

DUSTIN J. BLUHM

1420 Austin Bluffs Parkway 318 Dwire Hall Colorado Springs, CO 80918
719-255-3301 • dbluhm@uccs.edu

EDUCATION

- | | |
|------|--|
| 2012 | Ph.D., Organizational Behavior and Human Resource Management
<i>Foster School of Business, University of Washington</i> |
| 2009 | MSBA, Organizational Behavior and Human Resource Management
<i>Foster School of Business, University of Washington</i> |
| 2004 | B.A., Communications – Marketing & Advertising
<i>Brigham Young University</i> |

APPOINTMENTS

- | | |
|------------------|--|
| 2019-
Present | Associate Professor of Business Management
<i>University of Colorado Colorado Springs</i> |
| 2012-
2019 | Assistant Professor of Business Management
<i>University of Colorado Colorado Springs</i> |

RESEARCH

PUBLICATIONS

Rego, A., Yam, K., Owens, B., Story, J., Cunha, M., Bluhm, D., & Lopes, M. (2019). Conveyed leader PsyCap predicting leader effectiveness through positive energizing. *Journal of Management*, 45: 1689-1712.

Rego, A., Owens, B., Yam, K. C., Bluhm, D., Cunha, M., Silard, T., Goncalves, L., Martins, M., Simpson, A., & Liu, W. (2019). Leader humility and team performance: Exploring the mediating mechanisms of team PsyCap and task allocation effectiveness. *Journal of Management*, 45: 1009-1033.

Eberly, M., Bluhm, D., Guarana, C., Hannah, S., & Avolio, B. (2017). Staying after the storm: How transformational leadership affects follower turnover intentions in extreme contexts. *Journal of Vocational Behavior*, 102: 72-85.

Bluhm, D. Building positivity in your organization with psychological capital. (2016). In Duening, T. (Editor) *Leading the Positive Organization: Actions, Tools, and Processes*. Business Expert Press: New York, 2016.

Hannah, S., Jennings, P., Bluhm, D., Peng, A., & Schaubroeck, J. (2014). Duty orientation: Theoretical development and preliminary construct testing. *Organizational Behavior and Human Decision Processes*, 123: 220-238.

Barden, J., Bluhm, D., Mitchell, T., & Lee, T. (2013). Hometown proximity, coaching change, and the success of college basketball recruits. *Journal of Sport Management*, 27: 230-246.

Bluhm, D., Harman, W., Lee, T., & Mitchell, T. (2011). Qualitative research in management: A decade of progress. *Journal of Management Studies*, 48: 1866-1891.

PROCEEDINGS

Eberly, M., Bluhm, D., Guarana, C., & Avolio, B. (2015). The embedding effect of transformational leadership in extreme contexts. In John Humphreys (Ed.), *Proceedings of the Seventy-Fifth Annual Meeting of the Academy of Management*.

Bluhm, D. (2013). Stable versus shifting ethical leadership: The impact on team positivity and performance. In Leslie A. Toombs (Ed.), *Proceedings of the Seventy-Third Annual Meeting of the Academy of Management*.

Bluhm, D. (2009). Adaptive consequences of social loafing. In George T. Solomon (Ed.), *Proceedings of the Sixty-Ninth Annual Meeting of the Academy of Management*.

PRESENTATIONS

Johnson, H., Hannah, S., Avolio, B., Bluhm, D., & Lester, P. The connective and functional pathways of authentic leadership to followers' positive psychological resources and performance. Annual conference of the European Academy of Management, Lisbon, 2019.

Hannah, S. & Bluhm, D. Dyadic leadership style fit: The effects of authentic leadership fit and misfit on junior leader performance. In Gottfredson, R. (symposium coordinator) *Progressing the science of leadership through novel and innovative questions and assessments*. Annual conference of the Academy of Management, Chicago, 2018.

Rego, A., Melo, A., Bluhm, D., Pina e Cunha, M., & Reis Jr., D. Leader humility predicting team psychological safety. Annual conference of the European Academy of Management, Reykjavík, 2018.

Rego, A., Melo, A., Bluhm, D., Pina e Cunha, M., Valverde, C. Team psychological safety predicting team creativity: A conditional indirect effect model. Annual conference of the EuroMed Academy of Business, Rome, 2017.

Hannah, S., Jennings, P., & Bluhm, D. Moral potency: Leadership as antecedents and effects on unethical behavior. In Comer, D. (symposium coordinator) *Moral Courage in the Workplace*. Annual conference of the Academy of Management, Vancouver, 2015.

Eberly, M., Bluhm, D., Guarana, C., & Avolio, B. The embedding effect of transformational leadership in extreme contexts. Annual conference of the Academy of Management, Vancouver, 2015.

Bluhm, D., Milliman, J., & Ferguson, J. Zappos.com: The Amazon subsidiary's gamble on culture and customer service. Annual Society for Case Research conference, Nashville, 2015.

Hannah, S., Bluhm, D., Avolio, B., & Jennings, P. Leader-leader authenticity fit and junior leader outcomes. Annual conference of the Western Academy of Management, Kauai, 2015.

Jennings, P., Hannah, S., & Bluhm, D. Leader perceived ethical skill and the enactment of ethical leadership. Annual conference of the Academy of Management, Philadelphia, 2014.

Hannah, S., Jennings, P., Bluhm, D., Schaubroeck, J., & Peng, C. Duty orientation: Theoretical development and preliminary construct testing. Annual conference of the Irish Academy of Management, Waterford, 2013.

Bluhm, D. Stable versus shifting ethical leadership: The impact on team positivity and performance. Annual conference of the Academy of Management, Orlando, 2013.

Bluhm, D., Burch, T., & Avolio, B. Considerations of observer, offender, and target in the intent to peer report unethical behavior. Annual conference of the Academy of Management, Boston, 2012.

Hannah, S., Walumbwa, F., Avolio, B., & Bluhm, D. Leader-leader authenticity fit and junior leader fortitude and performance. In Leroy, H. & Gardner, W. (symposium coordinators) *Authentic leadership theory and research: Expanding the boundaries of current understanding*. Annual conference of the Academy of Management, Boston, 2012.

Eberly, M., Bluhm, D., Lee, T., & Mitchell, T. Against all odds: Job embeddedness in extreme contexts. Annual conference of the Academy of Management, San Antonio, 2011.

Eberly, M., Bluhm, D. Transformational leaders as “embedders”: The role of follower positive affect and collective self. Annual conference of the Academy of Management, San Antonio, 2011.

Bluhm, D., Chen, X. P., & Lin, Q. Punitive tolerance of free-riding: The effects of decision power and defection pattern. 14th International Conference on Social Dilemmas, Amsterdam, 2011.

Bluhm, D. Benefits of social loafing: A resources perspective. Annual conference of the Western Academy of Management, Victoria B.C., 2011.

Bluhm, D., Lin, Q., & Chen, X. P. Behavioral and punitive tolerance of free-riding: The role of negative emotions. Annual conference of the Academy of Management, Montreal, 2010.

Bluhm, D. Adaptive consequences of social loafing. Annual conference of the Academy of Management, Chicago, 2009.

TEACHING

UCCS COLLEGE OF BUSINESS

MGMT 4110: Experiences in Leadership

MGMT 4110OL: Experiences in Leadership online

BGSO 4000: Business, Government & Society
BGSO 4000OL: Business, Government & Society online

UCCS OFFICE OF PROFESSIONAL AND EXECUTIVE DEVELOPMENT

Mini-MBA

- Applying leadership at work
- Developing personal leadership power

Leadership development for emerging leaders

- Working with teams

Custom corporate trainings

- Building and working with teams
- Communication, coaching, & conflict
- Ethics as a competitive advantage
- Leadership
- Leading change through people
- Trickle-down cultureomics

UW FOSTER SCHOOL OF BUSINESS

MGMT 300: Leadership and Organizational Behavior

HONORS AND AWARDS

2018	Outstanding Intellectual Contributions Award <i>UCCS College of Business</i>
2017	Outstanding Faculty Award <i>UCCS College of Business</i>
2015	Best Convention Paper Award Finalist <i>HR Division – Academy of Management</i>
2014	Outstanding Faculty Award Finalist <i>UCCS College of Business</i>
2013	Newman Award Finalist <i>Academy of Management</i>
2013	Best Paper Based on a Dissertation <i>OB Division – Academy of Management</i>
2011	Star Teacher Award <i>Foster School of Business</i>
2010	Star Teacher Award <i>Foster School of Business</i>
2010	Dean's Achievement Award <i>Foster School of Business</i>

PROFESSIONAL DEVELOPMENT & SERVICE

PROFESSIONAL MEMBERSHIP & DEVELOPMENT

Academy of Management member
European Academy of Management member
Western Academy of Management member
Harvard Case Method Teaching Seminar (2016)
Academy of Management Teaching and Learning Conference (2015)
UNM Business Ethics: Education and Organizational Best Practices (2013)
Social Issues in Management Consortium (2011)
UW Instructor & TA conference (2008)
Golden Key International Honour Society (*since 2004*)

REVIEWER

Academy of Management Annual Meeting
Journal of Business Ethics
Journal of Business Research
Journal of Leadership & Organizational Studies
Journal of Management Studies
Personnel Review
The Leadership Quarterly

UCCS SERVICE

Academic Ethics Code Committee
Academic Misconduct Resource Volunteer
College of Business Undergraduate Team
Committee on Research and Creative Works
Council on Undergraduate Education
Course Coordinator – Business, Government & Society
Ethics Fellow – Daniels Ethics Initiative
Management Department Chair
Selection and Hiring Committee

- Management (2012)
- Marketing/Strategy (2013)
- Management (2013)
- Management (2014)

ENTREPRENEURIAL EXPERIENCE

2015- Present	Pique Leadership <i>President</i>
2015- Present	Black Light Games <i>President</i>
2008- 2014	Threshold Climbing Gyms <i>Co-Founder & Board Member</i>
2004- 2006	Treasure Toys <i>President</i>