

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 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)

RESEARCH INTERESTS

My research examines how and why employees thrive at work and in their personal life with a particular focus on fostering virtue, interpersonal relationships, and positive behaviors in organizational settings. My current projects include theorizing on the counterbalancing nature of virtues, predictors of transformational leadership, the interactive effects of power and gossip, perceived relational credit with one's supervisor, and the intra- and inter-personal effects of music.

REVISE AND RESUBMIT MANUSCRIPTS

- Matta, F. K., **Bennion, C. W.**, Frank, E. L., & Eisenhard, C. (revise-and-resubmit, 2nd round) [Leadership]. *Journal of Applied Psychology*.
- Bennion, C. W.**, Liu, Y., Schilpzand, P. (revise-and-resubmit, 1st round). [Gossip & Power]. *Journal of Applied Psychology*.
- 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

- Matta, F. K., **Bennion, C. W.**, McBride, E. J., Grant, R. S. (in progress). [LMX Scale Development]. Data collection phase, target: *Academy of Management Journal*.
- Merchant, S. M., **Bennion, C. W.**, Dust, S. B., & Vaidyanathan, N. (in progress) [Dyad Review]. Literature review phase, target: *Journal of Applied Psychology*.
- Richardson, B. D., **Bennion, C. W.**, (in progress). [Theory of Virtuous Information Systems]. Writing phase, target: *Academy of Management Review*.

Shanklin, B. C., **Bennion, C. W.**, (in progress). [Resilience]. Writing 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 (*denotes presenter, †denotes symposium organizer)

***Bennion, C. W.**, Speech, M.P., Liu, Y. (2023, August). 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)**

†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.

PROFESSIONAL INVOLVEMENT AND SERVICE

Ad-hoc Reviewer

Academy of Management Journal (2025-present)

Journal of Applied Psychology (2025-present)

Conference Organizing and Service

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

Ad-hoc Reviewer for Academy of Management Annual Meeting, OB Division

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)

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)

Edward T. Comer Scholarship Recipient, University of Georgia (2022 – present)

University of Georgia Graduate School Travel Grant Recipient, \$1,000 (2025)

REFERENCES

Fadel K. Matta, Ph.D.

Associate Professor of Management

Terry College of Business

University of Georgia

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Yihao Liu, Ph.D.

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Bradley P. Owens

Romney Institute of Public

Service and Ethics

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