

Charles W. Bennion

Terry College of Business | Department of Management
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EDUCATION

- Ph.D.** **University of Georgia.** Terry College of Business. *Expected 2027*
Major: Management (Organizational Behavior)
- B.S.** **Brigham Young University** College of Family, Home, and Social Sciences.
2021
Major: Psychology
Minor: Management (Marriott School of Business)

RESEARCH INTERESTS

My research interests revolve around understanding the multidimensional experiences of employees and identifying factors that contribute to their overall well-being and thriving in both the workplace and personal life. I focus on fostering virtue and positive behaviors in organizational settings, emphasizing the counterbalancing effects of positive attributes. My work explores how individuals and organizations can harness the power of paradox to create environments that support both individual and collective flourishing. I am particularly fascinated by how employees find balance and navigate intra- and inter-personal boundaries within the workplace and between work and personal domains. My current projects include theorizing on individual virtues in the workplace, investigating the role of music in enhancing employee well-being and performance, exploring the interpersonal dynamics of gossip, and evaluating effective leadership strategies. I also hope to study the impact of fatherhood on work-life dynamics.

MANUSCRIPTS UNDER REVIEW

Matta, F. K., **Bennion, C. W.**, Frank, E. L., & Eisenhard, C. (revise-and-resubmit, 1st round) [Leadership]. *Journal of Applied Psychology*.

Bennion, C. W., Matta, F. K., Wood, E. K., Owens, B. P., Quinn, R.E., (Under initial review at *Organization Science*). [Counterbalancing Virtues].

SELECT WORKS IN PROGRESS

Bennion, C. W., Matta, F. K., & Frank, E. L. (in progress) [Relational Credit]. Writing phase, target: *Journal of Applied Psychology*.

Bennion, C. W., Liu, Y., Schilpzand, P., Yu, Y. (in progress). [Gossip & Power]. Writing phase, target: *Journal of Applied Psychology*.

Bennion, C. W., Speech, M.P., Liu, Y. (in progress). [Music]. Preparing for submission, target: *Academy of Management Journal*.

Matusik, J. G., **Bennion, C. W.**, Matta, F. K., & Lin, S. H. (in progress). [Power-fit]. Data collection phase, target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS (*denotes presenter, †denotes symposium organizer)

†Matta, F. K., *†**Bennion, C. W.**, Frank, E. L., & Eisenhard, C. (2023, August). New Takes on Established Leadership Theories: Bridging Academia and Practice in Leadership Research. Symposium presented at 83rd Academy of Management Annual Conference. Boston, MA.

Matta, F. K., **Bennion, C.**, Frank, E. L., Eisenhard, C. (2024). Microsteps to Transformational Leadership: Empowering via Implicit Leader Prototypes. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

***SIOP Top 10 Poster (Top 1% of Accepted Submissions)**

***Bennion, C. W.**, Matta, F. K., & Frank, E. L. (2025). Who to Make Your Right-Hand Person: When Relational Capital Licenses One or Helps All. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.

***Bennion, C. W.**, Liu, Y., Schilpzand, P., Yu, Y. (2025). Is Knowledge Always Power? Effects of Negative Gossip on Power, Uncertainty and Voice. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.

Professional Involvement and Service

New Doctoral Student Consortium, AoM, Programming Subcommittee (August, 2024)

TEACHING

Instructor of Record. *University of Georgia*. Fall 2024.

Course: Human Resource Management (MGMT 5820) Students: 23 undergraduates

Average Instructor Rating: 4.95/5.00

Teaching Assistant. *Brigham Young University*. 2020-2021.

Course: Ethics for Management (MSB 390), 3 sections.

Instructors: Bradley Owens

FELLOWSHIPS/SCHOLARSHIPS & AWARDS

University of Georgia Graduate School Assistantship (2022 – present)

REFERENCES

Fadel K. Matta, Ph.D.
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Terry College of Business
University of Georgia
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