

## Uta Konstanze Bindl, Ph.D. - Vita

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### ACADEMIC EMPLOYMENT / EXPERIENCE

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**University of Cologne, Faculty of Management, Economics and Social Sciences, Department of Corporate Development, Germany**

*Position:* Visiting Professor of Organizational Behavior, October 2025 – ongoing

**King's College London, King's Business School, UK**

*Position:* Professor of Organisational Behaviour (tenured), August 2023 – ongoing  
Associate Editor, Journal of Organizational Behaviour, since January 2024

**University of Sydney, Sydney Business School, Australia**

*Position:* Visiting Professor of Management, November – December 2022

**King's College London, King's Business School, UK**

*Position:* Reader in Organisational Behaviour (tenured), September 2019 – July 2023  
Associate Dean (Doctoral Studies), August 2020 – September 2021.

**London School of Economics and Political Science (LSE), Department of Management, UK**

*Position:* Assistant Professor in Management (tenure-track), Sept. 2013 – August 2019

**University of Western Australia, School of Psychology and UWA Business School, Australia**

*Positions:* Assistant Professor in Management, Feb. 2012 – August 2013 (fixed-term)  
Post-Doctoral Research Associate, January 2011 – January 2012 (School of Psychology and UWA Business School)

**University of Flensburg, Department of Business Administration, Flensburg, Germany**

*Position:* Research Assistant, Professur für Arbeits- und Organisationspsychologie, January 2005 – September 2007

### EDUCATION

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**University of Sheffield, Institute of Work Psychology (United Kingdom)**

*Degree:* PhD in Work Psychology, 2011 (thesis completed without any corrections)

**University of Sheffield, Department of Educational Studies (United Kingdom)**

*Degree:* Postgraduate Certificate [for teaching] in Higher Education, 2010

**University of Flensburg, Department of Management (Germany)**

*Degree:* M.A. in Organizational Management, 2007 (completed with distinction)

**University of Applied Sciences Osnabrück, Department of Management (Germany)**

*Degree:* B.A. in International Business and Management, 2004

## RESEARCH EXPERTISE

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I have extensive research expertise in three primary areas of management and organizational behavior: (1) motivation at work (e.g., proactivity and job crafting), (2) employee wellbeing, and (3) implications of the ‘future of work’ for performance in organizations. The majority of my research addresses the following questions: When and why do individuals in organizations engage in active work performance—in particular, proactive behavior aimed at bringing about change in the organization or in their own job—and what are the implications of such work behavior for individuals, themselves, as well as for their organization? In addition, my research advances novel insights into why and how individuals actively manage their own and others’ well-being at work and into the distinct aspects of well-being (for example, eudaimonic well-being) that are relevant for employees’ experiences. Finally, I examine the influence of the broader social context, as well as of changes in the nature of work in the context of digital transformation in organizations, on employees’ motivation and well-being. For instance, in ongoing ESRC-funded research, I examine the implications of AI and digitalization in organizations for employees’ sustained performance.

## EDITED BOOK

Parker, S.K. & **Bindl, U.K.** (2016). Proactivity at Work: Making Things Happen in Organizations. Organization and Management Series. Routledge, New York, NY.

## REFEREED PUBLICATIONS

Hanard, P.-J., Stephan, U., & **Bindl, U.K.** (in press). Do Entrepreneurs’ Values Make Them “Happy”? The Role of Personal and Cultural Values for Entrepreneurs’ Wellbeing. *Journal of Business Venturing*. [*Impact Factor: 18.7; ABS: 4*].

Clinton, M., **Bindl, U.K.**, Frasca, K. J., Martinescu, E. (in press). Once a job crafter, always a job crafter? Investigating job crafting in organizations as a self-concordant process across time. *Human Relations*. [*Impact Factor: 3.04; ABS: 4; FT Top 50 management journals: rank 10; Citations in google scholar: 7*]

Doden, W., **Bindl, U.K.**, Unger, D. (in press). Does it Take Two to Tango? Combined Effects of Relational Job Crafting and Job Design on Energy and Performance. *Journal of Organizational Behavior*. [*Impact Factor: 8.17; ABS: 4; Citations in google scholar: 8*]

Barkema, H., **Bindl, U.K.**, & Tanveer, L. (2024). How entrepreneurs achieve purpose beyond profit: The case of women entrepreneurs in Nigeria. *Organization Science*, 35(3), 1042–1071.

[*Impact Factor: 5.00; ABS: 4\*; FT Top 50 management journals: rank 37; Citations in google scholar: 18*]

\* Order of authorship does not convey significance of contribution. Authors collaborated equally in the development of this manuscript.

Groth, M.\*, **Bindl, U.K.\***, Wang, K., & van Kleef, G. (2024). How Social Roles Shape Interpersonal Affect Regulation at Work. *Organizational Psychology Review*, 14(1), 25-88. [*Impact Factor: 3.06; ABS: 2; Citations in google scholar: 3*]

\* Order of authorship does not convey significance of contribution. Authors collaborated equally in the development of this manuscript.

- Ong, M., Ashford, S.J., & **Bindl, U.K.** (2023). The Power of Reflection for Would-Be Leaders: Investigating Individual Work Reflection and Its Impact on Leadership in Teams. *Journal of Organizational Behavior*, 44(1), 19-41. [Impact Factor: 8.17; ABS: 4; Citations in google scholar: 14]
- Bindl, U.K.**, Parker, S.K., Sonnentag, S., & Stride, C.B. (2022). Managing Your Feelings at Work, for a Reason: The Role of Individual Motives in Affect Regulation for Performance-Related Outcomes at Work. *Journal of Organizational Behavior*, 43(7), 1251-1270. [Impact Factor: 8.17; ABS: 4; Citations in google scholar: 28]
- Journal of Organizational Behavior's 1st Runner Up Best Paper of 2022*
- Newman, A., Eva, N., **Bindl, U.K.**, & Stoverink, A. (2022). Organizational and vocational behavior in times of crisis: A review of empirical work undertaken during the COVID-19 pandemic and introduction to the special issue. *Applied Psychology*, 71( 3), 743– 764. [Impact Factor: 3.71; ABS: 3; Citations in google scholar: 45]
- Weissman, H., **Bindl, U.K.**, Gibson, C., & Unsworth, K. (2022). It's About Time: Understanding Job Crafting Through the Lens of Individuals' Temporal Characteristics. *Group & Organization Management*, 47(2), 148–186. [Impact Factor: 3.94; ABS: 3; Citations in google scholar: 21]
- Warr, P.B., Sánchez-Cardona, I., Taneva, S., Vera, M., **Bindl, U.K.**, Cifre, E. (2021). Reinforcement sensitivity theory, approach-affect and avoidance-affect. *Cognition and Emotion*, 35(4), 619-635. [Impact Factor: 2.56; Citations in google scholar: 14]
- Bindl, U.K.** (2019). Work-related proactivity through the lens of narrative: Investigating emotional journeys in the process of making things happen. *Human Relations*, 72(4), 615–645. [Impact Factor: 3.04; ABS: 4; Citations in google scholar: 50]
- Bindl, U.K.**, Unsworth, K.L., Gibson, C.B., & Stride, C.B. (2019). Job crafting revisited: Implications of an extended framework for active changes at work. *Journal of Applied Psychology*, 104(5), 605-628. [Impact Factor: 5.85; ABS: 4\*; Citations in google scholar: 356]
- Vough, H., **Bindl, U.K.**, & Parker, S.K. (2017). Proactivity routines: The role of social processes in how employees self-initiate change. *Human Relations*, 70(10), 1191–1216. [Impact Factor: 3.04; ABS: 4; Citations in google scholar: 111]
- Warr, P.B., **Bindl, U.K.**, Parker, S.K., & Inceoglu, I. (2014). Four-quadrant investigation of job-related affects and behaviours. *European Journal of Work and Organizational Psychology*, 23(3). pp. 342-363. [Impact Factor: 2.59; ABS: 3; Citations in google scholar: 327]
- Bindl, U.K.**, Parker, S.K., Totterdell, P., & Hagger-Johnson, G. (2012). Fuel of the self-starter: How mood relates to proactive goal regulation. *Journal of Applied Psychology*, 97(1), 134-150. [Impact Factor: 5.85; ABS: 4\*; Citations in google scholar: 428]

Parker, S.K., **Bindl, U.K.**, & Strauss, K. (2010). Making things happen: A model of proactive motivation. *Journal of Management*, 36, 827-856. [*Impact Factor: 8.08; ABS: 4\**; *Citations in google scholar: 2692*]

Ueltschy, L.C., Laroche, M., Eggert, A., & **Bindl, U.K.** (2007). Service quality and satisfaction: An international comparison of professional services perceptions. *Journal of Services Marketing*, 21(6), 410 - 423. [*Impact Factor: 2.95; ABS: 2; Citations in google scholar: 346*]

## BOOK CHAPTERS

**Bindl, U.K.**, & De Roche, I. (2024). Motivated Emotion Regulation in Organizations. In K. Niven, J. Diefendorff, R. Erickson, & N.-W. Chi (Eds.), *Handbook of Emotion Regulation at Work*.

Peng, K.Z., Li, W., & **Bindl, U.K.** (2021). Feeling energized to become proactive: A systematic literature review of the affect-proactivity link. In K. Z. Peng & C.-H. Wu (Eds.), *Emotion and Proactivity at work: Prospects and Dialogues* (pp. 13–53). Bristol University Press. [*Citations in google scholar: 8*]

**Bindl, U.K.**, & Parker, S.K. (2016). New Perspectives and Directions for Understanding Proactivity in Organizations. In: S.K. Parker & U.K. Bindl (Eds.), *Proactivity at Work: Making Things Happen in Organizations*. Routledge, New York, NY, pp. 559-584. [*Citations in google scholar: 19*]

Cangiano, F., **Bindl, U.K.**, & Parker, S.K. (2016). The *Hot Side* of Proactivity: Exploring an Affect-Based Perspective on Proactivity in Organizations. In: S.K. Parker & U.K. Bindl (Eds.), *Proactivity at Work: Making Things Happen in Organizations*. Routledge, New York, NY, pp. 355-384. [*Citations in google scholar: 35*]

Parker, S.K., & **Bindl, U.K.** (2016). Proactivity at Work: A Big Picture Perspective on a Construct that Matters. In: S.K. Parker & U.K. Bindl (Eds.), *Proactivity at Work: Making Things Happen in Organizations*. Routledge, New York, NY, pp. 1-20. [*Citations in google scholar: 90*]

Wu, C., Parker, S.K., & **Bindl, U.K.** (2013). Who is proactive and why? Unpacking individual differences in employee proactivity. In A. Bakker (Ed.), *Advances in Positive Organizational Psychology*. Emerald Group Publishing Limited, Bingley, pp. 261-280. [*Citations in google scholar: 35*]

**Bindl, U.K.**, & Parker, S.K. (2012). Affect and Employee Proactivity: A Goal-Regulatory Perspective. In N. Ashkanasy, C. Härtel, & W. Zerbe (Eds.), *Research on Emotion in Organizations* (Vol. 8, pp. 225-254). Bingley, UK: Emerald. [*Citations in google scholar: 34*]

**Bindl, U.K.**, & Parker, S.K. (2010). Feeling good *and* performing well? Psychological engagement and positive behaviors at work. In S. Albrecht (Ed.), *The Handbook of Employee Engagement: Models, Measures and Practice* (pp. 385-398). Northampton, MA: Edward-

Elgar. [*Citations in google scholar: 203*]

**Bindl, U.K.**, & Parker, S.K. (2010). Proactive work behavior: Forward-thinking and change-oriented action in organizations. In S. Zedeck (Ed.), *APA Handbook of Industrial and Organizational Psychology* (Vol. 2, pp. 567-598). Washington, DC: American Psychological Association. [*Citations in google scholar: 922*]

## REFEREED CONFERENCE PRESENTATIONS

De Roche, I., **Bindl, U.K.**, Clinton, M. (2025). *Digital leadership and employee well-being: adapting to new technologies at work through job crafting*. In R. Cheng & I. de Roche (symposium chairs). (Tech) A New Hope: Toward a More Nuanced Understanding of Workplace Technology Use and Employee Well-Being. Paper accepted for presentation at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Zettna, N., Nguyen, H., & **Bindl, U.K.** (2025). *Putting Wisdom into Team Proactivity: The Roles of Team Humility and Age Diversity*. Paper accepted for presentation at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Schaefer, S., **Bindl, U.K.**, Reich, T. (2025). *How environmental issue sellers perceive the success of their efforts: The role of alignment with oneself, others, and the organization*. In Heucher, K. S., Alt, E., and Soderstrom, S. (symposium chairs). Insider Social Change Agents: Catalyzing Action on Social and Environmental Challenges. Paper presented at the European Group of Organizational Studies Congress, Athens, Greece.

Clinton, M., **Bindl, U.K.**, Fresca, K., & Martinescu, E. (2024). *Once a job crafter, always a job crafter? Investigating job crafting in organizations as a self-concordant process across time*. In A. Bakker & G. Slemp (symposium chairs). Job crafting and Playful work design. Paper presented at the 16<sup>th</sup> European Association of Occupational Health Psychology Conference, Granada, Spain.

Doden, W., **Bindl, U.K.**, & Unger, D. (2024). *Does it Take Two to Tango? Combined Effects of Relational Job Crafting and Job Design on Energy and Performance*. Paper presented at the 16<sup>th</sup> European Association of Occupational Health Psychology Conference, Granada, Spain.

Schaefer, S., **Bindl, U.K.**, Reich, T. (2024). *Fixing the present or changing the future? Establishing a framework of employees' proactive engagement in environmental issue selling at work*. In Tai, J. (symposium chairs). New Frontiers in Employee Voice Research. Paper presented at the Academy of Management Congress, Chicago, United States of America.

**Bindl, U.K.**, Janardhanan, N., & Stride, C.B. (2023). *Continuing to Speak Up When Crisis Strikes? An Investigation of the Social Role of Affect for Employee Voice amidst Crisis*. In R. Pingel (symposium chair). New insights from proactivity research. Vortrag auf der 13. Fachgruppentagung der Fachgruppe Arbeits-, Organisations-, und Wirtschaftspsychologie der Deutschen Gesellschaft für Psychologie, Kassel.

- Hanard, P.-J., Stephan, U., & **Bindl, U.K.** (2023). *A Value Perspective on Entrepreneurs' Well-Being*. Paper presented at the Academy of Management Conference, Boston, USA.
- Doden, W., **Bindl, U.K.**, Unger, D. (2023). *Shaping the Energy Sweet Spot: A Contextualized Perspective on How Within-Person Relational Job Crafting Influences Task Performance*. Paper presented at the European Association of Work and Organizational Psychology Congress, Katowice, Poland.
- Hermann, S., **Bindl, U.K.**, Reich, T. (2023). *Investigating the effects of supervisors' social judgements of employees on recognising employee proactivity*. In Davidson, T., & Weiss, M. (symposium chairs). *What Happens When You Say Something: Individual-, Dyad-, and Team-level Outcomes of Employee Voice*. Paper presented at the European Association of Work and Organizational Psychology Congress, Katowice, Poland.
- Bindl, U.K.**, Parker, S.K., Sonnentag, S., & Stride, C.B. (2022). *The Role of Individual Motives in Affect Regulation for Proactive Performance*. In D. Fay & G. Fenske (symposium chairs). *Proactive work behavior: New insights and developments*. Paper presented at the 52nd Congress of the German Psychological Society, Hildesheim, Germany.
- Janardhanan, N., **Bindl, U.K.**, & Stride, C.B. (2022). *Impact of collective affect on employee voice at onset of crisis: A social identity perspective*. Paper presented at the Academy of Management Conference, Seattle, USA.
- Doden, W., **Bindl, U.K.**, & Unger, D. (2022). *Implications of Daily Relational Job Crafting in the Context of Task Interdependence*. Paper presented at the Academy of Management Conference, Seattle, USA.
- Clinton, M.E., **Bindl, U.K.**, Frasca, K.J., & Martinescu, E. (2022). *Putting my needs first: An investigation of the dynamic, reciprocal relationships between job crafting, self-concordant and organizational goals*. In W. Jiang & Y. Song (symposium chairs). *Toward A Broader Understanding of Job Crafting and Proactive Career Behaviors*. Paper presented at the Academy of Management Conference, Seattle, USA.
- Bindl, U.K.**, Parker, S.K., Sonnentag, S., & Stride, C.B. (accepted for presentation). *The Role of Individual Motives in Affect Regulation for Work Performance*. In H. Madrid & K. Niven (symposium chairs). *New Advances on Research about Emotion Regulation in the Workplace*. Paper accepted for presentation at the European Association of Work and Organizational Psychology Congress, Glasgow, Scotland.
- Janardhanan N., **Bindl, U.K.**, & Stride, C. (2021). *Paying Respect to Non-Essential Workers Too: Boundary Conditions and Implications of a Positive Emotional Culture for Employee Voice during the COVID-19 Pandemic*. In M. Johnson & G. Antoine (symposium chairs). *We second that emotion: Collective Affect in Organizations*. Paper presented at the virtual Academy of Management Conference, virtual meeting.
- Weissman, H., **Bindl, U.K.**, Gibson, C., & Unsworth, K. (2020). *It's about time: A temporal theory of job crafting implications*. In U.K. Bindl & A. Starzyk (symposium chairs). *Dynamics of Proactivity: Advancing insights into implications of self-initiated action at work*. Paper presented at the Academy of Management Conference, virtual meeting.
- Barkema, H.B., **Bindl, U.K.**, & Tanveer, L. (2019). *Investigating the Role of Entrepreneurial*

- Proactivity for Living a Good Life: A Personal Capabilities Approach*. In K. Strauss & M. El Mansouri (symposium chairs). For Better or for Worse? The Impact of Proactivity on Well-Being. Paper presented at the Academy of Management Conference, Boston, USA.
- Bindl, U.K.**, Sonnentag, S., & Parker, S.K. (2019). *Managing your feelings to enhance proactivity: The type of affect regulation matters*. Paper presented at the European Association of Work and Organizational Psychology Congress, Turin, Italy.
- Bindl, U.K.**, Unsworth, K., Gibson, C., & Stride, C. (2018). *Job Crafting Revisited: How individual needs and moods influence active changes at work*. Paper presented at the Academy of Management Conference, Chicago, USA.
- Ong, M., Ashford, S., & **Bindl, U.K.** (2018). *The Power of the Pause: Individual Reflection and its Impact on Leadership Emergence*. Paper presented at the Annual SIOP Conference, Chicago, USA.
- Bindl, U.K.**, & Sonnentag, S. (2017). *Managing your feelings, in a way that fits: How motives of affect regulation influence the link between positive behaviors and affect*. In G. Spreitzer & C. Zhang (symposium chairs). Challenges in Pathways to Employee Well-being. Paper presented at the Academy of Management Conference, Atlanta, USA.
- Bindl, U.K.** (2017). *Investigating the Dynamics of Proactivity and Affective Well-being: How Employees Feel in the Process of Making Things Happen at Work*. In U.K. Bindl (symposium chair). The consequences of proactive behaviors for employee well-being. Paper presented at the European Association of Work and Organizational Psychology Congress, Dublin, Ireland.
- Ong, M., Ashford, S., & **Bindl, U.K.** (2016). *Mindfully engaging experiences via reflection: Exploring positive and negative predictors*. In J. Lee & F. Gino (symposium chairs). The Power of Reflection at Work. Paper presented at the Academy of Management Conference, Anaheim, USA.
- Ong, M., Ashford, S., & **Bindl, U.K.** (2015). *Beyond Navel Gazing: Exploring the concept and payoff of individual reflection at work*. Paper presented at the Academy of Management Conference, Vancouver, Canada.
- Bindl, U.K.**, Unsworth, K., & Gibson, C. (2015). *Managing yourself in turbulent times: How individual needs influence job crafting at work*. In M. Gagné (symposium chair). Using self-determination theory to understand respectful leadership in turbulent times. Paper presented at the European Association of Work and Organizational Psychology Congress, Oslo, Norway.
- Bindl, U.K.**, & Parker, S. K. (2015). *Affect crafting: employees as future-oriented managers of their feelings at work*. Paper presented at the Positive Organizational Scholarship Research Conference, Orlando, USA.
- Bindl, U.K.**, Unsworth, K., & Gibson, C. (2014). *The Pursuit of Happiness at Work: How Active Changes at Work influence Well-being and Work Outcomes*. In S. Martin & C.-H. Wu. A closer look at proactivity: Antecedents and consequences. Paper presented at the Academy of Management Conference, Orlando, USA.
- Bindl, U.K.** (2013). *Emotions and Proactivity: How Employees Experience the Process of Making Things Happen*. In K. Strauss & C.-H. Wu (symposium chairs). Proactive Behavior in

- Organizations: Processes, contingencies, and outcomes. Paper presented at the Academy of Management Conference, Orlando, USA.
- Bindl, U.K.,** Parker, S.K., Wang, L., & Griffin, M.A. (2012). *The role of individual agency in accelerating leader development*. Paper presented at the 26th ANZAM Conference, Perth, Australia.
- Bindl, U.K.,** & Unsworth, K. (2012). *The Dynamics of Job Crafting: How time and goal hierarchies influence active changes to the job*. In U.K. Bindl & K. Unsworth (symposium chairs). *Job Crafting in Organizations: Advancing Insights into Self-initiated Change at Work*. Paper presented at the Academy of Management Conference, Boston, USA.  
*Selected as Showcase Symposium, OB Division, Academy of Management Conference.*
- Bindl, U.K.,** & Parker, S.K. (2011). *Meaning regulation at work: How emotions impact on the future of organizations*. Paper presented at the 25th ANZAM Conference, Wellington, New Zealand.
- Bindl, U.K.,** Parker, S.K., Totterdell, P., & Hagger-Johnson, G. (2011). *The fuel of the self-starter: How mood influences proactivity*. Paper presented at the Academy of Management Annual Conference, San Antonio, USA.
- Parker, S.K., Johnson, A.M., **Bindl, U.K.,** Hong, H., & Groth, M. (2011). *Silence speaks volumes: The differential effects of silence motives on work outcomes over time*. In D. Whiteside & L. Barclay (symposium chairs). *New directions in organizational silence and voice research*. Paper presented at the Academy of Management Annual Conference, San Antonio, USA.
- Bindl, U.K.,** & Parker, S.K. (2011). *It depends on how you feel about it: Emotions in employee proactivity*. In B. Searle (symposium chair). *Proactivity at work: emerging perspectives*. Paper presented at the Industrial and Organizational Psychology Conference, Brisbane, Australia.  
*Best Paper Award, National Scientific Program Committee, IOP Conference.*
- Bindl, U.K.,** & Parker, S.K. (2010). *Fueled into Proactivity: How the experience of positive affect impacts on proactive self-regulation*. In U.K. Bindl, & C. Lam (symposium chairs). *Passion and Proactivity: When and How does Affect at Work Fuel Self-initiated Behaviors?* Paper presented at the Academy of Management Annual Conference, Montréal, Canada.
- Vough, H., **Bindl, U.K.,** & Parker, S.K. (2010). *Making change with a little help from your friends: Social Factors in the Proactivity Process*. Paper presented at the Academy of Management Annual Conference, Montréal, Canada.
- Bindl, U.K.,** Parker, S.K., & Vough, H. (2010). *Affect matters: How emotions impact on proactive goal-regulation*. Paper presented at the Biennial Institute of Work Psychology International Conference, Sheffield, UK.
- Bindl, U.K.,** Warr, P.B., Parker, S.K., & Inceoglu, I. (2010). *Multiple Patterns of Affect-Behavior Associations*. In S.K. Parker, & N. Dimotakis (symposium chairs). *Affects and Behaviors*. Paper presented at the Annual SIOP Conference, Atlanta, USA.
- Bindl, U.K.,** Vough, H., & Parker, S.K. (2010). *Profiles of proactivity: When role breadth activates self-initiated and change-oriented action at work*. In D. Bergeron, & G. Sharma (symposium chairs). *Re-Thinking Role Breadth: Relationships to Antecedents and Outcomes*. Paper presented at the Annual SIOP conference, Atlanta, USA.

- Parker, S.K., **Bindl, U.K.**, Van Dyne, L., & Wong, S.F. (2009). *Measuring motives for silence*. In D. Lebel (symposium chairs). *Speaking Up or Shutting Up: Exploring new directions in research on voice and silence*. Paper presented at the Academy of Management Annual Conference, Chicago, USA.
- Bindl, U.K.**, Parker, S.K., Johnson, A., Groth, M., & Collins, C.G. (2009). *Disentangling the motivational drivers of nurses' voice and proactive care*. In B. Searle (symposium chairs). *Developments in proactivity*. Paper presented at the Industrial and Organizational Psychology Conference, Sydney, Australia.
- Bindl, U.K.**, & Parker, S.K. (2009). *Phases of Proactivity: How do we actually go the extra mile?* In M. Frese, & S.K. Parker (symposium chairs). *Proactivity/Personal Initiative: Untangling the concept*. (Invited symposium). Paper presented at the European Association of Work and Organizational Psychology Congress, Santiago de Compostela, Spain.
- Parker, S.K., **Bindl, U.K.**, Collins, C.G., Groth, M., & Johnson, A. (2008). *Why don't people speak out? Investigating active and passive motives for silence and their differential consequences*. In S. Ashford, & K. De Stobbeleir (symposium chairs). *Proactive behavior at work: Cumulating evidence from separate literatures*. Paper presented at the Academy of Management Annual Conference, Anaheim, USA.
- Bindl, U.K.** (2008). *Work-Family Conflict as a mediator between work-related resources, work-related demands and well-being: A meta-analytical investigation*. In S. Wood (symposium chair). *Family-work balance*. Paper presented at the Biennial Institute of Work Psychology International Conference, Sheffield, UK.

## CHAired CONFERENCE SESSIONS

- U.K. Bindl** & A. Starzyk. *Dynamics of Proactivity: Advancing insights into implications of self-initiated action at work*. Academy of Management Conference, Vancouver, Canada, August 2020.
- A. Starzyk & **U.K. Bindl**. *Proactivity at work: Disclosing the role of employees' emotions, affect regulation, and well-being before and after employees' change initiatives*. European Congress of Work and Organizational Psychology, Turin, Italy, May 2019.
- U.K. Bindl**. *The consequences of proactive behaviors for employee well-being*. European Congress of Work and Organizational Psychology, Dublin, Ireland, May 2017.
- U.K. Bindl**. *The consequences of proactive behaviors for individual and team performance*. European Congress of Work and Organizational Psychology, Dublin, Ireland, May 2017.
- U.K. Bindl**, & S.K. Parker. *The Future of Proactivity in Organizations*. Professional Development Workshop at the Academy of Management Conference, Anaheim, USA, August 2016.
- U.K. Bindl**, & K. Unsworth. *Job Crafting in Organizations: Advancing Insights into Self-initiated Change at Work*. Annual Meeting of the Academy of Management, Boston, USA, August 2012.

**U.K. Bindl**, & C. Lam. *Passion and Proactivity: When and how does Affect at Work fuel Self-initiated Behaviors?* Annual Meeting of the Academy of Management, Montréal, Canada, August 2010.

**U.K. Bindl**, & J. Rank. *New directions in proactivity research*. Institute of Work Psychology First International Conference, Sheffield, UK, June 2008.

## INVITED PANELIST AND DISCUSSANT ROLES

**U.K. Bindl** (2024). Discussant in Symposium - *Who, When, and Why? Antecedents and Reciprocal Effects of Crafting and their Boundary Conditions*. 16<sup>th</sup> European Association of Occupational Health Psychology Conference, Granada, Spain.

**U.K. Bindl** (2023). Discussant in Symposium - *Beyond the Voicer: Towards a Contextualized View of Employee Voice and its Social Dynamics*. Academy of Management Conference, Boston, USA.

**U.K. Bindl** (2023). Discussant in Symposium - *The within- and between-person dynamics of proactive behavior*. European Association of Work and Organizational Psychology Congress, Katowice, Poland.

**U.K. Bindl** (2021). Presenter in *AOM New Doctoral Student Consortium – Different Attitudes towards the Publishing Journey as a PHD*. Virtual Academy of Management Conference, Chicago, USA.

**U.K. Bindl** (2021). Presenter in *GDO Junior Faculty Consortium - Establishing your brand as an independent researchers*. Virtual Academy of Management Conference, Chicago, USA.

**U.K. Bindl** (2019). Presenter in *OB Doctoral Consortium PDW - Acing the Job Talk – Tips from Experts and Recent Grads*. Academy of Management Conference, Chicago, USA.

**U.K. Bindl** (2018). Presenter in *OB Doctoral Consortium PDW - Acing the Job Talk – Tips from Experts and Recent Grads*. Academy of Management Conference, Chicago, USA.

**U.K. Bindl** (2017). Presenter in *OB Doctoral Consortium PDW - Acing the Job Talk – Tips from Experts and Recent Grads*. Academy of Management Conference, Atlanta, USA

**U.K. Bindl** (2017). Presenter in *PDW - Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts*. Academy of Management Conference, Atlanta, USA

**U.K. Bindl** (2013). Presenter in *Doctoral Consortium - Launching a career and establishing one's own market value*. 10<sup>th</sup> Industrial and Organizational Psychology Conference, Perth, Australia.

## AWARDS, FELLOWSHIPS, AND HONOURS

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- **Journal of Organizational Behavior's 1st Runner Up Best Paper of 2022**

Bindl, U.K., Parker, S.K, Sonnentag, S., & Stride, C.B. (2022). Managing Your Feelings at Work, for a Reason: The Role of Individual Motives in Affect Regulation for Performance-Related Outcomes at Work. *Journal of Organizational Behavior*, 43(7), 1251-1270.

- **Visiting Professor Fellowship**, University of Sydney Business School, University of Sydney,

Sydney, Australia, 2022.

- **Visiting Professor Fellowship**, University of Potsdam, Department of (Work and Organizational) Psychology, Potsdam, Germany, 2022.
- **Nomination for King's Education Award**, King's College London, 2021
- **Academy of Management Review Outstanding Reviewer of the Year Award** (2021)
- **Academy of Management Review Developmental Reviewer of the Year Award** (2020)
- **Representative-at-Large**, Organizational Behavior Division, Academy of Management (August 2018 – July 2021). [the OB division represents the largest division of the Academy of Management with over 6,000 members. The role of 'Representative at Large' is an elected position, based on a vote of all members of the division.]
- **Nomination for Editorship**, Journal of Applied Psychology, 2018
- **LSE Excellence in Education Award**, London School of Economics and Political Science, 2018
- **Nomination for LSE Teaching Excellence Award**, LSE, 2015, 2016, & 2017
- **Top 10% Department of Management teacher**, LSE, 2018 & 2019
- **Early Career Researcher Portfolio Prize**, The University of Western Australia, 2013. Awarded with AUS \$2500.
- **Best Paper Award**, National Scientific Program Committee, Industrial and Organizational Psychology Conference, Australia, 2011.
- **Visiting Research Fellowship**, Australian School of Business, University of New South Wales, Sydney, Australia, Summer 2009.
- **Merit-based, Doctoral Studentship**, University of Sheffield, 2007-2010. Awarded with GBP £45,000.

## PROFESSIONAL SERVICE

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### ASSOCIATE EDITORSHIP

Associate Editor, *Journal of Organizational Behaviour*, since January 2024

### GUEST EDITORSHIP

*Editor*: Newman, A., Eva, N., **Bindl, U.K.**, & Stojkovic, A. (2021) (Editors). Organizational and Vocational Behavior in Times of Crisis. *Applied Psychology: An International Review*. [Impact Factor: 2.81; ABS: 3]

*Editorial board member*: Bakker, A. & Slemp, G. (2023). Job Crafting and Other Proactive Approaches to Job Design. *Journal of Business & Psychology*. [Impact Factor: 7.1; ABS: 3]

### EDITORIAL BOARD MEMBER

Academy of Management Review (2017 - present) [Impact Factor: 8.85; ABS: 4\*; FT Top 50 management journals: rank 2] \*Developmental Reviewer of the Year award: 2020 and 2021

Journal of Applied Psychology (2018 – 2023) [Impact Factor: 5.85; ABS: 4\*; FT Top 50 management journals: rank 15] – I stepped down when taking on Associate Editorship at JOB

Journal of Organizational Behavior (2016 - 2020) [Impact Factor: 5; ABS: 4]

Journal of Management (2020 - present) [Impact Factor: 8.08; ABS: 4\*; FT Top 50 management journals: rank 24]

## **AD-HOC REVIEWER**

Academy of Management Journal, Organization Science, Personnel Psychology, Organizational Behavior and Human Decision Processes, Journal of Management Studies, Organizational Psychology Review, Learning and Individual Differences, Human Relations, Applied Psychology: An International Review, Journal of Occupational and Organizational Psychology, Environment & Behavior, Journal of Vocational Behavior.

## **REVIEW FOR RESEARCH COUNCILS**

ESRC, German Israeli Foundation for Scientific Research and Development,  
Hong Kong Grants Council

## **COMMITTEE SERVICE**

Executive Committee, Academy of Management OB Division (2018 - 2021)  
EAWOP's 2021 International Advisory Committee (2019 – 2021)  
Academy of Management, OB Division's Cummings Award Committee (2024 committee vice chair; 2025 committee chair)

## **PROFESSIONAL AFFILIATIONS & MEMBERSHIPS**

Academy of Management (2008-present)  
Deutsche Gesellschaft für Psychologie (2022-present)  
European Association of Work and Organizational Psychology (2009-present)  
Society of Industrial and Organizational Psychology (2009-present)

## **UNIVERSITY COMMITTEES & SERVICE**

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King's Business School, Academic Lead, Online HRM Programme Development Group, 2022-present  
King's Business School, HRM Department PhD Lead, 2021-present  
King's Business School, Associate Dean (Doctoral Studies), 2020 –2021  
King's Business School, HRM Group, Invited and Internal Speaker Seminar Series coordinator, 2019-2020  
LSE Department of Management, OB group Assistant Professorial hiring committee, 2018-2019  
LSE OB Group, Invited and Internal Speaker Seminar series coordinator, 2014-2017  
LSE Department of Management, PhD upgrade panel, 2014-2017  
LSE Department of Management, MSc Social Innovation and Entrepreneurship Steering Committee, 2017-2019  
LSE Department of Management, MSc Management Steering Committee, 2014-2019  
LSE Department of Management, BSc Management Steering Committee, 2014-2016  
UWA Business School, Management & Organisations Group, Invited Speaker Series Coordinator, 2012 – 2013  
University of Sheffield, MSc Course Selection Panel Member, 2007 – 2010

## SUPERVISION OF STUDENTS

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### DOCTORAL SUPERVISION

- 2023-ongoing: Isabelle De Roche (primary supervisor), King's College London. Thesis: *Leadership and Well-being in the Context of Digitalised Work*. Funded by ESRC.
- 2021-ongoing: Saskia Hermann (primary/joint supervisor), King's College London. Thesis: *Identity-based issue selling in Newcomers in the Organization*
- 2020-ongoing: Member of the supervisory committee for Matthias Pfisterer (based at Faculty of Economics and Business, KU Leuven, Belgium; main supervisor Katleen de Stobbeleir). Thesis: *How employees are proactive in strategic behaviors*
- 2019-ongoing: Pierre-Jean Hanard (co-supervisor, with Prof. Ute Stephan), King's College London. Thesis: *Well-being in Entrepreneurs*
- 2016-2020: Lamees Tanveer (co-supervisor, with Prof. Harry Barkema). Successful completion (without corrections). Thesis: *Entrepreneurs, pivots and shocks: an exploration of organizational learning processes in nascent ventures*
- 2015-2017: Jonathan Ashong-Lamprey (primary/joint supervisor). Successful completion (without corrections). Thesis: *Crafting and identity: An examination of the lived experiences of minority racial and ethnic individuals in the workplace*

### EXTERNAL DOCTORAL EXAMINATION

- 2022: Ms. Mouna El Mansouri, ESSEC Business School Paris (France). Supervisor: Prof. Karoline Strauss. Thesis: *Interplay between proactivity, and affect and cognition*.
- 2020: Mr. Christopher Schwake, University of Potsdam (Germany). Supervisor: Prof. Doris Fay. Thesis: *Proactive Work Behavior and its Effects on Hedonic and Eudaimonic Well-Being*.
- 2017: Ms. Mona Mensmann, University of Lueneburg (Germany). Supervisor: Prof. Michael Frese. Thesis: *Proactivity against Poverty: Personal Initiative Training and its impact on Entrepreneurial Success in Developing Countries*

## TEACHING

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### CORE TEACHING AT KING'S BUSINESS SCHOOL, KING'S COLLEGE LONDON

(all student overall satisfaction ratings on a 1=strongly disagree to 5=strongly agree - scale)

- **Work and Organisational Psychology**
  - Lectures & Classes (Summer Semester 2024)
    - Elective, BSc Management. 150 students. Rating = 4.4/5 (2024)
- **Managing Extreme Situations: Crisis, Corruption, and Controversies**
  - Lectures & Classes (Summer Semester 2021, 2022, 2023, 2024)
    - Newly developed course. Elective, BSc Management. Ca. 70-140 students. Averaged rating = 4.6/5 (2021), 4.8/5 (2022), 4.4/5 (2023), 4.5/5 (2024)
- **The Management of Human Resources: Conceptual and Strategic Perspectives**
  - Lectures & Classes (Winter Semester 2019, 2020, 2021, 2023)
    - Core Course, MSc Human Resource Management & Organisational Analysis. Ca. 70-100 students. Averaged rating = 4.6/5 (2019), 4.7/5 (2020), 4.5/5 (2021), 4.5/5 (2023)

- **Fundamentals of Research**

- Seminars (Winter Semester 2020, 2021, Summer Semester 2022)
  - Newly developed course. Core course on doctoral level. Ca. 25 students. Overall rating=n/a (doctoral courses are not subject to evaluation at King's Business School)

- **Planning quantitative research**

- Intensive Workshop (Winter Semester 2019)
  - Elective course on doctoral level. 10 students. Overall rating=n/a

## **CORE TEACHING AT THE DEPARTMENT OF MANAGEMENT, LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE**

(all ratings on a 1=very good, 2=good, 3=satisfactory, 4=poor, 5=very poor - scale)

- **Organisational Behaviour for Social Entrepreneurs**

- Harvard-Style Lectures (Michaelmas Term 2017- 2019)
  - Newly developed course. Core Course, MSc Social Innovation and Entrepreneurship. Ca. 40 students. average rating=1.3, taught twice)

- **Organisational Behaviour**

- Lectures (Lent Term 2015 – 2019)
  - Core Course, Global MSc Management. Ca. 100 students. average rating=1.4, taught four times)

- **Organisational Behaviour**

- Seminars (Lent Term 2015 – 2019)
  - Core Course, Global MSc Management. Ca. 45 students. average rating=1.2, taught four times)

- **Business Projects**

- Supervision of business-based consulting projects (Lent Term 2014 – 2017)
  - Core Course, Global MSc Management and CEMS. Ca. 20 students. teaching evaluations are not applicable, supervised over four years)

- **Elective: Leadership**

- Lecture (Lent Term 2014-2015)
  - Core Course, MSc Human Resources and Organisations. Ca. 100 students. average rating=1.3, taught twice)

- **Core Disciplines in Management**

- Lectures (Michaelmas Term 2013-2015)
  - Newly developed course. Core Course, Bsc Management. Ca. 100 students. average rating=2.1, taught three times)

- **Core Disciplines: Human Resource Management**

- Seminars (Michaelmas Term 2013-2015)
  - Newly developed course. Core Course, Bsc Management. Ca. 30-45 students. average rating=1.9, taught three times)

- **Perspectives in Management**

- Seminars (Lent Semester 2013-15)
  - Core course on doctoral level. 5 students. Overall rating=n/a

## **ADDITIONAL TEACHING AT KING'S COLLEGE LONDON**

- **King's Business School Executive Teaching: The Resilient Leader**
  - Executive teaching (Summer Term 2024)
    - Ca. 40 managers, UK education sector

*London, October 2025*