

Charles W. Bennion

Terry College of Business | Department of Management
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EDUCATION

Ph.D. **University of Georgia.** Terry College of Business. *2026*
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)

ACADEMIC EMPLOYEMENT

Texas A&M University – Mays Business School
Assistant Professor (beginning July 2026), Management Department

RESEARCH INTERESTS

The aim of my research is to uncover what contributes to fulfillment, meaning, maximizing potential, and high achievement for employees and their leaders. I examine this via the study of virtue (i.e., morally oriented, learnable dispositions of character), leadership, interpersonal dynamics, and positive behaviors in organizational settings.

REFEREED PUBLICATIONS

Matta, F. K., **Bennion, C. W.**, Frank, E. L., & Eisenhard, C. (Conditionally accepted).
Breadcrumbs to transformational acts: Enacting implicit leader prototypes to become psychologically empowered as a leader. *Journal of Applied Psychology*. *Journal of Applied Psychology*.

BOOK CHAPTERS

Cooper, C., and **Bennion, C. W.** (Forthcoming 2027). The Laughter Advantage: Cultivating High Quality Connections and Workplace Outcomes through Humor. In K. Cameron and G. Spreitzer (Eds.) *Handbook of Positive Organizational Scholarship* (2nd ed.). New York, NY: Oxford University Press.

REVISE AND RESUBMIT MANUSCRIPTS

Bennion, C. W., Matta, F. K., Wood, E. K., Owens, B. P., Quinn, R.E., (revise-and-resubmit, 1st round). [Virtues]. *Organizational Behavior and Human Decision Processes*.

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

Bennion, C. W., Speech, M.P., Liu, Y. (revise-and-resubmit, 1st round). [Music]. *Personnel Psychology*

SELECT WORKS IN PROGRESS

Bennion, C. W., Liu, Y., Schilpzand, P. (Preparing for submission at *Organizational Behavior and Human Decision Processes*) [Gossip & Power].

Merchant, S. M., **Bennion, C. W.**, Dust, S. B., Vaidyanathan, N., Ganster, M., (Preparing for submission at *Journal of Management*) [Leader-Follower Dyad Review].

Matta, F. K., McBride, E. J., **Bennion, C. W.**, Grant, R. S. (in progress). [LMX Scale Development]. Data collection phase, target: *Academy of Management Journal*.

Shanklin, B. C., **Bennion, C. W.**, (in progress). [Resilience]. Ideation phase, target: *Academy of Management Journal*.

Gamache, D. L., Xu, M., **Bennion, C. W.**, McNamara, G. M. (in progress) [CEO Affectivity]. Data collection phase, 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

Matta, F. K., McBride, J. E., Grant, R., & **Bennion, C.** (2026). Returning to its roots: A role theory-based measure of leader-member exchange. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Identified as a top-rated poster for the Leadership/Leader Development Content Area Theme Track.

Bennion, C. W., Speech, M.P., Liu, Y. (2025). Music and Prosocial Behaviors at Work: Creating Workplace Harmony? Symposium presented at 85th Academy of Management Annual Conference. Copenhagen, Denmark.

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.

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., & Eisenhard, C. (2023). New Takes on Established Leadership Theories: Bridging Academia and Practice in Leadership Research. Symposium presented at 83rd Academy of Management Annual Conference. Boston, MA.

PROFESSIONAL INVOLVEMENT AND SERVICE

Ad-hoc Reviewer

Academy of Management Journal (2025-present)

Journal of Applied Psychology (2025-present)

Human Relations (2026-present)

Conference Organizing and Service

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

Ad-hoc Reviewer for Academy of Management Annual Meeting, OB and HR Divisions

Ad-hoc Reviewer for Society for Industrial and Organizational Psychology

Affiliations

Academy of Management

Society for Industrial and Organizational Psychology (SIOP)

Positive Organizational Scholarship (POS)

Southern Management Association

University of Georgia

Management Department Subject Pool Coordinator (2023-2025)

INVITED RESEARCH PRESENTATIONS

Brigham Young University, Marriott School of Business (2025)

Texas A&M University, Mays Business School (2026)

TEACHING

Instructor of Record. *University of Georgia*. Spring 2026 (current).

Course: Organizational Behavior (MGMT 5920) Students: 39 undergraduates

Average Instructor Rating: 4.86/5.00

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

Academy of Management Conference OB Division Best Reviewer Award (2026)
University of Georgia Graduate School Assistantship (2022 – 2026)
Edward T. Comer Scholarship Recipient, University of Georgia (2022 – 2026)
University of Georgia Graduate School Travel Grant Recipient, \$1,000 (2025)

REFERENCES

Fadel K. Matta, Ph.D.
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Terry College of Business
University of Georgia
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Yihao Liu, Ph.D.
Associate Professor of Management
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Romney Institute of Public
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Brigham Young University
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