

[Curriculum Vitae]

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POSITIONS

Temple University, Fox School of Business
2018– Assistant Professor of Human Resource Management

ETH Zürich and Singapore Management University, Future Resilient Systems Project
2016–2018 Research Fellow; Decision Making in Risky, Dynamic, and Complex Environments

EDUCATION

Washington University in St. Louis, Olin Business School
2011–2017 PhD in Business Administration; Organizational Behavior Specialization

Boston University, School of Management and College of Communications
2004–2008 B.S. in Business Administration; Marketing Concentration; Advertising Minor

RESEARCH

I study human organizing—and how people can organize more mindfully. In doing so, I emphasize three processes: *attention* (what information people notice in a situation), *interpretation* (how they give meaning to the situation), and *energy* (how engaged they are in responding to the situation). I explore how these processes influence organizing from several theoretical lenses: drawing on contemplative practices (meditation, yoga) to explore how people can become more attentive, energetic, and flexible in their interpretations, tracing how these processes transfer across individuals within collectives as they interact, and identifying contextual factors (resources, technology, timing) that shape how these processes unfold. My work entails quantitative (experiments, surveys, simulations) and qualitative (interviews, observations, archival) methods. In sum, I aim to advance a robust and practical theory of mindful organizing by using the right methods for the question at hand.

Keywords: mindfulness, sensemaking, organizational cognition, problem solving, practice theory

PUBLICATIONS

- [15] Reina, C. S., & Kudesia, R. S. (conditionally accepted). Wherever you go, there you become: How mindfulness arises in everyday situations. *Organizational Behavior and Human Decision Processes*.
- [14] Kudesia, R. S.,* Lang, T.,*+ & Reb, J. (in press). How institutions enhance mindfulness: Interactions between external regulators and front-line operators around safety rules. *Safety Science*. doi:10.1016/j.ssci.2019.104511
- [13] Reb, J., Chaturvedi, S., Narayanan, J., & Kudesia, R. S. (in press). Leader mindfulness and employee performance: A sequential mediation model of LMX quality, interpersonal justice, and employee stress. *Journal of Business Ethics*. doi:10.1007/s10551-018-3927-x
- [12] Gellock, J. L., Ekholm, E., Greenhalgh, G. P., LeCrom, C. W., Reina, C. S., & Kudesia, R. S. (2019). Women's lacrosse players' perceptions of teammate leadership: Examining athlete leadership behaviors, attributes, and interactions. *Journal of Athlete Development and Experience*, 1(2): 66–76.
- [11] Kudesia, R. S., & Reina, C. S. (2019). Does interacting with trustworthy people enhance mindfulness? An experience sampling study of mindfulness in everyday situations. *PLOS ONE*, 14(4): e0215810. doi:10.1371/journal.pone.0215810
- [10] Kudesia, R. S. (2019). Mindfulness as metacognitive practice. *Academy of Management Review*, 44(2): 405–423. doi:10.5465/amr.2015.0333
- Summarized in:* Kudesia, R. S. (2019). Judging the effectiveness of mindfulness training at work. *AOM Insights*. doi:10.5465/amr.2015.0333.summary
- [9] Kudesia, R. S., & Reb, J. (2018). Mindfulness and the risk-resilience tradeoff in organizations. In B. D. Trump, M.-V. Florin, & I. Linkov (Eds.), *IRGC resource guide on resilience (Vol. 2): Domains of resilience for complex interconnected systems* (pp. 94–101). Lausanne, CH: EPFL International Risk Governance Center.
- [8] Kudesia, R. S. (2017). Organizational sensemaking. In O. Braddick (Ed.), *Oxford Research Encyclopedia of Psychology* (pp. 1–47). Oxford, UK: Oxford University Press. doi:10.1093/acrefore/9780190236557.013.78
- [7] Kudesia, R. S., Baer, M., & Elfenbein, H. A. (2015). A wandering mind does not stray far from home: The value of metacognition in distant search. *PLOS ONE* 10(5): e0126865. doi:10.1371/journal.pone.0126865
- [6] Kudesia, R. S. (2015). Mindfulness and creativity in the workplace. In J. Reb & P. W. B. Atkins (Eds.), *Mindfulness in organizations: Foundations, research, and applications*: 190–212. Cambridge, UK: Cambridge University Press. doi:

10.1017/CBO9781107587793.010

- [5] Kudesia, R. S., & Nyima, V. T. (2014). Mindfulness contextualized: A review and integration of Buddhist and neuropsychological approaches to cognition. *Mindfulness*, 6(4): 910–925. doi:10.1007/s12671-014-0337-8
- [4] Kudesia, R. S., & Elfenbein, H. A. (2013). Nonverbal communication in the workplace. In J. A. Hall & M. L. Knapp (Eds.), *Nonverbal communication*: 805–832. Berlin, DE: Mouton de Gruyter. doi:10.1515/9783110238150.805
- [3] Conboy, L. A., Noggle, J. J., Frey, J. L, Kudesia, R. S., & Khalsa, S. B. S. (2013). Qualitative evaluation of a high school yoga program: Feasibility and perceived benefits. *EXPLORE: The Journal of Science and Healing*, 9(3): 171–180. doi:10.1016/j.explore.2013.02.001
- Note:* Award for top 5 most highly cited papers in 2015–2016; Elsevier Journals
- [2] Kudesia, R. S., & Bianchi, M. T. (2012). Decreased nocturnal awakenings in young adults performing Bikram Yoga: A low-constraint home sleep monitoring study. *ISRN Neurology*: 1–7. doi:10.5402/2012/153745
- [1] Kudesia, R. S. (2010). Innovators love yoga and you should too. *Leader to Leader*, 58: 11–16. doi:10.1002/ltl.435

Under Review

- 4th Review Kudesia, R. S. [A qualitative case study theorizing how a social movement strategy emerged from spontaneous acts of anger within protest crowds in the first 48 hours of the Ferguson, MO shooting]. *Organization Science*.
- 2nd Review Kudesia, R. S., Dotan, H., Orenshtein, C., Jang, D., & Elfenbein, H. A. [A field study and two laboratory studies on the isomorphic relation between mindfulness and trust]. *Organizational Behavior and Human Decision Processes*.
- 1st Revision van Veen, D. J.,⁺ Kudesia, R. S., & Heinimann, H. R. [An agent-based model of how collective decision making strategies scale with information overload]. *IEEE Transactions on Computational Social Systems*.
- 1st Review Kudesia, R. S., & Lau, J.⁺ [A book chapter on the theory of mindfulness as metacognitive practice]. *Routledge Companion on Mindfulness at Work*.
- 1st Review Kudesia, R. S. [A theory article on how pragmatism can help reconcile the tradeoff between scientific rigor and practical relevance in management].

Note: * signifies equal authorship and + signifies a student co-author.

Conference Presentations

- [20] della Torre, G. G., Georgiadis, D., Lera, S., Kudesia, R. S., & Sornette, D. (2019, September). *Sources of strategic advantage in darknet markets: A generalized economic complexity approach*. Paper accepted at the Innovation, Economic Complexity and Economic Geography Workshop, Utrecht, NL.
- [19] Lang, T., Kudesia, R. S., & Reb, J. (2019, August). *Mindfulness in the regulatory shadow: How institutional rules enhance organizational safety*. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
- [18] Kudesia, R. S., & Shaffakat, S. (2019, August). *Individual learning from nonroutine situations: Integrating mindful and less-mindful views of search*. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
- [17] Kudesia, R. S., Reb, J., & Shaffakat, S. (2018, August). *Do mindful individuals organize mindfully? Consequences for team problem-solving*. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
- [16] Kudesia, R. S., & Reina, C. S. (2018, August). *Mindfulness outside of meditation: How everyday situations influence mindfulness*. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
- [15] van Veen, D. J., & Kudesia, R. S. (2018, February). *Generating intelligence from information in group decision making: An agent-based model of underlying cognitive and social factors*. Poster presented at the International Conference on Infrastructure Resilience, Zürich, CH.
- [14] Kudesia, R. S. (2017, August). *Strategic organization from spontaneous anger: The first 48 hours of the Ferguson shooting*. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.
- [13] Kudesia, R. S., & Pandey, A. (2017, August). *Is attention scarce or sufficient? A field experiment of mindfulness training in task environments*. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.
- [12] Kudesia, R. S., & Pandey, A. (2017, April). *Doing more with less: Mindfulness training compensates for low cognitive resources in multitasking*. Paper presented at the Annual Asian Management Research Consortium, Singapore.
- [11] Kudesia, R. S., Pandey, A., & Chandwani, R. (2016, August). *Amplifying energy: Temporal dynamics of work engagement over a mindfulness training program*. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.
- [10] Kudesia, R. S., Dotan, H., Jang, D., & Elfenbein, H. A. (2016, July). *Mindfulness can be contagious: Evidence for convergence with social interaction partners*. Paper presented at the

INGroup Annual Conference, Helsinki, Finland.

- [9] Kudesia, R. S., Dotan, H., & Elfenbein, H. A. (2015, August). *Mindfulness as a multilevel phenomenon*. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC.
- [8] Kudesia, R. S. (2015, June). *Activist sensemaking in the wake of Ferguson*. Paper presented at the International Association for Conflict Management Annual Meeting, Clearwater Beach, FL.
- [7] Kudesia, R. S., Elfenbein, H. A., & Luckman, E. (2015, June). *Money on the mind: Can mindfulness be used to facilitate economic self-interest?* Paper presented at the Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL.
- [6] Kudesia, R. S., Pierce, J. R., & Baldwin, T. T. (2015, April). *The hard problem of soft skills: Metacognition and managerial performance*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.
- [5] Kudesia, R. S., & Parke, M. R. (2014, August). *The flexible mind: The role of mindfulness in cognitive adaptation*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- [4] Campagna, R., Dirks, K., Robinson, S., Kudesia, R. S., & Crossley, C. (2014, August). *Who trusts you? Do you know? Determinants and implications of trust meta-accuracy*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- [3] Kudesia, R. S., Baer, M. & Elfenbein, H. A. (2013, August). *Letting go: How mindfulness meditation impacts creativity and decision making*. Paper presented at the Academy of Management Annual Meeting, Orlando, FL.
- [2] Kudesia, R. S., & Bianchi, M. T. (2011, September). *Decreased nocturnal awakenings in adults performing Bikram Yoga: A low-constraint home sleep monitoring study*. Poster presented at the International Association of Yoga Therapists Symposium on Yoga Research, Lenox, MA.
- [1] Noggle, J. J., Frey, J., Kudesia, R. S., Khalsa, S. B. S., & Conboy, L. (2011, September). *Qualitative evaluation of a high school yoga program during physical education*. Poster presented at the International Association of Yoga Therapists Symposium on Yoga Research, Lenox, MA.

TEACHING

Temple University

BA-9202: Qualitative Research Methods (Doctoral)

2019 Instructor; Rating: 4.3/5

HRM-5113: Power, Influence, and Negotiation (PMBA)

2019 Instructor; Rating: 4.8/5

2018 Instructor; Rating: 4.8/5

Washington University in St. Louis

OB-461: Negotiation (Undergraduate)

2014 Instructor; Rating: 9.6/10

2013 Teaching Assistant for Karoline Evans

MGMT-550V: Defining Moments: Lessons in Leadership and Character from the Top (MBA)

2012–2013 Teaching Assistant for Kurt T. Dirks and J. Stuart Bunderson

Negotiation and Conflict Management (Executive Education)

2012 Teaching Assistant for William P. Bottom

Boston University

OB-221: The Dynamics of Leading Organizations (Undergraduate)

2006–2008 Teaching Assistant for Sandra Deacon-Carr

AWARDS

- 2019 18th Young Scholars Interdisciplinary Forum; \$1,600 startup grant awarded for project “Job search experience of individuals with criminal records” (w/ C. Harold); Office of Research, Fox School of Business, Temple University.
- 2019 Open Access Publishing Fund; \$797.50 grant awarded for PLOS ONE publication “Does interacting with trustworthy people enhance mindfulness? An experience sampling study of mindfulness in everyday situations;” Temple University Libraries
- 2017 Outstanding reviewer award; Managerial and Organizational Cognition Division; Academy of Management Annual Meeting
- 2016 Outstanding reviewer award; Managerial and Organizational Cognition Division; Academy of Management Annual Meeting
- 2016 Top 5 most highly cited papers in 2015–2016; “Qualitative evaluation of a high school yoga program: Feasibility and perceived benefits;” Elsevier Journals.
- 2015 Outstanding reviewer award; Managerial and Organizational Cognition Division; Academy of Management Annual Meeting
- 2015 Conference paper “Activist sensemaking in the wake of Ferguson” awarded Dispute Resolution Research Center scholarship; International Association for Conflict Management Annual Meeting

2015	Department nominee for Organizational Behavior Division Doctoral Consortium at the Academy of Management Annual Meeting
2015	Organized symposium “Mindfulness at Work: New Empirical Directions” selected for Academy of Management Annual Meeting Proceedings
2014	Best Research Proposal Award (with J. R. Pierce & A. Espejo); Cognition in the Rough Workshop; MOC Division; Academy of Management Annual Meeting
2014	Organized symposium “Mindfulness at Work: Implications for Performance” selected for Academy of Management Annual Meeting Proceedings
2014	Session “Mindfulness at Work” voted in the Top 15 “most-favorited” sessions by attendees; Society for Industrial and Organizational Psychology Annual Meeting
2013	Organized symposium “Mindfulness at Work: Promising Areas of Research Inquiry” selected for Academy of Management Annual Meeting Proceedings
2012	Award in Recognition of Excellence and Innovation in Yoga Research; International Association of Yoga Therapists; Symposium on Yoga Research
2011	Doctoral Fellowship; Washington University Olin Business School; 2011–2015

SERVICE

Journal Reviewing

Ad-Hoc	Academy of Management Review
Ad-Hoc	American Journal of Business
Ad-Hoc	Australian Journal of Psychology
Ad-Hoc	International Journal of Services, Economics and Management
Ad-Hoc	Journal of Applied Psychology (Co-Reviewer)
Ad-Hoc	Journal of Business Research
Ad-Hoc	Journal of Creative Behavior
Ad-Hoc	Journal of Management Studies
Ad-Hoc	Journal of Organizational Effectiveness: People and Performance
Ad-Hoc	Management Science (Co-Reviewer)
Ad-Hoc	Mindfulness
Ad-Hoc	Organizational Behavior and Human Decision Processes
Ad-Hoc	Organizational Research Methods
Ad-Hoc	Palgrave Macmillan (Book Proposal)
Ad-Hoc	Psych
Ad-Hoc	Safety Science
Special Issue	Journal of Management Studies; Commemorating the 50th Anniversary of the Publication of Karl E. Weick’s <i>The Social Psychology of Organizing</i>
Special Issue	Organizational Behavior and Human Decision Processes; Mindfulness at Work: Pushing Theoretical and Empirical Boundaries
Special Issue	Organizational Research Methods; How to Conduct Rigorous and Impactful Literature Reviews?

Conference Reviewing

2019	Academy of Management Annual Meeting, MOC division
2019	Academy of Management Annual Meeting, GDO best student paper award

2018 INGroup Annual Conference
 2018 Academy of Management Annual Meeting, MOC division
 2017 Academy of Management Annual Meeting, MOC division
 2016 Academy of Management Annual Meeting, MOC division
 2015 Academy of Management Annual Meeting, MOC division
 2014 Academy of Management Annual Meeting, MOC division, CM division
 2013 Academy of Management Annual Meeting, CM division

Committees

2018– Power, Influence, and Negotiation Course Committee, HRM Dept., Temple U.
 2018– First and Second Year Paper Committee, HRM Department, Temple University
 2016– Steering Committee, Mindfulness Microcommunity, Academy of Management
 2014–2016 Student Representative for the Olin Business School, Wash. U. Graduate Council

Organized Symposia

2016 Academy of Management Annual Meeting; “Mindfulness at Work: Extensions and Explorations.” Sponsors: OB, MOC, MSR
 2015 Academy of Management Annual Meeting; “Mindfulness at Work: New Empirical Directions.” Sponsors: OB, MOC, MSR. Selected as a Showcase Symposium.
 2014 Academy of Management Annual Meeting; “Mindfulness at Work: Implications for Performance.” Sponsors: OB, MOC, MSR. Selected as a Showcase Symposium.
 2013 Academy of Management Annual Meeting; “Mindfulness at Work: Promising Areas of Research Inquiry.” Sponsors: MOC, MSR

AFFILIATIONS

- Academy of Management
- Center for Positive Organizations
- International Association for Conflict Management
- Society of Industrial and Organizational Psychology

PRESENTATIONS

- [14] “‘Keep your head up:’ Errors, failures, and interruptions.” Paper session discussant at the Academy of Management Annual Meeting; MOC Division; Boston, MA; August 2019.
- [13] “Entraining organizational attention: How bundles of practices constitute high reliability.” Presentation at Singapore Management University (w/ T. Lang, & J. Reb); Singapore; April 2018.
- [12] “How high reliability organizations structure attention: Insights from controlled demolition teams.” Presentation at INSEAD (w/ T. Lang, & J. Reb); Singapore;

February 2018.

- [11] “Career advancement in academia: The route to assistant professorships.” Presentation at the Singapore-ETH Centre Professional Development Workshop; Singapore; June 2017.
- [10] “Resilient organisations: Founding concepts and perspectives.” Presentation at ETH Zürich; Zürich, Switzerland; November 2017.
- [9] “Mindfulness and radical creativity.” Presentation at Temple University; Philadelphia, PA; October 2017.
- [8] “Mindfulness and radical creativity.” Presentation at Virginia Commonwealth University; Richmond, VA; October 2017.
- [7] “Emergence of collective mind in loosely coupled systems” Presentation at INSEAD (w/ D. Georgiadis, S. Lera, J. Reb, & D. Sornette); Singapore; April 2017.
- [6] “Mindful organizing as a model of human behaviour.” Presentation at the Singapore-ETH Centre Symposium on Human Behaviour; Singapore; October 2016.
- [5] “Mindful metacognition: Learning how to unlearn.” Presentation at the National Institute of Education Research Symposium on Mindfulness; Singapore; April 2016.
- [4] “Mindfulness research methods: Different approaches to understanding mindfulness in organizations.” Professional Development Workshop at the Academy of Management Annual Meeting (w/ E. Choi, R. Mahalingam, & C. Rerup); Vancouver, BC; August 2015.
- [3] “Finding a place for mindfulness in the workplace.” Debate at the Society for Industrial and Organizational Psychology Annual Meeting (w/ K. Bartol, M. Duffy, A. Lee, & L. Tetrick); Philadelphia, PA; April 2015.
- [2] “The relationship between mindfulness and creativity.” Panel at the Society for Industrial and Organizational Psychology Annual Meeting (w/ T. D. Allen, H. Leroy, J. Narayanan, & J. Reb); Honolulu, HI; May 2014.
- [1] “Autonomic self-regulation through yoga and meditation.” Lecture at the MAPI Scientific & Research CME and Meeting, Detroit, MI; March 2013.