 / 6.0

Teaching Assistant

Executive MBA Courses

Organizational Behavior, Fall 2019, 2020 (Hybrid-Online)

Carlson Executive MBA course for Mary Zellmer-Bruhn, Ph.D.

Masters of HR Courses

Negotiation Strategies, Fall 2016, 2017

Evening Masters course for Yelena Hydrie, Ph.D. and Alan Benson, Ph.D.

Management of Teams, Spring 2020

Condensed hybrid-online MBA courses for Svjetlana Madzar, Ph.D. and Mary Zellmer-Bruhn, Ph.D.

Staffing Training and Development, Fall 2016

HR Masters course for John Kammeyer-Mueller, Ph.D.

Employer-Sponsored Employee Benefit Programs, Fall 2017

HR Masters course for Bob Leone, Ph.D.

Employee Development, Spring 2018

HR Masters course for Stacy Doepner-Hove

Organizational Behavior Foundations of High-Impact HRIR, Fall 2018

HR Masters course for Michelle Duffy, Ph.D.

Undergraduate Courses

Human Resource Management and Industrial Relations, Spring 2017

HRIR Undergraduate honors course for Connie Wanberg, Ph.D.

Personal and Organizational Leadership, Spring 2017, 2018, 2020

HRIR Undergraduate senior capstone course for Connie Wanberg, Ph.D.

HONORS AND AWARDS

- Department of Work and Organizations Small Research Grant (2021, \$5,500)
- Department of Work and Organizations Dare to Care Award (2021: \$2,500)
- Thank a Teacher Certificate, Center for Teaching Innovation, University of Minnesota (2019)
- PhD Student Travel Fellowship, Carlson School of Management (2019: \$750)
- PhD Student Teaching Award, Carlson School of Management (2018)
- Department of Work and Organizations Small Research Grant (2017: \$6,000)
- Undergraduate Research Conference Travel Award, University of Washington (2014: \$426)
- Mary Gates Research Scholarship, University of Washington (2014: \$2000)

ACADEMIC SERVICE

Service to the Profession

- OB Division Mentor & Volunteer, Annual Meeting of the Academy of Management (2018)
- Conference Volunteer, Academy of International Business Annual Meeting (Summer 2018)
- Reviewer, Academy of Management Annual Meeting (2017 – present)

Service to the University of Minnesota

- Presenter, Work & Organizations PhD Student Practicum: Preparing for and Being on the Job Market (Spring 2022)
- Panel Member, Carlson School of Management PhD Student Re-Orientation (Spring 2021)
- Organizer, Work & Organizations PhD Student Workshop Series (2019-2020)
- Conference Organizer, Annual Multidisciplinary Academic Research Summit (2019)
- Reviewer, UMN Council of Graduate Students Grants Committee (2018-2019)
- Student Representative for Work & Organizations, Student Advisory Committee (2018-2019)
- Panel Member, Is a PhD in Business Right for Me? DocNet Recruitment Forum (Fall 2018)
- PhD Organizer, Work & Organizations PhD Practicum Lecture Series (2017-2018)

Service to the University of Washington

- Undergraduate Research Leader, UW Undergraduate Research Program (2013-2014)

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

Community of Scholars, Center for Positive Organizations