

## **Benjamin Rogers**

Assistant Professor of Management & Organization  
Boston College – Carroll School of Management  
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### **EDUCATION**

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**PhD in Business Administration, Organizational Behavior** **2023**  
*University of North Carolina at Chapel Hill, Kenan-Flagler Business School*  
*Master of Science in Management (2020)*

**Bachelor of Business Administration, Bachelor of Arts** **2012**  
**Majors:** Business Honors, Finance, Plan II Honors; *University of Texas at Austin*

### **Academic Positions**

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**Assistant Professor of Management & Organization** **2023 – Present**  
*Carroll School of Management, Boston College*

### **RESEARCH**

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**INTERESTS:** I am interested in the meaning of work and narratives in the workplace, specifically the way that the stories we tell manifest in our organizational experiences. My current research looks at how distressing experiences at work can be perceived as meaningful in the moment when they correspond to a workers' role meaning archetype, the narrative they have about the meaning of their job roles. As part of my focus on advancing organizational theory related to narratives, I am passionate about studying how narratives can be used to design effective and scalable psychological interventions to help workers - and people more broadly - to find meaning and improve their well-being.

### **PUBLICATIONS**

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**Rogers, B.A., Sezer, O., Klein, N. (2023).** [Too Naïve to Lead: When Leaders Fall for Flattery.](#) *Journal of Personality and Social Psychology.*

**Rogers, B.A., Chicas, H., Kelly, J.M., Kubin, E., Christian, M.S., Kachanoff, F.J., Berger, J., Puryear, C., McAdams, D.P., Gray, K. (2023).** [Seeing Your Life Story as a Hero's Journey Increases Meaning in Life.](#) *Journal of Personality and Social Psychology.*

- Media coverage in [Time Magazine](#), [Scientific American](#), [Inc. Magazine](#), [Forbes](#), [Hidden Brain \(Newsletter\)](#), [Nautilus Magazine](#), [Radio New Zealand](#).

**Rogers, B.A., Christian, J., Jennings, R. & Lanaj, K. (2023).** [The Growth Mindset at Work: Will Employees Help Others to Develop Themselves?](#) *Academy of Management Discoveries.*

- Awarded Academy of Management Discoveries' Most Read Article of 2023

Nault, K. A., **Rogers, B. A.**, Sezer, O., & Klein, N. (2020). [Behavioral Insights for Minimizing Loneliness During the COVID-19 Pandemic.](#) *Behavioral Science & Policy.*

## **RESEARCH IN PROGRESS**

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**Rogers, B.A.**, Sezer, O., Watkins, T., DeCelles, K., Zhong, C.B., Norton, M., & Hershfield, H. After-Work Rituals and Well-being. (*Under 2<sup>nd</sup> round review at **Organization Science***).

Chawla, N., Gabriel, A.S., Prengler, M.K., Rogers, K.M., **Rogers, B.A.**, Tedder-King, A. & Rosen, C.C.: Post-Partum Coworker Support (*2<sup>nd</sup> round R&R at **Organizational Behavior and Human Decision Processes***).

**Rogers, B.A.**, Role Narratives and Meaningfulness in Distressing Work Experiences (Preparing for submission).

**Rogers, B.A.** & Chicas, H., Heroic Narrative Intervention in Care Work Settings (Data collection)

**Rogers, B.A.**, Tedder-King, A., Hart, E., Cancellation Narratives and Employee Engagement in Inclusion Efforts (Data collection)

**Rogers, B.A.**, Christian, J.S., Sherf, E., Managerial Growth Mindsets and Attributions (Data collection).

Chicas, H., **Rogers, B.A.**, Cho, Y., “I’m Dying at Work”: Interaction of Mortality Salience and Work Orientation Effects Perception of Work Exploitation and Turnover Intention (Data collect and writing).

**Rogers, B.A.** & Martin, S., Construal and Callings (Theory development)

Ong, M., Sunday, L., **Rogers, B.A.**, Meaning of Work Over Life (Data collection).

Caring, S., Christian, M.S., **Rogers, B.A.**, Energy Crafting and Interoceptive Awareness (Data collection).

## **PEER REVIEWED CONFERENCE PRESENTATIONS**

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**Rogers, B.A.**, Christian, J.S., & Sherf, E. "Managerial Growth Mindsets and Attributions"  
*83<sup>rd</sup> Academy of Management*, Boston, Massachusetts, 2023

**Rogers, B.A.**, Sezer, O., Klein, N. “Too Naïve to Lead: Third-Party Perceptions of Ingratiation Recipients.”  
*Society for Personality and Social Psychology Annual Convention*, Atlanta, GA, 2023  
*80<sup>th</sup> Academy of Management*, Virtual, 2020

**Rogers, B.A.**, Christian, J.S., & Jennings, R.E. "Growth Mindset at Work: Will Workers Help Others to Develop Themselves?"  
*82<sup>nd</sup> Academy of Management*, Seattle, Washington, 2022  
*79<sup>th</sup> Academy of Management*, Boston, Massachusetts, 2019

**Rogers, B.A.,** Sezer, O., Watkins, T., DeCelles, K., Zhong, C.B., Norton, M., & Hershfield, H. “After-Work Promote Work Recovery for Workers in Stressful Occupations.”  
82<sup>nd</sup> Academy of Management, Seattle, Washington, 2022 (*Showcase Symposium*)  
81<sup>st</sup> Academy of Management, Virtual, 2021 (*Showcase Symposium organized by Rogers, B.A. & Sezer, O.*)  
East Coast Doctoral Student Conference, Virtual, 2021

**Rogers, B.A.** “Distressing but Meaningful: The Buffering Effect of Role Meaning Archetypes.”  
*Positive Organizational Scholarship Research Conference*, Ann Arbor, Michigan, 2022

Chawla, N., Gabriel, A.S., Prengler, M., Rogers, K.M., **Rogers, B.A.**, Tedder-King, A., Rosen, C.C. “Understanding the Role of Allyship in Women’s Postpartum Return to Work.”  
82<sup>nd</sup> Academy of Management, Seattle, Washington, 2022 (*Showcase Symposium*)  
*Positive Organizational Scholarship Research Conference*, Ann Arbor, Michigan, 2022  
*Dismantling Bias Conference*, Purdue University, West Lafayette, IN, 2022

**Rogers, B.A.**, Chicas, H., Kelly, J.M., Kubin, E., Christian, M.S., Kachanoff, F.J., Berger, J., Puryear, C., Guo, J., McAdams, D.P., Gray, K. “From Timeless Myths to Personal Meaning: The Benefits of the Hero’s Journey as a Narrative Frame.”  
*Society for Personality and Social Psychology Annual Convention*, Virtual, 2021

## **AWARDS AND GRANTS**

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Academy of Management Annual Meeting – OB Division Best Reviewer Award	2023
Kenan-Flagler Core Value Award – PhD Student Impact Award	2023
UNC Graduate and Professional Student Government Excellence in Mentoring Award	2022
Peggy Lee-Sunil Wahal Up-and-Coming Doctoral Student Researcher Award	2020
Dean’s Honor List, University of Texas at Austin (9-time semester recipient)	2008 – 2012
University Honors, University of Texas at Austin (9-time semester recipient)	2008 – 2012

## **TEACHING HISTORY**

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Leading and Managing, Organizational Behavior Dept., UNC ( <b>4.76/5.00</b> )	Spring 2020
MBA Negotiations, Teaching Assistant	2020 – 2022
PhD Research Methods, Teaching Assistant	2019 – 2021
E-MBA Team Building, Teaching Assistant	2018 – 2022
OneMBA Team Building, Teaching Assistant	2018 – 2022

## **PROFESSIONAL ACTIVITIES AND SERVICE**

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### **Ad Hoc Reviewing**

<i>Academy of Management Journal</i>	2023 – Present
<i>INFORMS/Organization Science</i> Dissertation Proposal Competition	2023 – Present

### **Service to the Field**

AOM OB Division Making Connections Committee	2023 – Present
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*Co-Organizer of Halfway There and Enduring through Gender Biases in Academia PDWs*

**Department and University Service**

Member of BC Management & Organization PhD Recruiting Committee	2024 – Present
Co-Organizer for BC Management & Organization Seminar Series	2023 – Present
Member of MGMT 1021 Teaching Committee	2023 – Present
Co-Organizer for BC Hosting of the Boston Field Researcher Conference (BFRC)	2023

**EMPLOYMENT HISTORY**

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**Deloitte Consulting**

2012-2017

Human Capital Consultant/Analyst/Summer Scholar, *Dallas, TX*

**MEMBERSHIPS & AFFILIATIONS**

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Academy of Management – OB Division Meaning Micro-Community	2023 – Present
Academy of Management Association, Member	2017 – Present
Phi Beta Kappa Honor Society, Member	2017 – Present