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ACADEMIC APPOINTMENTS:

Assistant Professor (2018 – present): Department of Management & Organization, Mendoza College of Business, University of Notre Dame

Research Assistant Professor, non-tenure track (2015 – 2018): Department of Management & Organization, Mendoza College of Business, University of Notre Dame

EDUCATION:

Ph.D. (2015) Washington University in St. Louis: Social & Personality Psychology
Advisor: Simine Vazire

M.A. (2013) Washington University in St. Louis: Social & Personality Psychology

B.A. (2007) University of Arizona: Psychology (*Summa Cum Laude*), Honors College

RESEARCH INTERESTS:

Given that organizational members often operate interdependently, yet under *unshared* realities, I focus on research questions that emphasize the perceptual subjectivity and interpersonal nature of organizational behavior. Taking the approach that organizational behavior is a product of subjective realities and social dynamics, I study (a) social perceptions and (b) dyadic and group contexts. Many of my projects also focus on the impact of (c) personality, both one's own and close others', on work-related outcomes.

HONORS AND AWARDS:

Academy of Management Best Paper Proceedings, 2019

Managerial and Cognition Division's Best Faculty Paper Proposal Award, Academy of Management, 2017

Washington University in St. Louis Academic Dissertation Fellowship, 2014-2015

Travel Award: Annual Meeting of the SPSP, New Orleans, LA, 2013

Honorable Mention for the APAGS Basic Psychological Science Research Grant, Spring 2012

Honorable Mention for the NSF Graduate Research Fellowship, 2012

Washington University in St. Louis Arts & Sciences Arthur D. Behrendt Scholarship, 2011-2012

Honorable Mention for the NSF Graduate Research Fellowship, 2011

Honorable Mention for the NSF Graduate Research Fellowship, 2010

Honors Undergraduate Research Grant, University of Arizona, 2006

Phi Beta Kappa, University of Arizona, 2005

University of Arizona Non-resident Tuition Waiver Scholarship (merit-based), 2003-2007

PUBLISHED MANUSCRIPTS:

Solomon, B.C. & Campbell, J.T. (forthcoming). Sails versus anchors: Spousal personality configurations and (female) career success. In Guclu Atinc (Ed.), *Proceedings of the Seventy-ninth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Solomon, B.C. & Vazire, S. (2016). Knowledge of identity and reputation: Do people have knowledge of others' perceptions? *Journal of Personality and Social Psychology*, *111*(3), 341-366.

Solomon, B.C. & Jackson, J. J. (2014). The long reach of one's spouse: Spousal personality influences occupational success. *Psychological Science*, *25*(12), 2189-2198.

- Selected press coverage: *Financial Times*, *Forbes*, *Fortune*, *Harvard Business Review*, *The Wall Street Journal*

Solomon, B.C. & Vazire, S. (2014). You are so beautiful... to me: Seeing beyond bias and achieving accuracy in romantic relationships. *Journal of Personality and Social Psychology*, *107*(3), 516-528.

Solomon, B.C. & Jackson, J.J. (2014). Why does personality predict divorce? Three possible pathways. *Journal of Personality and Social Psychology*, *106*(6), 978-996.

Wetherell, J.L., Afari, N., Rutledge, T., Sorrell, J.T., Stoddard, J.A., Petkus, A.J., **Solomon, B.C.**, Lehman, D.H., Liu, L., Lang, A.J., Atkinson, J.H. (2011). Acceptance and commitment therapy is as effective as cognitive-behavioral therapy for chronic pain. *Pain*, *152*, 2098- 2017.

BOOK CHAPTER:

Vazire, S., & **Solomon, B.C.** (2015). Self- and other-knowledge of personality. In M. Mikulincer, P.R. Shaver, M.L. Cooper, R.J. Larsen (Eds.), *APA handbook of personality and social psychology, Volume 4: Personality processes and individual differences* (pp. 261-281). Washington, DC, US: American Psychological Association.

RESEARCH UNDER REVIEW:

Solomon, B.C., Nikolaev, B.N., & Shepherd, D.A. [education and job satisfaction] *Under review*.

Solomon, B.C., Muir, C., Hall, M.E.K., & Campbell, E. M. [disagreeableness and income] *Under review*.

RESEARCH IN PREPARATION (working papers):

Solomon, B.C., Muir, C., & Hall, M.E.K. (2019). You can't have your bias suppression and eat consistency too: Adherence to procedural justice rules over time.

Solomon, B.C., Joshi, A., & Hall, M.E.K. (writing phase). Bias, bias suppression, or both? A field experiment of gender composition and decision making.

Solomon, B.C., Campbell, J.T., & Kammeyer-Mueller, J.D. (2019). Sails versus anchors: Spousal personality configurations and (female) career success.

Solomon, B.C. & Byron, K. (2019). I (think I) know what you're thinking: A theory of third party meta-perceptions in the workplace.

SELECTED RESEARCH IN PROGRESS:

Solomon, B.C., Humphrey, S., Aime, F., Cushenbery, L., & Hill, A. (writing phase). Like children do: Forming core dyads in groups and teams.

Ellingson, J. E. & **Solomon, B. C.** (writing phase). Can insight into employee work attitudes predict employee work behaviors? The predictive validity of understanding coworker views.

Solomon, B.C., Hall, M.E.K., & Rees, M. (writing phase). Meet up and make up: A contemporaneous strategy for managing intra-team conflict.

CONFERENCE PRESENTATIONS:

Solomon, B.C. & Campbell, J.T. (2019). *Sails versus anchors: Spousal personality configurations and (female) career success*. Symposium to be orally presented at the 79th Meeting of the Academy of Management (AOM), Boston, MA.

Solomon, B.C., Campbell, E.M., & Hall, M.E.K. (2018). *Shirking at home, not sharking at work: A domestic outsourcing account of career success*. Symposium orally presented at the 78th Meeting of the Academy of Management (AOM), Chicago, IL.

Solomon, B.C., Humphrey, S., Aime, F., Cushenbery, L., & Hill, A. (2018). *Like children do: Forming core dyads in groups and teams*. Symposium orally presented at the 13th Annual Interdisciplinary Network for Group Research (INGRoup) Conference, Washington, DC.

Solomon, B.C., Humphrey, S., Kaiser, R., & Sherman, R. (2017). *Too much, too little, or just right... it doesn't matter as long as we agree: How team member consensus of a leader's behavior and effectiveness influences team functioning*. Symposium orally presented at the 12th Annual Interdisciplinary Network for Group Research (INGRoup) Conference, St. Louis, MO.

Solomon, B.C. & Vazire, S. (2015). *The Insight into Others' Perceptions (IOP) model: Well-acquainted dyads know that others may not share their views*. Symposium orally presented at the 15th Annual Meeting of the Society for Personality and Social Psychology (SPSP), Long Beach, CA.

Solomon, B.C. & Vazire, S. (2013). *You are so beautiful... to me: Do romantic partners have knowledge of their partners' identity and reputation?* Symposium orally presented at the 14th Annual Meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.

Solomon, B.C. & Jackson, J.J. (2012). *Changes in relationships, changes in personality: Cross-sectional, longitudinal, and dyadic perspectives on relationship development and change*. Symposium orally presented at the International Association for Relationship Research (IARR), Chicago, IL.

Solomon, B.C. & Vazire, S. (2012). *Accuracy and Bias in Romantic Partners' Perceptions of Identity and Reputation*. Data blitz orally presented at the 13th Annual Meeting of the Society for Personality and Social Psychology (SPSP) Close Relationships Preconference, San Diego, CA.

Solomon, B.C., Carlson, E.N., & Vazire, S. (2011). *Romantic partners' knowledge of their partners' and outsiders' perceptions*. Data blitz orally presented at the 12th Annual Meeting of the Society for Personality and Social Psychology (SPSP) Close Relationships Preconference, San Antonio, TX.

TEACHING EXPERIENCE:

Instructor, University of Notre Dame, Fall 2015-*present*

- Courses: Principles of Management: Fall 2015, Spring 2017, Spring 2018, Fall 2018
- Most recent student course evaluations (Dec. 2018): 4.8, 5.0, 5.0 (out of 5)
- Management Competencies: Spring 2018
- Most recent student course evaluation (May 2018): 4.7 (out of 5)

Instructor, Washington University in St. Louis, Summer 2013

Course: Introduction to Psychology

Teaching Assistant, Washington University in St. Louis, Fall 2011- Spring 2014

- Courses: Introduction to Psychology
Psychology of Close Relationships
Sensation & Perception
Lesbian, Gay, Bisexual Identity Development
Understanding Emotions
Biopsychosocial Aspects of Eating Disorders and Obesity

Guest Lecturer, Washington University in St. Louis

- Courses: Introduction to Psychology
Psychology of Close Relationships
Understanding Emotions

PROFESSIONAL AFFILIATIONS AND ACTIVITIES:

Membership:

- Interdisciplinary Network for Group Research (INGRoup), 2017-*present*
- Society for Industrial and Organizational Psychology (SIOP), 2017-*present*
- Academy of Management (AOM), 2013-*present*
- Association for Research in Personality (ARP), 2010-*present*
- Society for Personality and Social Psychology (SPSP), 2008-*present*

Editorial Board Member:

Journal of Organizational Behavior

Ad-hoc Reviewer:

Academy of Management (Annual Conference)

Academy of Management Review

Group Processes & Intergroup Relations

Interdisciplinary Network for Group Research (Annual Conference)

Journal of Management

Journal of Organizational Behavior

Journal of Personality

Journal of Research in Personality

Social Psychological and Personality Science

PROFESSIONAL POSITIONS:

Washington University in St. Louis: Research Clinician (2009 - 2010). Advisor: Eric Lenze, M.D.

VA San Diego Healthcare System/University of California at San Diego, Research Coordinator (2007 - 2009). Advisor: Julie Wetherell, Ph.D.