

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. (Under first review at *Journal of Applied Psychology* [Leadership]).

SELECT WORKS IN PROGRESS

Bennion, C. W., Matta, F. K., Wood, E. K., Owens, B. P., Quinn, R.E., (in progress). [Counterbalancing Virtues]. Writing phase, target: *Academy of Management Review*.

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

Bennion, C. W., Speech, M.P., Liu, Y. (in progress). [Music]. 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 (*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.

Professional Involvement and Service

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

TEACHING

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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University of Georgia
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