

PATRICK J. FLYNN

Department of Management • Darla Moore School of Business • University of South Carolina
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EDUCATION

Ph.D. in Business Administration, anticipated May 2019

Darla Moore School of Business, Management Department

University of South Carolina

Concentration: OB/HR; Minor: Research Methods

Dissertation: An Integrated Conceptual and Analytic Framework for Examining Process-Oriented Phenomena as Trajectories of Change (proposed April 2018)

Committee: Dr. Paul D. Bliese (Chair); Dr. M. Audrey Korsgaard; Dr. Robert E. Ployhart; Dr. Cormac Cannon

Bachelor of Science, May 2008

Robert H. Smith School of Business

University of Maryland, College Park

Major: Logistics, Transportation, and Supply-Chain Management; Minor: Religious Studies; Citation: Global Competencies

RESEARCH

Interests

Time; Transitions; Temporal Processes; Adaptation; Organizational Citizenship Behaviors

Publications

Bliese, P., Adler, A., **Flynn, P. J.** (2017) "An Integrated Framework for Studying Transition Processes: Review and Synthesis" *Annual Review of Organizational Psychology and Organizational Behavior*, 4(1) 263-286.

Ravlin, E., **Flynn, P. J.** (2017) "Cultural Values and Relationship Development in Organizations" in Roccas, S., & Sagiv, L. (Eds.), *Values and Behavior: Taking a Cross-Cultural Perspective*. (pp. 143-172). Springer.

Revise and Resubmit

Flynn, P. J., Korsgaard, M. A., Thatcher, S. M. B., "The Development and Influence of Team Voice Pattern, Type, and Timing" *first round revision at Academy of Management Review*

Under Review

Flynn, P. J., Bliese, P. D., Korsgaard, M. A. "Value Affirmation or Perspective Taking?: An Intervention Study with Contrary Findings" *under review at Personnel Psychology*

Flynn, P. J., Bliese, P. D., Korsgaard, M. A., Cannon, C. "Tracking the Process of Adaptation: How Emotional Stability and Strong Events Influence Sustained Commitment" *under review at Journal of Management*

In Progress

Flynn, P. J., Awaysheh, A., Bliese, P. D., Flynn, B. B. "Performance Recovery Following CSR Implementations" *data analysis phase; intended submission to Academy of Management Journal*

- Flynn, P. J.**, Korsgaard, M. A., Thatcher, S. M. B. (in progress) “Social Influence of Team Norms, Status, and Motivation on Helping and Voice” *data analysis phase; intended submission to Academy of Management Journal*
- Flynn, P. J.**, Bliese, P. D., Korsgaard, M. A. “Attitudinal and Behavioral Trajectories in Response to a Perspective Taking Intervention” *data collection phase; intended submission to Journal of Applied Psychology*
- Flynn, P. J.**, Awaysheh, A. “The influence of managerial human capital and information processing on performance changes over time” *data collection phase; intended submission to Academy of Management Journal*
- Flynn, P. J.**, Awaysheh, A., Bliese, P. D. “Understanding the Unit-Level Adaptation Process: Contextual Events and Collective Moderators” *data collection phase; intended submission to Academy of Management Journal*
- Thatcher, S. M. B., **Flynn, P. J.** “Sole Survivor? The role of similarity and concern for others in the reality game show” *data collection phase; intended submission to Academy of Management Journal*
- Flynn, P. J.**, Hendricks, J. L., Korsgaard, M. A., Bliese, P. D., Flynn, B. B. “Emergent Patterns of Citizenship Behaviors and Team Performance” *data collection phase; intended submission to Academy of Management Journal*
- Conference Presentations**
- Invited Panelist for Flynn, E. J., Fornaciari, C. “Addressing the Perpetual Questions of Our Careers and Calling” at the upcoming *2018 Management and Organizational Behavior Teaching Conference, Coastal Carolina University, Conway, SC.*
- Flynn, P. J.**, Bliese, P. D., Korsgaard, M. A. “The Dynamics of Affective Commitment in Response to Unexpected Events” at *2017 Discover USC & 2017 Academy of Management Annual Meeting, Atlanta, GA.*
- Flynn, P. J.**, Thatcher, S. M. B., Korsgaard, M. A. “Over the Top: A Multilevel Approach to Team Helping, Team Voice, and Team Effectiveness” at *2017 Academy of Management Annual Meeting, Atlanta, GA.*
- Cannon, C., **Flynn, P. J.**, “The Sense of Belonging in a College Marching Band: A Longitudinal Research Study” at *College Band Directors National Association 2017 Athletic Band Symposium, University of Massachusetts, Amherst, MA.*
- Flynn, P. J.**, Hendricks, J. L. “The Influence of Task and Interpersonal Environments on Self-Efficacy Over Time” at *2016 Academy of Management Annual Meeting, Anaheim, CA.*
- Ravlin, E. C., Thomas, D. C., **Flynn, P. J.**, Ward, A. K. “Status Inconsistency and Cross-Cultural Relationships at Work” included in the “Status Inconsistency: Current and Future Perspectives on a Classic Notion” symposium at *2015 Academy of Management Annual Meeting, Vancouver, BC.*

Chaired Symposia

“It’s About Time: Advancing Theories and Methods of Dynamic Research” Showcase Symposium at 2016 Academy of Management Annual Meeting, Anaheim, CA.

Research Assistantships

Research Assistant

Henry M. Jackson Foundation for the Advancement of Military Medicine, Bethesda, MD
Starting August 2018

- Access and analyze large administrative US Army datasets

Academic Research Assistant

University of South Carolina, Columbia, SC

Dr. Paul Bliese, Fall 2014 – Summer 2015; August 2017 - Present

- Conducted multilevel and longitudinal data analysis in R
- Reviewed manuscripts for submission

Dr. Mark Maltarich, Fall 2016 – Summer 2017

Dr. M. Audrey Korsgaard, Fall 2015 – Summer 2016

- Conducted multilevel data analysis in SAS
- Designed lab study
- Designed field study and collected data

TEACHING

University of South Carolina

Instructor - MGMT 374 *Management of Human Resources* (Summer 2017)

Rating: **4.85/5.00**

SERVICE

Institution

President

Doctoral Student Association, Darla Moore School of Business, 2016 - Present

Co-chair

Doctoral Student Roundtable, Darla Moore School of Business, 2015 – 2016 academic year

Organizer

Doctoral Student Association Intramurals, Darla Moore School of Business, 2014 - Present

Professional

Reviewer

Academy of Management: OB Division, 2015 – present; HR Division, 2015, 2018

Journal of Management Education Roethlisberger Award, 2018

Human Relations (ad hoc reviewer), 2018 – present

AWARDS & GRANTS

Awards

W. Pierce Liles Outstanding Doctoral Student, 2017-18, *Darla Moore School of Business*

Selected participant for *Organization Behavior Doctoral Consortium at 2018 Academy of Management Meeting, Chicago, IL*

Doctoral Institute Scholarship for 2017 *Organizational Behavior Teaching Conference & Doctoral Institute, Providence College*

Grants

Moore School Research Grant Program for Flynn, P. J., Bliese, P. D., Korsgaard, M. A., “Value Affirmation or Perspective Taking?: An Intervention Study with Contrary Findings” (Awarded \$5,000, 2017)

Riegel & Emory HR Center Research Grant for Flynn, P. J., Bliese, P. D., Korsgaard, M. A., & Cannon, C., “Tracking the Process of Adaptation: How Emotional Stability and Strong Events Influence Sustained Commitment” (Awarded \$5,000, 2016)

Moore School Research Grant Program for Flynn, P. J., Korsgaard, M. A., Thatcher, S. M. B., “Social Influence of Team Norms, Status, and Motivation on Helping and Voice” (Awarded \$4,000, 2016)

PROFESSIONAL ACTIVITIES

Academy of Management: OB, HR, & RM Divisions

Preparing Future Faculty *Certification, 2018*

WORK EXPERIENCE

Consero Group , Bethesda, MD and Dublin, Ireland	
<i>Director, Program Development</i>	2012-2014
<i>Manager, Program Development</i>	2011-2012
TEKsystems , Washington, DC	
<i>Technical Recruiter</i>	2009-2011
Sigma Phi Epsilon Fraternity , Richmond, VA	
<i>Regional Director- Great Plains Region</i>	2008-2009