

# NATHAN T. WASHBURN

## ACADEMIC POSITIONS

### **Utah State University, Huntsman School of Business**

International Business Degree Director  
Associate Professor of Management 2014 – present

### **Thunderbird School of Global Management**

Associate Professor of Management 2013 – 2014  
Assistant Professor of Management 2007 – 2013  
Director Fulltime MBA Program 2013 – 2014  
Management Department Coordinator 2011 – 2014  
Vision & Strategy Advisory Committee 2010 – 2014

## EDUCATION

### **Arizona State University**

Ph.D. in Business Management, Strategy 2007

### **Brigham Young University**

Master of Organizational Behavior 1995  
B.A. International Relations 1992

## INDUSTRY EXPERIENCE

### **Booz Allen Hamilton, McLean, VA**

IT systems consultant, internal 2000 – 2002

### **Andersen Consulting, Dallas, TX**

Change Management Analyst 1998 – 2000

### **Lineup Language School, Chiayi, Taiwan**

School Director 1995 – 1998

## AWARDS & RECOGNITION

MBA Professor the Year Award 2016  
MBA Professor of the Year Award 2015  
Outstanding Professor in the OD program 2013  
Outstanding Professor in the OD program 2012  
Spirit of Thunderbird Service Award 2012  
Runner up for Best Paper in Academy of Management Review 2012  
Outstanding Professor in the OD program 2011  
Outstanding Professor in the OD program 2010  
Outstanding Professor in the OD program 2009  
Runner up for Best Paper OB Division AOM 2009

## LANGUAGES

English – native; Spanish – fluent; Mandarin - spoken

## PUBLICATIONS

Washburn, N. T., Waldman, D. A., Sully de Luque, M. F., Carter, M. Z., 2018. Executives' Stakeholder Values in the Prediction of Work Process Change. *Journal of Management Studies*, 55: 1423-1451.

Washburn, N. T., Galvin, B., 2017. Followers Don't See Their Leaders As Real People. Online article for *Harvard Business Review*.

Washburn, N. T., Galvin, B., 2016. Make Sure Your Employees Have Good Things to Say About You Behind Your Back. Online article for *Harvard Business Review*.

Washburn, N. T., Brown, K., 2015. How to Reverse the Death Spiral for American Hospitals. Online article for *Harvard Business Review*.

Martin, G., Washburn, N. T., Makri, M., & Gomez-Mejia, L. R. 2015. Not all Risk Taking is Born Equal: The behavioral agency model and CEO's perceptions of firm efficacy. *Human Resource Management*, 54: 483-498.

Washburn, N. T., Lange, D. A. 2013. Does Your Company Seem Socially Irresponsible? *MIT Sloan Management Review*. 55: 10-11.

Miller, C. C., Washburn, N. T., & Glick, W. H. 2013. The myth of firm performance. *Organization Science*. 24: 948-964.

Lange, D. A., Washburn, N. T., 2012. Understanding attributions of corporate social irresponsibility. *Academy of Management Review*, 37: 300-326. 1<sup>st</sup> Runner up for 2012 AMR Best Paper of the Year Award.

Washburn, N. T., 2012. Garment-Factory Fire Reveals Capitalism at its Rawest. Online article for *Harvard Business Review*.

Washburn, N. T., 2012. Apple Discovers a New Market in China: Rich Boyfriends. Online article for *Harvard Business Review*.

Washburn, N. T., Hunsaker, B. T. 2011. Finding great ideas in emerging markets. *Harvard Business Review*, 89, 9: 115-120.

Washburn, N. T., Hunsaker, B. T. 2011. Why Someone from Apple Needs to Ride the Shanghai Subway. Online article for *Harvard Business Review*.

Washburn, N. T. 2009. Why profit shouldn't be your top goal. *Harvard Business Review*, 87, 12:23.

Sully de Luque, M. F., Washburn, N. T., Waldman, D. A., & House, R. J. 2009. Unrequited profit: How stakeholder and economic values relate to subordinate perceptions of leadership and firm performance *Administrative Science Quarterly*, 53: 626-654. 2<sup>nd</sup> Runner up for Best Paper of the Year Award, OB Division AOM 2009.

Waldman, D. A., Sully de Luque, M. F., Washburn, N. T., & House, R. J. 2006. Cultural and leadership predictors of corporate social responsibility values of top management: A GLOBE study of 15 countries. *Journal of International Business Studies*, 37: 823-837.

### CONFERENCE PRESENTATIONS

Washburn, N. T., Sully de Luque, M. A leadership perspective on CEO self-interest: Comparing agent and owner CEOs. Paper published in the Best Paper Proceedings for the annual meeting of the Academy of Management in Boston.

Lange, D. A., Washburn, N. T., 2011. Understanding attributions of corporate social irresponsibility. Paper presented at the annual meeting of the Academy of Management in San Antonio.

Waldman, D. A., Washburn, N. T., Sully de Luque, M. 2010. Stakeholder Values and Strategic Change in Organizations. Paper presented at the annual meeting of the Academy of Management in Montreal.

Sully de Luque, M., Washburn, N. T. 2010. Whose Interests are being Served?: Interest alignment, discretion, and the display of pro-organizational behaviors. Paper presented at the annual meeting of the Academy of International Business in Rio.

Washburn, N.T., Waldman, D.A., Sully de Luque, M.F. 2009. Agents behaving like stewards. Paper presented at the annual meeting of the Academy of Management. Chicago.

Washburn, N.T., Makri, M., & Gomez-Mejia, L. R. 2008. Past performance and organizational risk taking: Predicting science and technology based innovation. Paper presented at the annual meeting of the Academy of Management. Anaheim, California.

Waldman, D. A., Sully de Luque, M. F., & Washburn, N. T. 2008. Executive decision-making values: A potential challenge to integrative leadership. Paper presented at the annual meeting of the Academy of Management. Anaheim, California.

Washburn, N. T., Sully de Luque, M. F., Waldman, D. A. 2007. Unrequited profit. Paper published in Best Paper proceedings for the annual meeting of the Academy of Management. Philadelphia, Pennsylvania.

Waldman, D. A., Washburn, N. T., Sully de Luque, M. F. 2007. Toward an understanding of leadership and values congruence at the upper echelons of organizations. Paper presented at the annual meeting of the Academy of Management. Philadelphia, Pennsylvania.

Washburn, N. T., Glick, W. H., & Gomez-Mejia, L. R. 2006. Executive risk taking: The influence of motives on risk selection characteristics. Paper presented at the annual meeting of the Academy of Management. Atlanta, Georgia.

Waldman, D. A., Sully de Luque, M. F., Washburn, N. T., & House, R. J. 2006. Cultural and leadership predictors of corporate social responsibility values of top management: A GLOBE study of 15 countries. Paper presented at the annual meeting of the Academy of Management. Atlanta, Georgia.

Sully de Luque, M. F., Waldman, D. A., House, R. J., Washburn, N. T. 2005. Understanding values-based leadership and transformation in organizations: A study of CEOs in 15 countries. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii.

Glick, W. H., Washburn, N. T., Miller, C. C. 2005. The myth of firm performance. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii.