RUTH BLATT

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EDUCATION

University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI.
Ph.D., Management and Organizations, 2008.

Dissertation: "Relational Capital in Team-Based New Ventures."
Committee: Susan J. Ashford (Chair), Richard Bagozzi, Jane Dutton, Thomas Kinnear, Kathleen Sutcliffe.

Tel Aviv University, Graduate School of Business, Tel Aviv, Israel.
M.S., *Magna Cum Laude*, Organizational Behavior, 2002.

Swarthmore College, Swarthmore, PA.
B.A., *Magna Cum Laude*. Major subject: Psychology, 1996.

ACADEMIC APPOINTMENTS

Department of Managerial Studies, University of Illinois-Chicago, Visiting Assistant Professor, 2008.

RESEARCH INTERESTS

Entrepreneurial teams; Resilience in entrepreneurship; Entrepreneurial relationships; Meaning and sensemaking.

PUBLICATIONS

Blatt, R. (2009). Tough love: How communal schemas and contracting practices build relational capital in entrepreneurial teams. *Academy of Management Review*, in press.

Blatt, R. (2008). Organizational citizenship behavior of temporary knowledge employees. *Organization Studies, 29(6)*, 849-866.

Ashford, S.J., George, E., & Blatt, R. (2007). Old assumptions, new work: The opportunities and challenges of research on nonstandard employment. In J.P. Walsh and A.P. Brief (Eds.), *Academy of Management Annals, Vol. 1*, forthcoming. Mahwah, NJ: Lawrence Erlbaum.

Blatt, R., Christianson, M.K., Sutcliffe, K.M., & Rosenthal, M.M. (2006). A sensemaking lens on reliability. *Journal of Organizational Behavior, 27*(7), 897-917.

Blatt, R. & Camden, C.T. (2006). Positive relationships and cultivating community. In J.E. Dutton, and B.R. Ragins (Eds.), *Exploring positive relationships at work: Building a theoretical and research foundation*, (pp. 243-264). Mahwah, NJ: Lawrence Erlbaum.

Anderson, P., Blatt, R., Christianson, M., Grant, A., Marquis, C., Neuman, E., Sonenshein, S., & Sutcliffe, K. (2006). Understanding mechanisms in organizational research: Reflections from a collective journey. *Journal of Management Inquiry*, *15*(2), 102-113.

Ashford, S.J, Blatt, R. & VandeWalle, D. (2003). Reflections on the looking glass: A review of research on feedback-seeking behavior in organizations, *Journal of Management*, *29*(6), 773-799.

WORK IN PROGRESS

"'Never go into business with friends': When are prior ties beneficial for entrepreneurs?" Using longitudinal qualitative and survey data from entrepreneurial teams, this paper explores the conditions under which it is beneficial versus hurtful to choose founding partners based on strong prior ties. This paper has been accepted for the 2009 Babson College Entrepreneurship Research Conference, June, 2009.

"Resilience in entrepreneurial teams: Developing the capacity to pull through." Data from 122 entrepreneurial teams support the argument that the capacity to rebound from adversity among entrepreneurial teams stems from an apparently paradoxical combination of communal and contractual practices. This paper has been accepted for the 2009 Babson College Entrepreneurship Research Conference, June, 2009.

"Making meaning and taking action: Insights from independent workers." (with Susan Ashford). Based on qualitative data, this paper analyzes how independent workers create meaning to deal with setbacks in their work.

"The role of personal relationships in the prosocial behavior of temporary employees." (with Kathleen Sutcliffe). Using data from a large-scale survey, this paper examines the antecedents of professional identification among temporary employees.

ACADEMIC AWARDS AND HONORS

Emeritus Ph.D. Fellowship Award, University of Michigan, 2008.

Academy of Management Organizational Behavior Doctoral Consortium, 2007.

Rackham Predoctoral Fellowship (full year fellowship, university-wide competition), 2006.

Leon Recanati Faculty of Management Award for Academic Excellence, Tel Aviv University 1999, 2000.

Elected to Phi Beta Kappa Honor Society, 1996.

Elected to Sigma Xi Scientific Research Society, 1996.

PROFESSIONAL SERVICE

Journal Reviewing: *Academy of Management Review*, *British Journal of Management*, *Human Relations*, *Journal of Management*, *Journal of Management Inquiry*, *Journal of Management Studies*, *Journal of Organizational Behavior*, *Organization Science*.

Conference Reviewing: Academy of Management Meeting, 2006, 2007, 2009 Managerial and Organizational Cognition, Entrepreneurship, and Organizational Behavior divisions.

REFEREED CONFERENCE PAPERS

Blatt, R. 'Never go into business with friends': When are prior ties beneficial for entrepreneurs? Accepted for the Babson College Entrepreneurship Research Conference, June, 2009.

Blatt, R. Resilience in entrepreneurial teams: Developing the capacity to pull through. Accepted for the Babson College Entrepreneurship Research Conference, June, 2009.

Blatt, R. Strong ties and relational capital: Evidence from entrepreneurial teams. National Academy of Management Meeting, Philadelphia, PA, August, 2007.

Blatt, R. Building relational resources for coordination and improvisation in new ventures. National Academy of Management Meeting, Philadelphia, PA, August, 2007.

Blatt, R. & Ashford, S.J. Independent identity: Narrating coherence and flexibility outside organizations. National Academy of Management Meeting, Philadelphia, PA, August, 2007.

Blatt, R. & Ashford, S.J. Structuring resources to support work: Lessons from independent workers. SIOP Conference, New York, NY, April, 2007.

Blatt, R. High-quality connections and organizing in weak situations. National Academy of Management Meeting, Atlanta, GA, August, 2006.

Ashford, S., Darling, E., & Blatt, R. Emoting alone: Self-regulation of emotions in independent work. National Academy of Management Meeting, Atlanta, GA, August, 2006.

Blatt, R. Permanent outsiders or temporary insiders? Experiencing community as a temporary employee. National Academy of Management Meeting, Honolulu, HI, August 2005.

Blatt, R. & Ashford, S.J. Theorizing from practice: Lessons from the working lives of nonstandard workers. National Academy of Management Meeting, New Orleans, LA, August, 2004.

Blatt, R. When they don't have to: The helping behaviors of temporary knowledge employees. National Academy of Management Meeting, New Orleans, LA, August, 2004.

Christianson, M.K., Blatt, R., & Sutcliffe, K. Relational dynamics of silence and voice: Lessons from medical errors. National Academy of Management Meeting, New Orleans, LA, August, 2004.

Ashford, S.J. & Blatt, R. On their own: Customized management of nonstandard knowledge workers. National Academy of Management Meeting, Seattle, WA, August, 2003.

Blatt, R. One-night stands or traditional marriages? Identification and performance in nonstandard work arrangements. National Academy of Management Meeting, Seattle, WA, August, 2003.

INVITED PRESENTATIONS

Ashford, S.J. & Blatt, R. Making meaning and taking action: Insights from independent workers. Interdisciplinary Committee on Organizational Studies (ICOS), University of Michigan, December 2005.

Ashford, S.J. & Blatt, R. Creating self: Identity narratives in non-organizational contexts. Paper presented at the NYU/Academy of Management Small Conference on Organizational Identity, May, 2004.

TEACHING EXPERIENCE

University of Illinois in Chicago, Fall 2008 and Spring 2009, Entrepreneurship 502 (MBA course).

University of Michigan, Ross School of Business, Fall 2004, Management & Organizations 300: Behavioral Theory in Management (core undergraduate BBA course).

GRANTS AND EXTERNAL FUNDING

Doctoral Research Grant, Ross School of Business. $2,000. September, 2007.

Rackham Graduate Student Research Grant, University of Michigan. $3,000. May, 2007.

The Samuel Zell & Robert H. Lurie Institute for Entrepreneurial Studies Research Grant. $12,941. June, 2007.

The Samuel Zell & Robert H. Lurie Institute for Entrepreneurial Studies Research Grant. $7,328. December, 2005.

Stan Frankl IMAP Fund. Travel to Prague, Czech Republic for data collection on International Multidisciplinary Action Project (IMAP) teams, March, 2005.

Kelly Services Foundation Research Grant, $12,300. March, 2004.

Michigan Business School Larger Grant Research Fund (with Susan Ashford), $7,000. October, 2002.

Joel Dean Grant for Research in the Social Sciences, Swarthmore College, $1,500, May, 1995.

WORK EXPERIENCE

1996 – 1997 **Training Manager**, Mitar Ltd., Ramat Gan, Israel.
Assessed training needs, wrote training proposals, recruited trainers, and coordinated training programs for a management consulting company working in the public sector.

1997 – 2001 **Freelance Editor and Translator**, Tel Aviv, Israel.
Researched, translated, and edited material on organizational behavior and general management.

REFERENCES

Susan J. Ashford
Associate Dean for Leadership Programming and the Executive MBA Program
Michael and Susan Jandernoa Professor of Management and Organization
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701 Tappan Street
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