

## Charles W. Bennion

Terry College of Business | Department of Management  
University of Georgia | C243 Benson Hall | Athens, GA 30602  
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### EDUCATION

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- 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

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My research interest revolves around understanding how and why employees thrive in both the workplace and personal life with a particular focus on fostering virtue and positive behaviors in organizational settings. My current projects include theorizing on the counterbalancing nature of virtues, predictors of transformational leadership, the effects of perceived relational credit with one's supervisor, and the intra- and inter-personal effects of music as well as workplace gossip.

### REVISE AND RESUBMIT MANUSCRIPTS

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Matta, F. K., **Bennion, C. W.**, Frank, E. L., & Eisenhard, C. (under 2<sup>nd</sup> review) [Leadership].  
*Journal of Applied Psychology*.

**Bennion, C. W.**, Liu, Y., Schilpzand, P. (revise-and-resubmit, 1<sup>st</sup> round). [Gossip & Power].  
*Journal of Applied Psychology*

### MANUSCRIPTS UNDER REVIEW

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**Bennion, C. W.**, Matta, F. K., Wood, E. K., Owens, B. P., Quinn, R.E., (Under initial review at  
*Organizational Behavior and Human Decision Processes*). [Counterbalancing Virtues].

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

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

### SELECT WORKS IN PROGRESS

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

Merchant, S. M., **Bennion, C. W.**, & Dust, S. B. (in progress) [Dyad Review]. Literature review phase, target: *Journal of Applied Psychology*.

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

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**\*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 83<sup>rd</sup> Academy of Management Annual Conference. Boston, MA.

## **PROFESSIONAL INVOLVEMENT AND SERVICE**

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Ad-hoc Reviewer

*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 (2023-2024)*

## **TEACHING**

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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**

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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**

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Fadel K. Matta, Ph.D.  
Associate Professor of Management  
Terry College of Business  
University of Georgia  
Email: fmatta@uga.edu

Yihao Liu, Ph.D.  
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