

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 interest revolves around understanding how and why employees thrive 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 current projects include theorizing on individual virtues in the workplace, investigating the influence of music on employee well-being and prosociality, and exploring interpersonal phenomenon such as relational credit, leadership effectiveness, and workplace gossip. I also hope to study topics regarding work-life dynamics on topics such as fatherhood.

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
Journal of Applied Psychology). [Counterbalancing Virtues].

Bennion, C. W., Matta, F. K., & Frank, E. L. (Under initial review at *Academy of Management Journal*) [Relational Credit].

Bennion, C. W., Speech, M.P., Liu, Y. (Under initial review at *Journal of Applied Psychology*).
[Music].

SELECT WORKS IN PROGRESS

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

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)

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

REFERENCES

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