

MATT BLOOM
CURRICULUM VITA

Mendoza College of Business
Department of Management
University of Notre Dame
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ACADEMIC APPOINTMENTS:

PRINCIPLE INVESTIGATOR, Wellbeing at Work Program
ASSOCIATE PROFESSOR, University of Notre Dame, 2001-Present
FELLOW, Kellogg Institute for International Studies, 2014- Present
FELLOW, Institute for Educational Initiatives, 2014- Present

EDUCATION:

Cornell University, ILR School, 1996, Ph.D., ILR School
University of Kansas, 1989, M. A., Psychology
Baker University (Baldwin, KS), 1983, B.S. Psychology

FUNDED RESEARCH:

Flourishing in Ministry-Phase II, 2014-2017, The Lilly Endowment, \$2,536,169.
Principal investigator on a 3-year project to continue our research on the wellbeing of people working in ministry (e.g., pastors and chaplains) and their families.

Faith and Wellbeing at Work, 2014-2017, \$2,446,717. Templeton Religion Trust.
Principle investigator on a 3-year project to explore the relationship between "faith" (e.g., meaning, purpose, spiritually, transcendence, religiosity) and wellbeing at work. This project focuses on helping

professions—health care, humanitarian workers, and social service professionals—with a special focus on international and multi-cultural contexts.

Flourishing in Ministry, 2010-2014, The Lilly Endowment, \$529,316. Principal investigator on a 5-year project to study the wellbeing of clergy and their families.

Global Research Consortium, Hong Kong, China. 1998. \$68,500. Co-principal investigator on a project to investigate international compensation systems.

American Compensation Association, 1997. \$5,000. Research award grant accompanying the ACA Emerging Scholar award.

REFERRED RESEARCH PUBLICATIONS:

Bloom, Matt. In press. The joys and paradoxes of vocation in middle adulthood, In K. Cahalan and B. Miller-McLemore (eds.) *Calling all years good: Vocation across the lifespan*. Grand Rapids, MI: Eerdmans.

Hon, A., Bloom, M., & Crant, M. 2014. Creative context, intrinsic motivation, and creative performance. *Journal of Management*, 40: 919-941.

Bloom, M. 2013. Are the poor happier? In D. G. Groody & G. Gutiérrez (eds.), *The preferential option for the poor beyond theology: An interdisciplinary reader* (pp. 69-82), Notre Dame, IN: University of Notre Dame Press.

Bloom, M. & Colbert, A. 2011. An integration and extension of intrinsic motivation theories: The role of core affect. In A. Joshi, H. Liao, & J. J. Martocchio (Eds.) *Research in Personnel and Human Resource Management* (vol. 30, pp. 73-114), Greenwich, CT: JAI Press.

Bloom, M., 2008. 100 years of compensation. In C. L. Copper & J. Barling (Eds.). *Handbook of Organizational Behavior* (pp. 300-317), Thousand Oaks, CA: Sage Publications.

David, P., Bloom, M., & Hillman, A. 2007. Investor activism, managerial responsiveness, and corporate social performance. *Strategic Management Journal*, 28: 91-100.

Bloom, M. 2004. The ethics of compensation systems, *Journal of Business Ethics*, 52: 149–152.

- Bloom, M., Milkovich, G. T., & Mitra, A. 2003. International compensation: learning from how managers respond to variations in local host contexts. International Journal of Human Resource Management, 14: 1350-1367.
- Bloom, M., & Michel, J. 2002. The relationships among organizational context, pay dispersion, and managerial turnover. Academy of Management Journal, 45: 33-42.
- Bloom, M. 1999. The performance effects of pay dispersion on individuals and organizations. Academy of Management Journal, 42: 25-40. (This paper was one of three finalists for the 2000 AMJ Best Paper award.)
- Bloom, M., & Milkovich, G. T. 1999. A strategic human resource management perspective on international compensation and rewards. In G. R. Ferris (Ed.), Research in Personnel and Human Resource Management (Suppl. 4, pp. 283-304), Greenwich, CT: JAI Press.
- Bloom, M., & Milkovich, G. T. 1998. The relationship between risk, performance-based pay, and organizational performance, Academy of Management Journal, 41(3): 283-297.
- Bloom, M. 1999. The art and context of the deal: A balanced view of executive incentives. Compensation and Benefits Review, January/February: 25-31.
- Milkovich, G. T., & Bloom, M. 1998. Rethinking international compensation. Compensation and Benefits Review, 30(1): 15-23.
- Bloom, M. C., Milkovich, G. T., & Zupan, N. 1997. Contrasting Slovenian and US employment relationships: The links between social and psychological contracts. CEMS Business Review, 2: S93-S107.
- Erez, A., Bloom, M. C., & Wells, M. T. 1996. Using random rather than fixed effects models in meta-analysis: Implications for situational specificity and validity generalization, Personnel Psychology, 49(2): 275-306.
- Bloom M. C., & Milkovich, G. T. 1996. Issues in managerial compensation. In C. L. Cooper & D. M. Rousseau (Eds.), Trends in organizational behavior (vol. 3, pp. 23-47), New York: John Wiley & Sons.

OTHER ACADEMIC PUBLICATIONS:

Mitra, A. Bloom, M. & Milkovich, G. T. 2002. Managing the chaos of global pay systems, World at Work Journal, April, pp. 1-6. Reprinted in (2006), Global rewards, WorldatWork.

McCreery, J. K. & Bloom, M. C. 2000. Design and implementation of manufacturing work teams. In P. M. Swamidass (Ed.), Innovations in competitive manufacturing (pp. 95-108), Kluwer Academic.

Bloom, M. 1999. The new deal: Understanding total compensation in the employment relationship. American Compensation Association Journal, 8(4): 58-67.

PUBLICATIONS IN PROCESS:

Bloom, M., Bales, M., & Colbert, A. Work as a calling: integrating personal and professional identities. Revise and resubmit, Under review *Administrative Science Quarterly*.

Bloom, M. Work as a calling: crafting an identity as a called professional. Book proposal submission, University of Chicago Press.

Colbert, A., Bloom, M., Folmer, E. H., & Hosmanek, A. 2013. Identity demands of professionals: implications for authenticity, engagement, and life satisfaction.

RESEARCH IN PROGRESS:

Wellbeing at Work Program. This is large scale, multi-method program of research that focuses on wellbeing at work in the helping professions. The major goals of the project are to understand (1) the signature characteristics of wellbeing at work; (2) the factors and conditions that foster or impede wellbeing at work; (3) the interplay of non-work factors, especially family life, and wellbeing at work; and (4) how wellbeing unfolds over a lifespan. We are currently studying international humanitarian and relief workers, social and human services professionals, physicians and other health care workers, educators, clergy, and human rights attorneys. Portions of the project are funded by a grant from the Lilly Endowment. The project websites wellbeing.nd.edu and flourishing.nd.edu provide more information.

Wellbeing at Work Program

- Wellbeing in the Helping Professions Project. We are in the data collection stages of a multi-year, multi-method study of wellbeing among the helping and caring professions (i.e., humanitarian workers, social service professionals, physicians, educators). Key research partnerships include Catholic Relief Services, Partners in Health, and Volunteers of America. During 2015, we will launch (a) three large scale survey studies, (b) three qualitative, interview studies of, and (c) a series of experience sampling studies of daily work life among field professionals.
- Flourishing in Ministry Project. This is a longitudinal study of wellbeing among clergy and their families. We are currently working with Catholic priests and pastors from ten Protestant denominations including the five of largest denominations in the U.S. The core study is a longitudinal project in which we are following clergy and their spouses or partners over at least five years to explore the nature, causes, and consequences of wellbeing at work, and its relationship to overall life wellbeing. To date, we have conducted four, multi-wave surveys of clergy and their spouses and in-depth qualitative interviews with over 200 of these clergy. In 2015 we will conduct a national representative survey of clergy and we will launch three experience sampling studies (ESM) among pastors who have participated in both the survey and interview portions. We will also launch our second qualitative interview study to explore on-going pastoral identity formation and change. We currently have the largest and most diverse database on clergy wellbeing.

Current Wellbeing at Work Research Studies

- Exploring work as a life calling. For decades the notion of work as a life's calling has been held up as the ideal work experience, one in which individuals not only achieve excellence in their work, but they also love what they do. Recent scholarly research suggests that viewing work as a calling has implications for individuals' work experiences. This grounded-theory building study provides a conceptual model of the process through which people discern, acknowledge, and internalize a sense of work as calling. The first phase of this project explored how people find and live into work they experience as a calling. A research manuscript based on this first-phase study is currently under second review at *Administrative Science Quarterly* and a book-length manuscript for submission to an academic publisher. We are currently collecting data for

the second phase which explores wellbeing among individuals who experience their work as a life calling. This is a multi-method study in which data from participants is collected using interviews, survey data, and daily life studies.

- Authenticity, Engagement, and Wellbeing at Work. This project explores factors and conditions that foster experiencing work at its best, experiences related to expressing ones fullest, authentic self, being deeply engaged in work, and being able to perform at one's very best. We are currently collecting survey and daily life data for this longitudinal project.
- Employee engagement and life satisfaction: exploring crossover effects and mediating mechanisms. This survey study of matched pairs of workers and spouses investigates the effects of work engagement on work-family dynamics, and the subsequent effects of both on the wellbeing of workers and their spouses. We are preparing the final manuscript for submission.
- The vital role of relationships in shaping work identity. Researchers interested in work identities have, for many years, asserted that social relationships play a crucially important role in the construction and formation of work identities, yet there is very little empirical research to support this fundamental hypothesis. In this large-scale survey study of three large religious organizations, we explore the role that a variety of work and non-work relationships have on the form and structure of individual's work identities and, in turn, how those identities shape their wellbeing at work. We are in the data analysis phase of this study.

- Self-regulation and work-family dynamics. Current work-family research has identified the characteristics of jobs that lead to poor work-family dynamics. These characteristics—which include high demands, rapidly changing activities, ambiguous and changing work activities, significant work stressors, and irregular schedules—are typical for many jobs in the helping professions. We explore whether self-regulatory capacities might help individuals who hold these kinds of jobs might mitigate the potential detrimental effects of their work on their family life.
- Religiosity and wellbeing at work. This study explores the impact of religiosity on work attitudes. The study utilizes data collected from participants in our research studies as well as archival data from three large-scale surveys (the General Social, the GSS Longitudinal Panel, and the Work Values Survey). The study will also offer a conceptual model to guide future research on the interface between religiosity and work. This project is in the data analysis and manuscript preparation phase.

INTERDISCIPLINARY RESEARCH PROJECTS:

Clergy Health Initiative, with Rae-Jean Proeschold-Bell, Principal Investigator (Duke Global Health Initiative, Duke University). This multi-method, longitudinal study of over 2,000 clergy in North Carolina explores the relationships among physical health and psychological wellbeing. The project is currently in the second wave of data collection. Data includes measures of physical health; bi-annual surveys of psychological health, living conditions, and work experiences; and in-person interviews that explore wellbeing.

Vocation Across the Lifespan, The Collegetown Institutes, St. John's University – Seminary, St. Cloud, Minnesota. This group of theologians, professors of clinical psychology, and myself is exploring a multi-disciplinary perspective on vocation, meaning at work, work as a calling, and related concepts. The goal of the group is to publish a book and articles that explore this cross-disciplinary study.

EDITORIAL BOARD APPOINTMENTS:

Academy of Management Review, 1998-present

Journal of Organizational Behavior, 1998-present

TEACHING:

Innovation and Design (2005-2013, 2015-present), MBA

Heart's Desire and Social Change (2014-present), Undergraduate

Business Statistics (2014), Undergraduate

Innovation and Design (2004-2010), Undergraduate

Seminar in Innovation (2003-2006, 2008-2013), MBA

Human Resource Management (2002-2006, 2008-2012), Masters of Non-profit
Administration

Leading Innovation (2002-2004), MBA

Innovation Studio (2009-2010), a cross-disciplinary class on innovation & design
which included undergraduate & graduate from business, engineering, arts
& letters, and the natural sciences.

Senior Seminar in Innovation (2004-2008), Undergraduate

Innovation, (2003-2006), Executive MBA

Change Management (1997, 1999-2003, 2006), Undergraduate

Change Management (1999-2003), MBA

Change Management (1999-2003), Executive MBA

Managing the High Performance Workforce (1998), Undergraduate

Managing the High Performance Workforce (1998), MBA

Management Theory and Practice (1997-1998), MS in Administration

Principles of Management (1996-1999), Undergraduate

AWARDS & HONORS:

2011 Traditional MBA Outstanding Teacher

2011 Master of Non-profit Administration Outstanding Teacher
2010 Rev. Edmund P. Joyce CSC Award for Excellence in Undergraduate Teaching
2009 Traditional MBA Outstanding Teacher
2008 BP Amoco Outstanding Undergraduate Teacher
2008 Master of Non-profit Administration Outstanding Teacher
2007 Traditional MBA Outstanding Teacher
2007 Master of Non-profit Administration Outstanding Teacher
2006 Traditional MBA Outstanding Teacher
2006 Executive Education Inspiring Teacher
2005 Kaneb Outstanding Teacher
2004 Kaneb Center Faculty Fellow
2002 Kaneb Outstanding Teacher
2000 BP Outstanding Undergraduate Teacher
1997 Emerging Scholar, American Compensation Association
1997 Visiting Scholar, MBA program, University of Ljubljana, Slovenia

RESEARCH CONFERENCE PRESENTATIONS:

Bloom, M., Bales, M., & Colbert, A. 2015. Work as a Calling: Integrating Personal and Professional Identities . Academy of Management meetings.

Colbert, A., Bloom, M., Walter, S., & Goering, D. 2014. Being Yourself (Sometimes): Within-Individual Variance in Authenticity at Work . Academy of Management meetings.

Colbert, A., Bloom, M., Folmer, E. H., & Hosmanek, A. 2013. Identity Demands of Professionals: Implications for Authenticity, Engagement, and Life Satisfaction. Academy of Management meetings.

Colbert, A. & Bloom, M. 2012. Employee Engagement and Life Satisfaction: Exploring Crossover Effects and Mediating Mechanisms. Academy of Management meetings.

- Bloom, M. & Colbert, A. E. 2011. Discerning and Enacting a Calling: Learning from the Life Narratives of Pastors. *Secular Meets Sacred: Lessons on Leadership and Identity from Religious-Based Research Leadership and Identity*. Academy of Management meetings.
- Bloom, M. 2010. Teaching Compassion: Helping Students to Recognize and Care for Others. *Teaching Compassion: Helping Students to Recognize and Care for Others*. Academy of Management meetings.
- Colbert, A. E., & Bloom, M. 2007. Enhancing employee engagement: The role of transformational leadership. *Society for Industrial and Organizational Psychology meetings*.
- Cable, D. M., & Bloom, M. 2006. Managers' Reactions To Organizational Risk And Pay Risk. *Academy of Management meetings*. (Best Paper Award, Human Resource Management Division)
- Bloom, M. 2003. Conversations on corporate leadership and governance. Invited Business Policy & Strategy panel discussion participant. *Academy of Management meetings*.
- Bloom, M. Toward a theory of the incentive effects of broad-based stock plans. Presented at the 2002 *Academy of Management meetings*.
- Bloom, M. & David, P. 2002. Toward an enhanced understanding of the relationships between risk and executive compensation. *Academy of Management meetings*.
- David, P. & Bloom, M. 2002. Investor activism and corporate social responsiveness: Do managers listen to shareholders? *Academy of Management meetings*.
- Bloom, M. 2001. Current theory and research on international compensation. Invited presentation. *Global Research Consortium conference, Beijing, China*.
- Bloom, M., & Milkovich, G. T. 2001. International compensation: learning from how managers respond to variations in local host contexts. *Global Human Resource Management Conference, Barcelona, Spain*.
- Bloom, M. 2001. A review of the executive compensation research. Invited presentation, *China Business Forum, Guanghua School of Management, Peking University, Beijing, China*.

- Bloom, M., Milkovich, G. T., & Mitra, A. 2000. Toward a more useful conceptualization of international compensation. Academy of Management meetings.
- Bloom, M. & Milkovich, G. T. 2000. International compensation. Invited presentation. Global Research Consortium conference, Shanghai, China.
- Bloom, M., & Barringer, M. A. 1999. A multi-dimensional measure of benefits satisfaction, Society for Industrial and Organizational Psychology meetings.
- Cable, D. M., & Bloom, M. 1998. A resource-based view of organizational selection and hiring. Society for Industrial and Organizational Psychology meetings.
- Bloom, M. 1997. Strategic human resource management and compensation. Conference on Research and Theory in Strategic Human Resource Management: An Agenda for the 21st Century, Cornell University, Ithaca, NY.
- Bloom, M. C. 1996. Incentive compensation and business risk: Lessons from research, Keynote speech, Wall Street Compensation and Benefits Association meetings, New York.
- Bloom, M. C. 1996. Increasing our understanding of international employment relationships: The links between social and psychological contracts, Consortium of European Management Schools Conference, St. Gallen, Switzerland.
- Barringer, M., Milkovich, G. T., & Bloom, M. C. 1996. Benefits and the changing employment contract, International Industrial Relations Association meetings.
- Judge, T. A., Bretz, R. D., Kennedy, D. J., & Bloom, M. C. 1996. People as sculptors vs. sculpture: Test of a dispositional model of career success, Academy of Management meetings.
- Bloom, M. C. 1996. Psychological contracts: Just one more work-related attitude?, Society for Industrial & Organizational Psychology meetings.
- Erez, A. & Bloom, M. C. 1995. On a proper meta-analytic model for correlations. Academy of Management meetings.

SELECTED NATIONAL CONFERENCE KEYNOTE PRESENTATIONS:

- Volunteers of America. 2015. National Conference, Los Angeles, CA.
- Joy of Leadership Speaker Series, 2014. Garret-Evangelical Theological Seminary, Evanston, IL;
- American Orthopedic Association, 2013. National Conference, Denver, Colorado.
- Association for Clinical Pastoral Education. 2013. National Conference, Indianapolis, Indiana.
- Catholic Relief Services. 2012. Asia and Southeast Asia Regions National Conference, Bangkok, Thailand.
- Volunteers of American. 2011. National Convention, Washington, D. C.
- Catholic Relief Services. 2011. Asia Region Annual Meeting, , Bangkok, Thailand.
- Transition into Ministry Conference. 2011. The Lilly Enwoment, Indianapolis, Indiana.
- Pastoral wellbeing: the view from science. 2011. Duke Leadership and Education Conference, Duke University, Durham, North Carolina.
- Pastors of Color Conference. 2010., McCormick Theological Seminary, Chicago, Illinois.
- Sustaining Pastoral Excellence. 2010. National Conference, Indianapolis, Indiana.
- New England United Church of Christ, 2010. Annual Assembly, Boston, Massachusetts.
- Indiana Area United Methodist Church. 2010. Annual Conference, Indianapolis, Indiana.

WHITE PAPERS:

- Cable, D. M., & Bloom. M. 2006. Managers' Reactions To Organizational Risk And Pay Risk. (This manuscript one the HRM best paper aware at the 2006 Academy of Management meetings)

- Bloom, M. & David. P. 2004. Toward an Enhanced Understanding of the Relationships Between Risk and Executive Compensation.
- Bloom, M., & David. P. 2002. Exploring the Compensation of Board of Directors.
- Bloom, M. 1997. Psychological Contracts as a Mediator of the Effects of Compensation on Employee Attitudes.
- Cable, D. M., & Bloom, M. 1997. Pay systems, personality, and person-organization fit.
- Bloom, M., & Barringer, M. A. 1996. A Multi-Dimensional Measure of Benefits Satisfaction.

SELECTED SERVICE ACTIVITIES:

- Member, Business Advisory Council (2011-2014), The Fetzer Institute.
- Member (2006-2012), College Council, Mendoza College of Business, University of Notre Dame.
- Member (2002-2006, 2009-2010), Committee on Appointments and Promotions, Department of Management, Mendoza College of Business, University of Notre Dame.
- Chair, 2009, 2010, 2011, 2012. OB/HR search committee, Department of Management, Mendoza College of Business.
- Member (2007-2008), Notre Dame Learning Committee, Department of Human Resources, University of Notre Dame.
- Faculty Presenter, (2006-2010), MBA Leadership Conference.
- Faculty Presenter (2001, 2003, 2005, 2006, 2008, 2010), MBA Retreat Weekend, Mendoza College of Business, University of Notre Dame.
- Member (2004-2007), Academic Affirmative Action Committee, University of Notre Dame.
- Chair (2001-2004), Department of Management Honor Code Committee, Mendoza College of Business, University of Notre Dame.
- Participant (2003), Ethical Dimensions in Business: Reflections from Scholars Conference, Institute for Ethical Business Worldwide, Mendoza College of Business, University of Notre Dame.

Member (2002-2003), Distinctive Academic Achievement Committee, University of Notre Dame.

Faculty Advisor (1998-2003), Management and Consulting Club, Mendoza College of Business, University of Notre Dame.

Member (2001-2002), Provost's Committee to Conduct the Five Year Performance Review of the Dean of the Mendoza College of Business, University of Notre Dame.

Member (2001-2002), MBA Curriculum Review & Redesign Committee, Mendoza College of Business, University of Notre Dame.

Member (2001-2002), Search & Selection Committee, Gallo Chair in Business Ethics, Mendoza College of Business, University of Notre Dame.

Member (2000-2001), Chief Information Officer Selection Committee, University of Notre Dame.

Member, Academic Partnership Advisory Board, 1999-2001. World@Work (formerly American Compensation Association).

Member (1999-2002), Technology & Computing Committee, Mendoza College of Business, University of Notre Dame.

Faculty Advisor (1997-1999), Notre Dame International Business Development Council, Mendoza College of Business.

Faculty Facilitator (1997-1999), Senior Transitions Program, Notre Dame Center for Social Concerns.

Faculty Facilitator (1997-1999), Urban Plunge Debriefing Program, Notre Dame Center for Social Concerns.

OTHER WORK EXPERIENCE:

- Manager, Financial Planning, Shearson Lehman Brothers, 1987-1993.
- Senior Consultant, Arthur Young and Company, 1985-1987.
- Psychological Technician, The Kansas Institute, 1982-1985.
- Emergency Medical Technician, Douglas County Ambulance Service, 1980-1982.

