

# CATHERINE (CAT) OWSIK

catowsik@umich.edu

## ACADEMIC APPOINTMENTS

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### Post-doctoral Research Fellow

2023-current

Erb Institute for Global Sustainable Enterprise  
Ross School of Business & SEAS, University of Michigan  
Joint-appointment with Ford School of Public Policy

## EDUCATION

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### University of Virginia

2018-2023

Ph.D in Civil & Environmental Engineering

Quantitative psychology minor requirements fulfilled. Skills developed include data mining, text analysis, structural equation modelling, item response theory analysis, and machine learning.

### Queen's University, Canada

2009-2014

B.Sc in Biology

## PUBLISHED ARTICLES FOR PRACTITIONERS

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1. Hernandez, M., Guarana, C.L., & Owsik, C. (2022). Use your ambivalence to make more ethical decisions. *MIT Sloan Management Review*.
2. Owsik, C., & Belmi, P. (2022). Workplace perspective: Diversity, equity, inclusion, and belonging starts with STARs. *Opportunity at Work*.
3. Singh, U., Owsik, C., & Singh, S. (2020). The role of enhancing diversity in the earth sciences and engineering community. *The Mining, Geological, and Metallurgical Institute of India*.
4. Klotz, L., ... Owsik, C., et al. (2019). Twenty questions about design behavior for sustainability: Report of the international expert panel on behavioral science for design. *Nature Sustainability*.

## MANUSCRIPTS

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### Under Review

1. Han, I., Belmi, P., Thomas-Hunt, M., & Owsik, C. Minorities' sense of belonging at work. (R&R at *Personality and Social Psychology Bulletin*).
2. Montgomery, W., Luo, R., Owsik, C., & Soderstrom, S. Justice in management research. (*Academy of Management Annals*).

### In Preparation

1. Owsik, C. White-washing in environmental justice campaigns.
2. Lacerenza, C., Owsik, C., & Hernandez, M. Leadership identity and gender.
3. Owsik, C. & Hernandez, M. An organizational theory of emotions across generations.
4. Owsik, C., Thomas-Hunt, M., & Vickers, C. Bias against employees with accents.
5. Hernandez, M., Guarana, C., Halgin, D., & Owsik, C. Stewardship in workplace networks.

6. Owsik, C. & Hernandez, M. Intergenerational narratives
7. Owsik, C. & Hernandez, M. The pro-environmental function of intergenerational emotion at work.
8. Campbell, J., & Owsik, C. Qualitative study of psychological safety and team effectiveness.

## HONORS & AWARDS

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### Research Fellowships

- Ivey School of Business, Western University 2022
- Lee Kong Chian School of Business, Singapore Management University 2020
- Environmental Resiliency Institute, University of Virginia, \$12,000 2020

### Other

- The Raven Honor Society <sup>1</sup>, University of Virginia 2021
- First Place in Global Health Case Competition, University of Virginia, \$1000 2020
- Fourth Place in International Global Health Case Competition, Emory University, \$1000 2020

## INVITED GUEST LECTURES

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- University of Washington, “Workplace Emotions for Social Good” 2023
- Northwestern University, “Behavioral Science for Sustainability” 2022
- University of Michigan, “Environmental Justice Campaigns” 2022
- Northwestern University, “Behavioral Science for Sustainability” 2021

## SELECT RESEARCH PRESENTATIONS BY TOPIC

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### Environmental Justice <sup>2</sup>

- Owsik, C. (2022). Can you combat environmental racism without talking about race? The language of environmental justice. AOM. Seattle, WA.
- Owsik, C., & Webb, N. (2021). Place, race and stories in environmental justice campaigns. SPSP. Online.
- Owsik, C., & Webb, N. (2020). Intergenerational identity in campaigns against environmental racism. Environmental Resiliency Institute, University of Virginia. Online.

### Diversity, Equity, Inclusion, & Belonging

- Owsik, C., Gutterez, L., Belmi, P., Tibbetts, Y., & Schaerer, M. (2022). Social class and job choice. SPSP. Online.
- Han, I., Owsik, C., Belmi, P., & Thomas-Hunt, M. (2021). Perceptions of managerial mindset shape first-generation individuals’ sense of belonging at work. AOM. Online.

### Intergenerational Emotion

- Owsik, C., & Hernandez, M. (2020). Inherited affect: promoting beneficence and prosocial behavior in intergenerational decision-making. SPSP. New Orleans, LA.
- Owsik, C., & Hernandez, M. (2019). Thinking beyond the self: Using inherited affect to encourage sustainable decisions. Engineering Sustainability Conference, Pittsburgh, PA.
- Owsik, C., & Hernandez, M. (2019). Inherited affect: promoting beneficence and prosocial behavior in intergenerational decision-making. AOM. Boston, MA.

### Other

- Owsik, C., & Hernandez, M. (2021). How emotions function in self-narratives to define the self. SPSP. Online.

<sup>1</sup>Awarded for exceptional scholarly pursuits and dedication to the University’s ideals.

<sup>2</sup>AOM = Academy of Management Annual Conference. SPSP = Society for Personality and Social Psychology Annual Conference.

- Guarana, C. L., Hernandez, M., & Owsik, C. (2021). Identified ambivalence and ethical decision-making. SPSP. Online.

## TEACHING EXPERIENCE

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### “Introduction to Leadership”

Fall 2023

*Instructor, Undergraduate Course, University of Michigan*

- Developed course materials

### “Paths to Power”

2020-2022

*Teaching Assistant for Dr. Peter Belmi, MBA Course, Darden School of Business*

- Two sections each year, online and in-person

### “Leading Organizations”

2019-2022

*Teaching Assistant for multiple professors, MBA Course, Darden School of Business*

- Dr. Melissa Thomas-Hunt, Two sections (2022), Grading only (2021)
- Dr. Peter Belmi, Two sections (2021), Two sections (2020), One section (2019)
- Dr. Morela Hernandez, One section (2019)

### “Climate Justice in Cities”

2021

*Co-Instructor, Undergraduate Course, University of Virginia*

- Perfect teaching evaluations (M = 4.87/5; SD = .37)

### “Value and Bias in Public Policy”

2021

*Teaching Assistant for Dr. Sophie Trawalter, Undergraduate Course, University of Virginia*

### Teaching Materials Produced

- Owsik, C. & Wilson, B.B. (Unpublished). Systems thinking workshop.
- Belmi, P. & Owsik, C. (In-press, *Darden Business Publishing*). Power simulation.

## RESEARCH-RELATED SERVICE

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### Organized Symposia & Panels

- Owsik, C. & Pai, J. (2021). Understanding Class-Based Inequality in the Workplace. Academy of Management. Online.
- Stenger, K., Owsik, C., & Gordon, B. (2021). *Nature Sustainability* Panel: Two Years Later. Online.
- Stenger, K., ... Owsik, C., et al. (2019). *Nature Sustainability* Panel on Design for Sustainability. New York City.

### Ad-Hoc Service

- Reviewer for *European Journal of Social Psychology* 2021
- Session Facilitator for Society for Judgment and Decision-Making Conference 2020
- Reviewer for Academy of Management Conference 2019-current

## SCHOOL- AND COMMUNITY-RELATED SERVICE

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### Organized Panels & Summits

- Owsik, C., Lawson, J., & Baglione, A. (2021). Graduate Student Mental Health Panel. University of Virginia.
- Lawson, J., Baglione, A., & Owsik, C. (2020). Graduate Student Mental Health Panel. University of Virginia.
- Singh, U., Saby, L., Singh, S., & Owsik, C. (2020). Diversity in STEM. University of Virginia.
- Owsik, C., & Gordon, B. (2018). STEM for Girls Community Summit. Charlottesville, VA.

### Committees and Leadership

- Chair and Member, Graduate Engineering Student Council. 2020-2022.
- Co-Chair, Convergent Behavioral Science Initiative (CBSI) Lab. 2020-2021.
- Facilitator, “Teaching as a Graduate Student” Conference, University of Virginia. 2020.
- Panelist, “New Student Orientation,” University of Virginia. 2020.
- Mentor, “Navigating Graduate School” Program, University of Virginia. 2018-2020.

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## INVITED PROFESSIONAL DEVELOPMENT OPPORTUNITIES

### Peer-Review

- Doctoral workshop. Alliance for Research on Corporate Sustainability (ARCS). Darden School of Business. 2023
- Organizations and Natural Environment (ONE) Division’s doctoral student consortium. AOM. Seattle, WA. 2022
- Organizational Behavior (OB) Division’s doctoral student consortium. AOM. Seattle, WA. 2022
- Doctoral workshop. Alliance for Research on Corporate Sustainability (ARCS). Bocconi University, Milan, Italy. 2022
- Behavioral insight’s group (BIG) ideas workshop. Harvard Business School. Cambridge, MA. 2019

### General Writing and Teaching

- C3 Course design workshop. University of Virginia. 2020
- *Academy of Management Review* theory development workshop. Online. 2020
- Teacher training: “Tomorrow’s professor today.” University of Virginia 2020

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## SELECT WORK AND VOLUNTEER APPOINTMENTS

### David Suzuki Foundation

2013-2018

*Communications & Corporate Fundraising Specialist*

*Vancouver, Canada*

- Developed and executed strategies to engage the public in sustainability initiatives at Canada’s largest national environmental non-profit
- Managed the accounts and relationships with 10-15 mid-level corporate donors, in addition to writing grants and reports for other major corporate donors

### Toronto Distress Centre

2016-2018

*Crisis Phone-Line Counsellor - Volunteer*

*Toronto, Canada*

- De-escalated anonymous callers in crises and helped them through times of distress
- Coordinated with emergency services and other counsellors for at least one over-night shift each month

### Project Neutral

2017-2018

*Communications & Engagement Specialist*

*Toronto, Canada*

- Leveraged behavioral science techniques to mobilize individuals, businesses, and municipalities in reducing their carbon emissions

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## INTERMEDIATE & ADVANCED TECHNICAL SKILLS

- Programming in R. E.g., bayesian analyses, data mining, item response theory (IRT), machine learning predictions and algorithms (e.g., boosting, MARS), structural equation modelling (SEM), text and content analyses. Present work in R Markdown and R Shiny apps.
- Adobe Creative Suite (Indesign, Illustrator, Photoshop, Premier)
- Geographic information system (GIS) analyses using ARCGIS software
- L<sup>A</sup>T<sub>E</sub>X

*Updated June 2023*