

Andre S. Avramchuk

CURRICULUM VITAE

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Education

Postdoctoral Program (2011)

Hough Graduate School of Business
Warrington College of Business Administration
University of Florida, Gainesville, Florida
Outcome: Academically Qualified (AQ) with AACSB in management / marketing

Advisers:

Jason A. Colquitt (Organizational Behavior)
John Kraft (International Business and Global Entrepreneurship)
Joseph W. Alba (Marketing)
Srikanth Paruchuri (Strategy)

PhD Human and Organizational Systems (2011)

School of Human and Organizational Development
Fielding Graduate University, Santa Barbara, California

Dissertation Title:

“The Healthcare Executives’ Construal of Compassion at Work: A Qualitative Induction”

Dissertation Committee:

Michael R. Manning (chair)
Dorothy E. Agger-Gupta
Frank J. Barrett
Jane E. Dutton (external committee member, University of Michigan)

MA Human Development (2006)

School of Human and Organizational Development
Fielding Graduate University, Santa Barbara, California

BBA Business Administration (2000), concentration in Management
South Ural State University, Chelyabinsk, Russian Federation

Recent Papers and Presentations within Research Interests

Avramchuk, A. S. (2011). Positive Organizational Scholarship and Practice: A Dynamic Duo. *Graziadio Business Review*, 14(2), a peer-reviewed online journal of Graziadio School of Business and Management. Pepperdine University: Malibu, CA.

Avramchuk, A. S. (2010). "Compassion in Executives' Lives." Presented at a peer-reviewed "Compassion Research Incubator: Emerging Perspectives on the Scholarship and Practice of Compassion." All Academy Theme Symposia Abstracts, *Academy of Management Proceedings*. Academy of Management: Montreal, Canada.

Avramchuk, A. S. (2010). "Leading with Compassion? A Question of Development in Changing Organizations." Presented at a peer-reviewed scholarly symposium sponsored by the Organization Development and Change division. Academy of Management: Montreal, Canada.

Avramchuk, A. S. (2010). "A Student of Organization Development and Change." *Academy of Management ODC Newsletter*, (Summer), 11-12.

Avramchuk, A. S., Boyatzis, R. E., Cameron, K. S., Kanov, J. M., Lilius, J. M., & Quinn, R. E. (2009). "Compassion in organizations and compassionate questions in organizational scholarship." Management Education & Development Symposia Abstracts and Organizational Behavior Symposia Abstracts. *Academy of Management Proceedings*. Academy of Management: Chicago, IL.

***symposium chair and presenter** of this peer-reviewed winner of the Global Forum Best Symposium award (award sponsored by the Management Education and Development division and Manchester Business School, University of Manchester, England)

Avramchuk A. S. (2009). "Compassion in changing organizations: Moving forward." Presented at a peer-reviewed "Expanding Compassion Conversation for Changing Organizations" symposium. Organization Development & Change Symposia Abstracts, *Academy of Management Proceedings*. Academy of Management: Chicago, IL.

*** symposium organizer**

Avramchuk, A. S. (2008). "The Intangibles in Decision Making." Presented at Kaiser Permanente. Southern California Permanente Medical Group: Pasadena, CA.

Avramchuk, A. S. (2007). "Emotions and Change." Presented at the Doctoral Institute, Organizational Behavior Teaching Conference: Malibu, CA.

Avramchuk, A. S. (2006). "Transpersonal Knowledge Management and Integral Human Development." Paper presented at the Annual Conference of Society for Phenomenology and Human Sciences (in conjunction with the Society for Phenomenology and Existential Philosophy): Philadelphia, PA.

2011 Working Papers

Avramchuk, A. S., & Colquitt, J. A. "Toward a Model of Antecedents and Consequences of Compassion in Organizations" (target outlet – *Academy of Management Review*)

Avramchuk, A. S., & Manning, M. R. "The Executives' Side of Compassion Story: An Alternative Construal and Research Sprouts" (target outlet – *Academy of Management Journal*)

Avramchuk, A. S. “Constructivist Grounded Theory in Management Research” (target outlet – *Organizational Research Methods*)

Avramchuk, A. S. “The Practicability of Compassion” (target outlet – *Academy of Management Perspectives*)

Current Research Focus Summarized

Compassion in today’s changing organizations: its reaches and applicability in sustainable leadership development, strategy, behaviors, and ethical management across cultural and industrial contexts.

Recent Teaching and Professional History

2011 **Pepperdine University - Graziadio School of Business and Management**, Malibu, California

Faculty of Organization Theory and Management – invited to teach:

- *Designing and Managing International Organizations (OTMT 618.14)* – a course for full-time MBA, International MBA, Organization Management, and Sustainability & Ethics graduate certificate students

2000 – 2010 **Kaiser Permanente Health Plan and Hospitals - Information Technology (IT)**, Pasadena, California

Program Manager, Consultant Specialist (11/2008 – 03/2010), ***Manager - Business Engagement Administration*** (03/2005 – 11/2008), ***Manager - Systems Transition*** (06/2004 - 03/2005), ***Senior Project Manager*** (01/2002 - 06/2004), ***Project Manager*** (06/2000 - 01/2002), and ***Programmer-Analyst*** (01-06/2000):

- Redesigned organizational governance support processes for regional IT investments in this major healthcare organization comprising of nonprofit and for-profit companies
- Led teams and managed projects and multi-million-dollar budgets for initiatives ranging from the development of secure and compliant patient billing solutions to the efficient delivery of clinical data communication systems
- Designed organizational framework for effective leadership decision making in developing complex system interfaces for the largest civilian electronic-health-record project in the United States
- Defined and implemented change strategy for managing transition from legacy systems to new IT solutions

2006 – 2009 **Fielding Graduate University**, Santa Barbara, California

Faculty Assistant / Co-Facilitator with Michael Manning and Frank Barrett

- *Organization Studies (KA717)* doctoral course/seminar
- *Organization Development and Change (KA707)* doctoral course/seminar

2001 – 2001 **Platt College - Eagle Rock Campus**, Eagle Rock, California

Business Technology Faculty for undergraduates seeking to improve their knowledge of business applications

2000 – 2001 **Computer Learning Centers (CLC) - Los Angeles Campus**, Los Angeles, California

Instructor

- Taught business and information technology courses to undergraduates
- Delivered lectures, conducted seminars, and mentored individual work
- Redesigned curricula, developed final examination contents, and evaluated capstone assignments

Academy of Management, University Service, and Selected Appointments

2009 – 2014 **Director of Communications and Member**, Executive Board of the Organization Development and Change Division, Academy of Management

2007 – 2009 **Doctoral Student Representative and Member**, Executive Board of the Organization Development and Change Division, Academy of Management

2007 – 2008 **Dean's Appointed Member**, Fielding Graduate University search committee for doctoral faculty in Organization Studies

2005 – 2011 **Reviewer**, annual scholarly paper and symposia submissions for the Academy of Management (Organization Theory, Organizational Behavior, Human Resources, Organization Development and Change, Managerial and Organizational Cognition, Management Education and Development, Organizational Communication and Information Technology, International Management, Health Care Management, and Research Methods divisions)

Dissertation Committee Service

2011 – present Student reader for Julie O'Brian, doctor of philosophy dissertation committee

2010 – present Student reader for Sheila Bergman, doctor of philosophy dissertation committee

2009 – present Student reader for Catherine Kostilnik, doctor of philosophy dissertation committee

2008 – 2010 Student reader for Kathleen Meehan, PhD in Human Development, dissertation titled, "Exploring the Qualities that Support Student Success: A Case Study of the Extended Opportunities Programs and Services (EOPS) at Santa Barbara City College"

2008 – 2009 Student reader for Ralph Frid, PhD in Human and Organizational Systems, dissertation titled, "Creativity's Theoretical Relationship to Small Group Survival in Hostile and Competitive Environments"

Selected Honors and Awards

- **2010 Outstanding Reviewer Award**, Organizational Behavior (OB) division, Academy of Management
- *Participant*, selective doctoral consortia at the Academy of Management annual sessions (2007, 2008, 2009)
- *Scholarship* award for outstanding contribution in Human and Organization Development, Fielding Graduate University
- *2007 Fellow*, selective Doctoral Institute at the Organizational Behavior Teaching Conference
- *Outstanding Contribution Award*, Kaiser Permanente HealthConnect program
- *Instructor of the Month* distinction and medal for teaching excellence among 26 CLC campuses
- *Special Stipend* awards at Moscow State Academy of Management for achievements in undergraduate studies
- *Highest Honors* distinction upon completion of the math magnet secondary school program, Ukraine

Involvement in Academic and Professional Organizations

Academy of Management; Healthcare Information Management Systems Society; Organization Development Network; Project Management Institute; Organizational Behavior Teaching Society; Information Systems Audit and Control Association

Professional Certification

CGEIT – Certified in the Governance of Enterprise IT – from the Information Systems Audit and Control Association (ISACA)

Personal Passions

- *People* (e.g., diversity, learning, empowerment)
- *Travel* (e.g., South America)
- *Health care* (e.g., the art of well-being in the modern world)

Languages: English: fluent Russian: native Ukrainian: spoken

Citizenship: United States

REFERENCES

Michael R. Manning, Ph.D.

Professor of Management
College of Business, New Mexico State University
Las Cruces, NM
Phone: (575) 621-4052
E-mail: mmanning@nmsu.edu

Jane E. Dutton, Ph.D.

Robert L. Kahn Distinguished University Professor of Business Administration and Psychology
Stephen M. Ross School of Business, University of Michigan
Ann Arbor, MI
Phone: (734) 764-1376
E-mail: janedut@umich.edu

Jason A. Colquitt, Ph.D.

William H. Willson Distinguished Chair
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Ann Feyerherm, Ph.D.

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Irvine, CA
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Ronald E. Fry, Ph.D.

Professor and Chairman, Department of Organization Behavior
Weatherhead School of Management, Case Western Reserve University
Cleveland, OH
Phone: 216-368-2060
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