

**ERIK DANE**

Associate Professor of Management  
Jesse H. Jones Graduate School of Business  
Rice University  
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**EDUCATION**

**University of Illinois at Urbana-Champaign**

Ph.D. in Business Administration, 2007  
Area: Organizational Behavior

**Tulane University, A. B. Freeman School of Business**

Master of Business Administration, 2002  
Marta and Peter Bordeaux Scholastic Achievement Award (highest GPA)

**Tulane University**

Bachelor of Arts, 2001  
*Phi Beta Kappa*: top-ranked inductee

**Oxford University, England**

International Study Program, 1999-2000

**RESEARCH PUBLICATIONS**

- George, J. M., & Dane, E. (In press). Affect, emotion, and decision making. Forthcoming in *Organizational Behavior and Human Decision Processes*.
- Sutcliffe, K. M., Vogus, T. J., & Dane, E. (2016). Mindfulness in organizations: A cross-level review. *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 55-81.
- Dane, E. (2015). Mindfulness and performance: Cautionary notes on a compelling concept. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8: 247-252.
- Dane, E., & Sonenshein, S. (2015). On the role of experience in ethical decision making at work: An ethical expertise perspective. *Organizational Psychology Review*, 5, 74-96.

- Dane, E., & George, J. M. (2014). Unpacking affective forecasting and its ties to project work in organizations. *Academy of Management Review*, 39, 181-201.
- Dane, E., & Brummel, B. J. (2014). Examining workplace mindfulness and its relations to job performance and turnover intention. *Human Relations*, 67, 105-128.  
Invited podcast: [http://hum.sagepub.com/site/podcast/podcast\\_dir.xhtml](http://hum.sagepub.com/site/podcast/podcast_dir.xhtml)
- George, J. M., & Dane, E. (2014). Taking a deeper look at hard times and worker well-being. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 573-576.
- Vough, H. C., Cardador, M. T., Bednar, J. S., Dane, E., & Pratt, M. G. (2013). What clients don't get about my profession: A model of perceived role-based image discrepancies. *Academy of Management Journal*, 56, 1050-1080.
- Dane, E. (2013). Things seen and unseen: Investigating experience-based qualities of attention in a dynamic work setting. *Organization Studies*, 34, 45-78.
- Dane, E., Rockmann, K. W., & Pratt, M. G. (2012). When should I trust my gut? Linking domain expertise to intuitive decision-making effectiveness. *Organizational Behavior and Human Decision Processes*, 119, 187-194.
- Dane, E. (2011). Paying attention to mindfulness and its effects on task performance in the workplace. *Journal of Management*, 37, 997-1018.
- Dane, E. (2011). Changing the tune of academic writing: Muting cognitive entrenchment. *Journal of Management Inquiry*, 20, 332-336.
- Dane, E., Baer, M., Pratt, M. G., & Oldham, G. R. (2011). Rational versus intuitive problem solving: How thinking "off the beaten path" can stimulate creativity. *Psychology of Aesthetics, Creativity, and the Arts*, 5, 3-12.
- Cardador, M. T., Dane, E., & Pratt, M. G. (2011). Linking calling orientations to organizational attachment via organizational instrumentality. *Journal of Vocational Behavior*, 79, 367-378.
- Dane, E. (2011). Capturing intuitions 'in flight': Observations from research on attention and mindfulness. In M. Sinclair (Ed.), *Handbook of Intuition Research* (pp. 217-226). Cheltenham, UK: Edward Elgar.
- George, J. M., & Dane, E. (2011). Workers as whole people with their own objectives. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 109-111.

Dane, E. (2010). Reconsidering the trade-off between expertise and flexibility: A cognitive entrenchment perspective. *Academy of Management Review*, 35, 579-603.

Dane, E., & Pratt, M. G. (2009). Conceptualizing and measuring intuition: A review of recent trends. In G. P. Hodgkinson & J. K. Ford (Eds.), *International Review of Industrial and Organizational Psychology*, Vol. 24 (pp. 1-40). Chichester, UK: Wiley.

Dane, E., & Pratt, M. G. (2007). Exploring intuition and its role in managerial decision making. *Academy of Management Review*, 32, 33-54. **(AMR 2007 Best Paper Award)**

#### **AWARDS & HONORS**

Scholarship Excellence Award, Jones Graduate School of Business (2013, 2014)

*Academy of Management Review* 2007 Best Paper Award (“Exploring Intuition and its Role in Managerial Decision Making”)

Outstanding Reviewer Award, *Academy of Management Review* (2013)

Reviewer Service Award, MOC Division, Academy of Management (2014)

List of Teachers Ranked as Excellent by their Students, University of Illinois (2005, 2006)

#### **INVITED TALKS**

University of Southern Denmark: *Where is my mind? Theorizing mind wandering and its performance-related consequences in organizations*. April 7, 2016.

INSEAD: *The mindful wanderer: Exploring mind wandering and tapping its performance-related potential*. February 12, 2016.

Harvard University, Learning Innovations Laboratory (Graduate School of Education): *Cognitive entrenchment: Understanding and resisting a key threat to flexible expertise*. October 22, 2014.

The Wharton School, University of Pennsylvania: *Zoning out or breaking through? Exploring mind wandering in the workplace*. November 15, 2013.

Olin Business School, Washington University in St. Louis: *Where is my mind? Exploring mindfulness in the workplace*. April 6, 2012.

#### CONFERENCE PRESENTATIONS & OTHER ROLES

Dane, E., & Baer, M. *Zoning out or breaking through? Exploring daydreaming and its consequences in the workplace*. Paper presented at the 2014 Society for Industrial and Organizational Psychology Conference, Honolulu, HI.

Dane, E., & Brummel, B. J. *Examining workplace mindfulness and its relations to job performance and turnover intention*. Paper presented at the 2013 Academy of Management Meeting, Orlando, FL.

Dane, E. *Mindfulness at work: Performance outcomes and research considerations*. Talk delivered at the 2013 Academy of Management Meeting, Orlando, FL, as part of a Professional Development Workshop (PDW): *Eastern mindfulness at work: The cutting edge of scholarship*.

Pratt, M. G., Lepisto, D. A., & Dane, E. *Trust under fire: Judgments of trustworthiness as occupationally-situated labeling in firefighting*. Paper presented at the 2013 Academy of Management Meeting, Orlando, FL.

Dane, E. *Mindfulness in the workplace: Key questions*. Talk delivered at the 2012 Academy of Management Meeting, Boston, MA, as part of a Professional Development Workshop (PDW): *Mindfulness research and practice: Building bridges across disciplines*.

Dane, E. *Reading as a critical part of the research process*. Talk delivered at the 2011 Academy of Management Meeting, San Antonio, TX, as part of a Professional Development Workshop (PDW): *The productivity process: Research tips and strategies from prolific junior faculty*.

Dane, E. *The benefits of “being there”: Unpacking the performance-related outcomes of mindfulness*. Paper presented at the 2010 Academy of Management Meeting, Montreal, Canada.

Dane, E. *An overview of mindfulness research*. Talk delivered at the 2009 Academy of Management Meeting, Chicago, IL, as part of a Professional Development Workshop (PDW): *A mindfulness mélange: Developing skills for researching mindfulness in and of organizations*.

Dane, E. *Examining experience and its role in dynamic versus static decision-making effectiveness*. Paper presented at the 2008 Academy of Management Meeting, Anaheim, CA.

Dane, E. *Beginner's mind: Circumventing the trade-off between expertise and creativity*. Paper presented at the 2008 Academy of Management Meeting, Anaheim, CA.

Vough, H. C., Cardador, M. T., & Dane, E. *Do you see what I see? The content and consequences of outsider perceptions of professions*. Paper presented at the 2008 Academy of Management Meeting, Anaheim, CA.

Cardador, M. T., Pratt, M. G., & Dane, E. *Meaning matters: The implications of calling vs. career orientations*. Paper presented at the 2007 Academy of Management Meeting, Philadelphia, PA.

Dane, E. *Measuring intuition: Assessing where we are and where we might go*. Paper presented at the 2006 Academy of Management Meeting, Atlanta, GA.

Dane, E., Baer, M., Pratt, M. G., & Oldham, G. R. *Off the beaten path: Non-typical thinking and creativity*. Paper presented at the 2006 Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Dane, E., Rockmann, K., & Pratt, M. G. *Should I trust my gut? The role of task characteristics in intuitive and analytical decision-making*. Paper presented at the 2005 Academy of Management Meeting, Honolulu, HI.

Cardador, M. T., Dane, E., & Pratt, M. G. *Understanding patterns of professional and organizational identification: A Multi-method study*. Paper presented at the 2005 Academy of Management Meeting, Honolulu, HI.

Dane, E. *Expertise and creativity: Solving the riddles*. Paper presented at the 2005 Midwest Academy of Management Meeting, Chicago, IL.

Dane, E., & Pratt, M. G. *Intuition: Its boundaries and role in organizational decision-making*. Paper presented at the 2004 Academy of Management Meeting, New Orleans, LA.

## **Other Roles**

[Workshop Organizer] *Getting past the first page: World class scholars and authors on the craft of writing a book*. 2015 Academy of Management Meeting, Vancouver, Canada.

[Workshop Organizer] *Empowering words: Achieving high quality writing in management and organizational studies*. 2014 Academy of Management Meeting, Philadelphia, PA.

[Workshop Organizer] *A mindfulness mélange: Developing skills for researching mindfulness in and of organizations*. 2009 Academy of Management Meeting, Chicago, IL.

[Symposium Organizer] *Fostering and assessing managerial intuition: On the importance of managing from the “gut.”* 2006 Academy of Management Meeting, Atlanta, GA.

## **MEDIA MENTIONS**

“Can mindfulness fill corporate America with better, happier workers?” *Pacific Standard*. July 21, 2016.

<https://psmag.com/can-mindfulness-fill-corporate-america-with-better-happier-workers-1bff8996a27#.cstmbqqgv>

“Why your idea of success might be making you miserable.” *Fast Company*. April 13, 2016.

<http://www.fastcompany.com/3058773/why-your-idea-of-success-might-be-making-you-miserable>

“Don’t bother with Zen – Stress helps you perform better.” *New York Post*. March 13, 2016.

<http://nypost.com/2016/03/13/dont-bother-with-zen-stress-helps-you-perform-better/>

“Meditation helps people feel better. Can it help you work smarter too?” *Bloomberg Businessweek*. February 12, 2014.

<http://www.businessweek.com/articles/2014-02-12/meditation-makes-people-feel-better-dot-can-it-help-you-work-smarter-too>

“Mindfulness as a foundation for organizational effectiveness.” *Huffington Post*. January 17, 2014.

[http://www.huffingtonpost.com/jacqueline-carte/corporate-based-mindfulness\\_b\\_4597952.html](http://www.huffingtonpost.com/jacqueline-carte/corporate-based-mindfulness_b_4597952.html)

“Using gut instinct.” *Allure Magazine*. June 2013.

<http://www.allure.com/beauty-trends/health/2013/using-gut-instinct>

“Trust your gut this Christmas.” *Daily Mail*. December 21, 2012  
<http://www.dailymail.co.uk/sciencetech/article-2251683/Trust-gut-Christmas-How-buying-presents-minute-actually-HELP-choose-perfect-gift.html>

“Relying on intuition – Should you always trust your gut feelings?” *Management Today*. November 1, 2012  
<http://www.managementtoday.co.uk/news/1155928/Relying-intuition---always-trust-gut-feelings>

“Expand your mindfulness.” *Management Today*. May 31, 2012  
<http://www.managementtoday.co.uk/features/1133191/expand-mindfulness/>

## **TEACHING EXPERIENCE**

### **Jesse H. Jones Graduate School of Business (2007 – present)**

#### Degree Program Courses

MGMT 809 (Organizational Behavior – Executive MBA)

MGMP 510 (Organizational Behavior – Professional MBA)

MGMT 510 (Organizational Behavior – Full Time MBA)

MICO 604 (Mindfulness and Safety in High-Reliability Organizations – MBA Elective)

BUSI 310 (Leading People in Organizations – Undergraduate Course)

#### Executive Education Courses

Emerging Leaders Program (ELP): Negotiations and Decision Making

Rice Advanced Management Program (RAMP): Decision Making

### **University of Illinois at Urbana-Champaign (2005 – 2006)**

BADM 310 (Management and Organizational Behavior)

## **ACADEMIC SERVICE**

**Editorial Board Member**

*Academy of Management Journal*  
*Academy of Management Review*  
*Administrative Science Quarterly*

**Ad Hoc Reviewer**

*Human Relations*  
*Journal of Applied Psychology*  
*Journal of Management*  
*Journal of Management Studies*  
*Journal of Organizational Behavior*  
*Organization Science*  
*Organization Studies*  
*Organizational Behavior and Human Decision Processes*  
*Organizational Psychology Review*

**PROFESSIONAL MEMBERSHIPS**

Academy of Management  
American Psychological Association  
Association for Psychological Science  
Society for Industrial and Organizational Psychology  
Society for Personality and Social Psychology