

**Matthew CB Lyle, PhD**  
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## RESEARCH INTERESTS

My research centers on the intersection of memory and identity. I am chiefly interested in explaining how collectives remember their past and how those memories shape their collective identities (and vice versa). I am more broadly interested in studying social cognitive processes in organizations and the factors that influence the social reconstruction and retention of our organizational realities.

## PUBLICATIONS

Cocieru, O.C., Lyle, M.C.B., Hindman, L.C & McDonald, M.A. 2019. The 'dark side' of psychological ownership during times of change. *Journal of Change Management*, 19(4): 266-282.

Concieru, O.C., Lyle, M.C.B. & MacDonald, M.A. (2021). An exploration of the dynamic nature of psychological ownership in a classroom-as-organization. *Journal of Experiential Education*, 44(3): 293-307.

Do, B., Lyle, M.C.B., & Walsh, I.J. 2019. Driving down memory lane: The influence of memories in a community following organizational demise. *Organization Studies*, 40(9): 1307-1329.

Lyle, M.C.B., Walsh, I.J. & Coraiola, D. In press. What is NORML? Sedimented meanings in ambiguous organizational identities. *Organization Studies*.

Pazzaglia, F., Walsh, I.J., Lyle, M.C.B. & Sonpar, K. In press. Professional credibility under threat: Responses to negative social evaluations in newly contested professions. *Human Relations*.

Skaggs, B.C., Manz, C., Lyle, M.C.B., & Pierce, C.L. 2018. On the folly of punishing A while hoping for A: Exploring punishment in organizations. *Journal of Organizational Behavior*, 39: 812-815.

## MANUSCRIPTS IN REVIEW PROCESS

(titles altered to preserve anonymity)

Do, B. & Lyle, M.C.B. (2<sup>nd</sup> Review). Memory work by change agents. *Organizational Psychology Review*.

Hockensmith, A. & Lyle, M.C.B. (1<sup>st</sup> Review). Experiencing organizational hybridity. *Academy of Management Review*.

Lyle, M.C.B., Eckhardt, R., Corley, K., & Lepak, D. (1<sup>st</sup> Review). Stars and organizational identity. *Human Resource Management Review*.

Lyle, M.C.B., Walsh, I.J. & Hockensmith, A. (1<sup>st</sup> R&R). Organizations and community identity. *Strategic Organization*.

Lyle, M.C.B., Walsh, I.J., & Prokopovych, B. (2<sup>nd</sup> Review). Encountering and Rewriting Organizational Imprints. *Strategic Organization*.

## WORKS IN PROGRESS

Cocieru, O.C., Lyle, M.C.B. & McDonald, M.A. Career theory and pivotal moments in undergraduate education.

Hockensmith, A. & Lyle, M.C.B. The development and maintenance of hybrid organizational identities.

Lyle, M.C.B., Eckardt, R., Skaggs, B.C., & Kim, Y. Human capital resource complementarities.

Lyle, M.C.B., Hockensmith, A. & Concieru, O.C. Studying the “New Normal” in the wake of COVID.

Noh, S., Do., B. & Lyle, M.C.B. Historicizing failure – a qualitative inquiry.

Skaggs, B.C., Lyle, M.C.B., & Eckardt, R. Bidding for knowledge.

## AWARDS & RECOGNITION

2019 **Stan Young Award for Academic Achievement (2019)**  
Isenberg School of Management - University of Massachusetts, Amherst

**Outstanding Graduate Teacher Award (2019)**  
Isenberg School of Management - University of Massachusetts, Amherst

2018 **Outstanding Graduate Researcher Award (2018)**  
Isenberg School of Management - University of Massachusetts, Amherst

2017 **Outstanding Reviewer (2017)**  
Academy of Management - Organizational Behavior Division

**CONFERENCE PRESENTATIONS**  
(\* indicates selection for AoM Proceedings)

2021 Lyle, M.C.B. Management history across the Academy (Invited panelist for plenary session). *Academy of Management Conference, August 2021.*

Lyle, M.C.B., Walsh, I.J. & Coraiola, D. What is NORML? Understanding the processes of sustaining ambiguous organizational identities. *EGOS Colloquium, July 2021.*

Lyle, M.C.B., Walsh, I.J., & Prokopovych, B. Making sense of organizational imprints. *Academy of Management Conference, August 2021.*

2020 \*Lyle, M.C.B., & Walsh, I.J. Reimagining the past: Towards a theory of routine encounters with organizational history. *Academy of Management Conference, August 2020.*

Hockensmith, A. & Lyle, M.C.B. Navigating hybrid identities: Towards a theory of discursive action by hybrid organization members. *Academy of Management Conference, August 2020.*

Hockensmith, A. & Lyle, M.C.B. Navigating hybrid identities: Towards a theory of discursive action by hybrid organization members. *EGOS Colloquium, July 2020.*

Lyle, M.C.B. & Walsh, I.J. Up in smoke? Towards a theory of community identity work. *Academy of Management Conference, August 2020.*

2019 Lyle, M.C.B., & Walsh, I.J. "Towards a theory of identity work evolution". *Academy of Management Conference, August 2019, Boston, MA.*

Lyle, M.C.B., Walsh, I.J., & Prokopovych, B. "Revising the past: The role of individual sensemaking in organizational identity change". *Positive Organizational Scholarship Conference, June 2019, Ann Arbor, MI.*

Pazzaglia, F., Lyle, M.C.B., Sonpar, K., & Walsh, I.J. "'Riot on the pitch': Image work in the wake of professional stigmatization". *Academy of Management Conference, August 2019, Boston, MA.*

- Sonpar, K., Pazzaglia, F., Lyle, M.C.B., & Walsh, I.J. "Memory work in response to breaches of trust: The Irish banking inquiry."  
*EGOS Colloquium, July 2019, Edinburgh, UK.*
- 2018 Lyle, M.C.B Organizer of symposium: The intersection of memory and identity.  
*Academy of Management Conference, August 2018, Chicago, IL.*
- Lyle, M.C.B., & Lepak, D. Gravity's pull: The identity-related motives and outcomes of hiring stars.  
*Academy of Management Conference, August 2018, Chicago, IL.*
- 2017 Cocieru, O.C., McDonald, M., & Lyle, M.C.B. "Classroom-as-Organization".  
*North American Society for Sport Management, May 2017, Denver, CO.*
- Do, B., Lyle, M.C.B., & Walsh, I.J. "Exorcising the ghost: The resolution of collective mnemonic ambivalence".  
*Positive Organizational Scholarship Conference, May 2017, Ann Arbor, MI.*
- Lyle, M.C.B. "Organizational identity endurance and image change".  
*Academy of Management Conference, August 2017, Atlanta, GA.*
- Lyle, M.C.B., Do, B., & Walsh, I.J. "This is South Bend: The evolution of community identity following organizational closure".  
*EGOS Colloquium, July 2017, Copenhagen, DK.*
- Lyle, M.C.B., Walsh, I.J., & Prokopovych, B. "The more things stay the same, the more they change: Imprint maintenance by dialectic sensemaking".  
*Academy of Management Conference, August 2017, Atlanta, GA.*
- 2016 Lyle, M.C.B., Do, B., & Walsh, I.J. "All for the best: The generativity of organizational demise in a geographic community".  
*Academy of Management Conference, August 2016, Anaheim, CA.*
- Lyle, M.C.B., Prokopovych, B., & Walsh, I.J. "Similar and different: Professional identity and the experience of partial role transitions".  
*Academy of Management Conference, August 2016, Anaheim, CA.*

## **TEACHING EXPERIENCE**

### **Organizational Behavior (in person & online)**

Average Overall Rating of Teacher's Effectiveness: 6.8/7.0

### **Human Resource Management (in person & online)**

Average Overall Rating of Teacher's Effectiveness: 6.9/7.0

### **Business Communication (online & in person)**

Average Overall Rating of Teacher's effectiveness: 6.5/7.0

### **Introduction to Business**

Summer course taught to high-school students – Summer 2019

## ACADEMIC SERVICE

Editorial Board Member for *Journal of Management Inquiry*  
Spring 2021 - present

Ad hoc reviewer for *Human Relations*  
Fall 2020 - present

Ad hoc reviewer for *Organization Science*  
Fall 2019-present

Ad hoc reviewer for *Organization Studies*  
Summer 2018-present

Ad hoc reviewer for *Academy of Management Annual Meeting*  
Summer 2016-present

## UNIVERSITY SERVICE

UCCS College of Business Undergraduate Team  
Member  
Fall 2020 – present

UCCS College of Business Hiring Committee  
Member  
Spring 2021 – present

UCCS Faculty Pride Committee  
College of Business Representative  
Fall 2021 – present

## EDUCATION

**Doctor of Philosophy** in Management - Organization Studies  
University of Massachusetts, Amherst, May 2020

**Master of Science** in Industrial and Organizational Psychology  
Salem State University, May 2014

**Bachelor of Science** in Psychology, Minor in Biology  
University of Massachusetts, Amherst, May 2011

## **OTHER EMPLOYMENT**

### **North Shore Medical Center (NSMC)**

*Mental Health Counselor, 2012 - 2015*

### **Brigham and Women's Hospital (BWH)**

*Research Assistant, 2011 - 2012*

### **DnR Paving Company**

*Errand person, 2007-2008*