

# Nathan L. Meikle

University of Kansas School of Business  
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## ACADEMIC APPOINTMENTS

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University of Kansas, 2021-Present  
Assistant Professor of Management

University of Notre Dame, 2018-2021  
Postdoctoral Associate, Management & Organization  
Advisor: Ann E. Tenbrunsel

## EDUCATION

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PhD University of Utah, 2018  
*Management (Organizational Behavior)*

JD Stanford Law School, 2013

BS Brigham Young University, 2006  
*Management*

## RESEARCH INTERESTS

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Social perception, bias, overconfidence, voice, behavioral ethics, individual and group decision processes

## PUBLICATIONS (\* denotes equal contribution)

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Bonner, B. L., Shannahan, D., Bain, K., Coll, K., & **Meikle, N. L.** (in press). The theory and measurement of expertise-based problem solving in organizational teams: Revisiting demonstrability. *Organization Science*. <https://doi.org/10.1287/orsc.2021.1481>

Bonner, B. L., Soderberg, A. T., **Meikle, N. L.**, & Overbeck, J., (in press). The effects of experience, expertise, reward power, and decision power in groups. *Group Dynamics: Theory, Research, and Practice*.

Greenwood, B., Adjerid, I., Angst, C., & **Meikle, N. L.** (in press). How unbecoming of you: Gender biases in perceptions of ridesharing performance. *Journal of Business Ethics*.

Bain\*, K., Kreps\*, T. A., **Meikle\*, N. L.**, & Tenney\*, E. R. (2021). Amplifying voice in organizations. *Academy of Management Journal*, 64(4), 1288-1312.  
<https://doi.org/10.5465/amj.2018.0621>

Bain\*, K., Kreps\*, T. A., **Meikle\*, N. L.**, & Tenney\*, E. R. (2021). Amplifying your colleagues' voices benefits everyone. *Harvard Business Review*, June.

Tenney, E. R., **Meikle, N. L.**, Hunsaker, D., Moore D. A., & Anderson, C. (2019). Is overconfidence a social liability? The effect of verbal versus nonverbal expressions of confidence. *Journal of Personality and Social Psychology*, 116(3), 396-415. <https://doi.org/10.1037/pspi0000150>

Tenney, E. R., **Meikle, N. L.**, & Hunsaker, D. (2018). When overconfidence is an asset and when it's a liability. *Harvard Business Review*, December.

Bonner B. L., **Meikle, N. L.**, Bain, K., & Shannahan, D. (2017). Business advice: A demonstrability perspective. In L. Van Swol & E. L. MacGeorge (Eds.), *Oxford Handbook of Advice*. Oxford University Press.

**Meikle, N. L.**, Tenney, E. R., & Moore, D. A. (2016). Overconfidence at work: Does overconfidence survive the checks and balances of organizational life? *Research in Organizational Behavior*, 36, 121-134. <https://doi.org/10.1016/j.riob.2016.11.005>

## MANUSCRIPTS UNDER REVIEW OR REVISION

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**Meikle, N. L.**, & Bonner, B. L. (revise and resubmit). Human biases and their consequences for acceptance of technological progress. *Technology, Mind, & Behavior*.

## SELECTED RESEARCH IN PROGRESS

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**Meikle, N. L.**, Andor, A., & Tenbrunsel, A. (two field studies complete). Robot recruiting: The impact of AI evaluators on justice, trust, and company perceptions. *Journal of Management*.

Overbeck, J., Howe, D., **Meikle, N. L.**, & Akinola, M. (three studies complete). The latent lieutenant as kingmaker: One person's deference makes another person a leader. *Organizational Behavior and Human Decision Processes*.

Hendricks, H., & **Meikle, N. L.**, Segura, A., & Lee, J. J. (two field studies complete). "I see you as a person first": Co-creating mattering for the new world of work.

**Meikle, N. L.**, Tenbrunsel, A., Rees, M., & Hubbard, T. (two studies complete). Ethical decision making in the presence of artificial intelligence. *Academy of Management Journal*.

Brimhall, C., **Meikle, N. L.**, & Graham, J. (three studies complete). Failing forward: Differential perceptions of self versus other failure.

**Meikle\***, N. L., Shannahan\*, D., Tenbrunsel\*, A., & Diekmann\*, K. (one group study complete). Ethical decision making under varying frames.

**Meikle, N. L.**, Angst, C., Tenbrunsel, A., & Adkins, C. (three studies complete). Identifying the ethical blind spots involved in collection and consent of healthcare data.

**Meikle, N. L.**, Bonner, B. L., Soderberg, A. T., Bain, K., & Shannahan, D. (two group studies complete). Deconstructing task demonstrability in problem solving groups.

**Meikle, N. L.,** Bain, K., & Graham, J. (one study complete). Admitting weakness: When and why does it help and hurt.

## CHAired SYMPOSIUM

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**Meikle, N. L.** (August, 2017). Symposium Chair. *Helping Others to Help Themselves? Giving Voice to Those Who Should Have It but Do Not*. Academy of Management, Atlanta, GA. (Other speakers: Nicholas A. Hays, Taeya M. Howell, Maartje E. Schouten, Kristin Bain)

## CONFERENCE PRESENTATIONS AND SUBMISSIONS

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**Meikle, N. L.,** Andor, A., & Tenbrunsel, A. (August, 2022). Robot recruiting: The impact of AI evaluators on justice, trust, and company perceptions. Paper submitted to Academy of Management, Seattle WA.

Hendricks, H, **Meikle, N. L.,** Segura, A. & Lee Cunningham, J., (August, 2022). Mattering at work. Paper submitted to Academy of Management, Seattle, WA.

Hendricks, H, **Meikle, N. L.,** Segura, A. & Lee Cunningham, J., (June, 2022). "I see you as a person first": Co-creating mattering for the new world of work. Paper to be presented at Positive Organizational Psychology, Ann Arbor, MI.

Bain\*, K., Kreps\*, T. A., **Meikle\*, N. L.,** & Tenney\*, E. R., (August, 2019). The amplification technique. Paper presented at the Academy of Management, Boston, MA.

**Bain\*, K.,** Kreps\*, T. A., Meikle, N. L., & Tenney, E. R. (July, 2019). The amplification technique. Paper presented at Interdisciplinary Network for Group Research, Lisbon, Portugal.

Shannahan, D., Bonner, B. L., **Meikle, N. L.,** Bain, K., & Coll, K. (August, 2019). A model of expertise integration in teams. Paper presented at the Academy of Management, Boston, MA.

Shannahan\*, D., **Meikle\*, N. L.,** Tenbrunsel\*, A., & Diekmann\*, K. (July, 2019). Group decision making under business and ethical frames. Paper presented at INGRoup, Lisbon, Portugal.

**Meikle, N. L.** (November, 2017). Unaware or unaccepting: Human biases and the AI avalanche. Poster presented at the Psychology of Technology, Berkeley, CA.

**Meikle, N. L.,** Overbeck, J., Howe, D., Akinola, M. (August, 2017). The loyal lieutenant as kingmaker: Subtle cues of deference determine hierarchy development. Paper presented at the Academy of Management, Atlanta, GA.

Bain, K., **Meikle, N. L.,** Tenney, E. R., Kreps, T. A. (August, 2017). The amplification technique: A strategy for improved group process. Paper presented at the Academy of Management, Atlanta, GA.

Bain, K., Bonner, B. L., **Meikle, N. L.,** Shannahan, D. (July, 2017). An interdisciplinary theory of collaborative judgment and decision making. Paper presented at INGRoup, St. Louis, MO.

**Meikle, N. L.**, Tenney, E. R., Hunsaker, D., Moore, D. A., Anderson, C. (November, 2016). Is overconfidence punished? The effect of verbal versus nonverbal expressions of confidence. Paper presented at the Society for Judgment and Decision Making, Boston, MA.

**Meikle, N. L.**, & Tenney, E. R. (January, 2016). Lay beliefs about optimism: Optimism seems equally important for individuals and groups. Poster presented at the Society for Personality and Social Psychology, San Diego, CA.

**Meikle, N. L.**, Bonner, B. L., & Soderberg, A. T. (July, 2015). Knowledge transfer in cooperative groups: Task demonstrability and member need for cognition. Poster presented at INGRoup, Pittsburgh, PA.

Soderberg, A. T., Bonner, B. L., Overbeck, J., & **Meikle, N. L.** (July, 2015). Power and influence in problem solving groups: Decision making and performance. Paper presented at INGRoup, Pittsburg, PA.

Rees, M, Wareham, J., **Meikle, N. L.**, & Brief, A. Leading through the minority: The emergence of minority leaders in NCAA football teams (May, 2014). Poster presented at the Association for Psychological Science, San Francisco, CA.

## INVITED TALKS

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University of Kansas, School of Business, Lawrence, KS

University of Georgetown, McDonough School of Business, Washington, DC

University of Notre Dame, Mendoza College of Business, Notre Dame, IN

New York University, Stern School of Business, New York City, NY

Rutgers University Camden, School of Business, Camden, NJ

## ACADEMIC HONORS & AWARDS

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Science of Wellness Initiative Grant (\$33,000) University of Notre Dame, 2018

David Eccles Doctoral Student Teaching Excellence Award (\$750) University of Utah, 2016

Center for Innovation in Banking and Financial Services Award (\$8,000) University of Utah, 2016

Walter Cosgriff PhD Research Award (\$2,500) University of Utah, 2015

Full Tuition Fellowship Stanford Law School, 2010-2013

Full Tuition Scholarship Brigham Young University, 2004-2005

## TEACHING INTERESTS

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Organizational Behavior, Human Resources, Ethics, Negotiation, Managerial Decision Making, Organizations and Technology, Business and Law, Power and Politics, Groups and Teams

## TEACHING EXPERIENCE

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**University of Kansas, School of Business**

Leadership (undergrad elective)

Fall 2021: 1 section of 30 students

## University of Notre Dame, Mendoza College of Business

### Negotiation (MBA elective)

- Fall 2020: 2 sections of 25 students
- Hybrid format (each class consisted of remote students and in-person students)
- Instructor Rating: 5.0/5.0, 4.9/5.0

### Business Ethics (undergrad major requirement)

- Fall 2019: 3 sections of approximately 25 students each
- Instructor Rating: 4.1/5, 3.6/5, 4.3/5

### Negotiation (MBA elective)

- Fall 2018: 1 section of 29 students
- Instructor Rating: 4.6/5

## University of Utah, David Eccles School of Business

### Human Behavior in Organizations (undergrad major requirement)

- Spring 2018: 1 section of 74 students
- Instructor Rating: 5.7/6

### Human Behavior in Organizations (undergrad major requirement)

- Fall 2016: 1 section of 71 students
- Instructor Rating: 5.8/6
- David Eccles School Doctoral Student Teaching Excellence Award
- Management Department Student Teaching Excellence Award

## PROFESSIONAL EXPERIENCE

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IMG Radio, BYU Football Sideline Reporter, Salt Lake City, UT, 2007-2017

Brad Hall & Associates, Account Manager, Las Vegas, NV, Summer 2011, Summer 2012

- Managed a rebrand project that generated \$300 million

## OTHER EXPERIENCE

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Author, *Little miss: A father, his daughter and rocket science* (2014). CreateSpace.

BYU Football Team, Mountain West All-Conference, Provo, UT 2004-2006

Fluent in Spanish

Podcaster, Meikles & Dimes

## REFEREENCES

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