

# JORDAN D. NIELSEN

West Lafayette, IN • jniel@purdue.edu

942 YONG

(Updated as of February 2026)

---

## ACADEMIC POSITIONS

---

### **Associate Professor of Management, Department of Management (2024 – present)**

Mitch Daniels School of Business, Purdue University

### **Assistant Professor of Management, Department of Management (2019 – 2024)**

Mitch Daniels School of Business, Purdue University

### **Graduate Assistant and Instructor, Dept. of Management and Organizations (2014 – 2019)**

Henry B. Tippie College of Management, The University of Iowa

---

## EDUCATION

---

### **Ph.D. Business Administration (2019)**

The University of Iowa, Tippie College of Business

Major: Organizational Behavior and Human Resource Management

### **B.S. Economics (2014)**

Brigham Young University; College of Family, Home, and Social Sciences

*Cum Laude*

---

## RESEARCH INTERESTS

---

Meaningful and Purpose at Work | Employee Well-being | Work Relationships

---

## REFEREED PUBLICATIONS

---

**Nielsen, J.**, Sharma, K., Goering, D (forthcoming). Impact, interrupted: How and when thwarted prosocial impact undermines employee performance and retention. *Academy of Management Journal*.

**Nielsen, J.** & Colbert, A. (2024). Stacking bricks or building a cathedral? How affective shifts shape perceptions of daily task significance. *Journal of Vocational Behavior*, 155, 104057.

**Nielsen, J.** & Gish, J. (2024). When old and new selves collide: Identity conflict and entrepreneurial nostalgia among ex-entrepreneurs. *Personnel Psychology*, 77(1), 165-195.

**Nielsen, J.**, Firth, B., & Crawford, E. (2023). For better *and* worse: How proactive personality alters the strain responses to challenge and hindrance stressors. *Organization Science*, 34(2), 589-612.

Schabram, K., **Nielsen, J.**, & Thompson, J. (2023). The dynamics of work orientation: An updated typology and agenda for the study of jobs, careers, and callings. *Academy of Management Annals*, 17(2), 405-438.

\*The first two authors contributed equally to this manuscript

Liao, H., Su, R., Ptashnik, T., & **Nielsen, J.** (2022). Feeling good, doing good, and getting ahead: A meta-analytic investigation of the outcomes of prosocial motivation at work. *Psychological Bulletin*, 148(3-4), 158-198.

**Nielsen, J.** and Colbert, A (2022). It's Not Always Sunny in Relationally Rich Jobs: The Influence of Negative Beneficiary Contact. *Academy of Management Journal*, 65(6), 1894-1922.

Seibert, S., **Nielsen, J.**, & Kraimer, M. (2021). Awakening the entrepreneur within: Entrepreneurial identity aspiration and the role of displacing work events. *Journal of Applied Psychology*, 106(8), 1224-1238.

Bloom, M., Colbert, A., & **Nielsen, J.** (2021). Stories of calling: How called professionals construct narrative identities. *Administrative Science Quarterly*, 66(2), 298-338.

**Nielsen, J.**, Thompson, J., Wadsworth, L., & Vallett, J. (2020). The moderating role of calling in the work-family interface: Buffering and substitution effects on employee satisfaction. *Journal of Organizational Behavior*, 41(7), 622-637.

Li, C., Kristof-Brown, A., & **Nielsen, J.** (2019). Fitting in a group: Theoretical development and validation of the Multidimensional Perceived Person-Group Fit scale. *Personnel Psychology*, 72(1), 139-171.

Carter, K., Mead, B., Stewart, G., **Nielsen, J.**, and Solimeo, S. (2019). Reviewing work team design characteristics across industries: Combining meta-analysis and comprehensive synthesis. *Small Group Research*, 50(1), 138-188.

---

## UNDER REVIEW

---

Chen, J., Wilson, K., & Nielsen, J. [Effects of dating app use on work behavior].

\* 1<sup>st</sup> revise-and-resubmit, *Personnel Psychology*.

Nielsen, J., Ptashnik, T., Colbert, A., Lynch, J. [Leader criticism].

\* Under 1<sup>st</sup> review, *Journal of Business and Psychology*.

Nielsen, J., Ji, S., Lynch, J., Black, N., & Stevenson-Street, J. [Invisible disabilities in the workplace].

\* Under 1<sup>st</sup> review, *Journal of Applied Psychology*.

Nielsen, J., Jiang, W., Zhou, M., Hedrick, S., & Thompson, J., [Self- versus other-reported calling orientation].

\*Under 1<sup>st</sup> review, *Academy of Management Journal*.

---

## SELECTED WORKS IN PROGRESS

---

Courtright, S., Zipay, K., Nielsen, J., Colbert, A., & Kwon, H. [Integrative review of religion in the workplace].

\*Preparing to submit, *Academy of Management Annals*

Hedrick, S. & Nielsen, J. [Managerial reactions to received thwarted prosocial impact complaints].

\*Data Collection, Target: *Academy of Management Journal*

Nielsen, J. & Romney, A. [Post-traumatic growth in healthcare professions].

\*Data Collection

Nielsen, J. [An inductive study of Major League Baseball umpires].

\*Data Collection, Target: *Administrative Science Quarterly*

Hedrick-Miller, S., Nielsen, J., & Showalter, E. [Work orientation profiles: Antecedents and Consequences]

\*Idea generation

---

## AWARDS, GRANTS, FELLOWSHIPS

---

2025	Working Well Research Award, Center for Working Well, Purdue University
2024	Working Well Research Award, Center for Working Well, Purdue University
2022	Best Published Paper Award, Careers Division of the Academy of Management
2022	Jay N. Ross Young Faculty Scholar Award Krannert School of Management, Purdue University
2022-25	Distinguished Teaching – Undergraduate Core, Elective Daniels School of Business, Purdue University
2015	AOM OB Division – “Outstanding Reviewer” Award
2015-18	Research Assistant – <i>Faith and Flourishing at Work</i> grant funded by Templeton Foundation (\$2,446,717; Matt Bloom, principal investigator; Amy Colbert, co-investigator)
2018-19	Research Assistant – <i>Clinical and Translational Science Award</i> grant funded by the National Institutes of Health (\$21 million; part of a collaboration between the Institute for Clinical and Translational Science and Tippie College of Business, led by Greg Stewart).
2015	Graduate Fellowship, Management & Organizations Department

---

## CHAired CONFERENCE SESSIONS

---

*Don't Forget about the Leader: Illuminating the Link between Leader Behaviors and Leader Well-being.* (2020). Chair and co-organizer for symposium sponsored by the OB and MOC divisions at the annual meeting of the Academy of Management (Virtual).

*With Many a Conflict, Many a Doubt: Conflicts and Inconsistencies* (2019). Chair for paper session sponsored by the MOC division at the annual meeting of the Academy of Management (Boston).

*Approach and Avoidance: The Dynamics of Agreeing to and Giving Help* (2018). Chair for paper session sponsored by the OB division at the annual meeting of the Academy of Management (Chicago).

*What does it all mean? Expanding our understanding of factors that shape the meaning of work* (2017). Chair and co-organizer for symposium sponsored by the OB, MOC, and CAR divisions at the annual meeting of the Academy of Management (Atlanta).

---

## PRESENTATIONS

---

**Nielsen, J.** (presenter), Jiang, W., Zhou, M., Hedrick, S., & Thompson, J. (2025). *Calling identity and calling reputation: Deciphering the link between deeply meaningful work and job performance.* Presented at the Academy of Management Annual Meeting (Copenhagen).

Hedrick, S. & **Nielsen, J.** (2025). *How naïve: Manager reactions to complaints about thwarted prosocial impact.* Presented at the May Meaning Meeting (Ann Arbor).

Chen, J. (presenter), Wilson, K., & **Nielsen, J.** (2024). *Swiping left or right: Individual dating app experiences and the influence on work.* Presented at the Academy of Management Annual Meeting (Chicago).

**Nielsen, J.** (presenter), Sharma, K., & Goering, D. (2024). *Thwarted prosocial impact in organizations: Consequences, mechanisms, and boundary conditions.* Presented at the Academy of Management Annual Meeting (Chicago).

**Nielsen, J.** (presenter), Byun, H., & Dworkin, J. (2024). *How ejections impact subsequent umpire performance: Lessons for expert judgment amid emotional events.* Presented at the Cooperstown Symposium on Baseball and American Culture (Cooperstown, NY).

Romney, A. & **Nielsen, J.** (presenter) (2024). *Vicarious post-traumatic growth as an outcome of contact with beneficiaries.* Presented at the May Meaning Meeting (Philadelphia).

**Nielsen, J.** (presenter) & Thompson, J. (2023). *Calling identity and calling reputation: A socio-analytic perspective on calling and job performance.* Presented at the Wharton OB Conference (Philadelphia).

**Nielsen, J.**, Ji, S. (presenter), Lynch, J., & Stevenson-Street, J. (2023). *Differential help-seeking patterns among the invisibly disabled: Examining the role of identity levels and disability management tactics.* Presented at the Academy of Management Annual Meeting (Boston).

- Nielsen, J.** (presenter), Ji, S., Thompson, J. (2023). *Calling identity and calling reputation: A socio-analytic perspective on calling and job performance*. Presented at the May Meaning Meeting (Litchfield, Connecticut).
- Nielsen, J.** (presenter), Ptashnik, T., Lynch, J., Colbert, A. (2022). *They don't like my leadership: The straining effect of leader identity threat and the exacerbating role of overidentification*. Presented at the Academy of Management Annual Meeting (Seattle).
- Nielsen, J.** (presenter), Sharma, K., Goering, D. (2022). *How and when thwarted prosocial impact undermines employee performance*. Presented at the May Meaning Meeting (Virtual).
- Nielsen, J.** (presenter), Ptashnik, T., Lynch, J., Colbert, A. (2022). *Examining the threatened manager: Leader identity threat, actual-ideal self-incongruence, and leader well-being*. Presented at the Western Academy of Management Annual Meeting (Big Island, Hawaii).
- Nielsen, J.** (presenter) & Gish, J. (2021). *Longing for the Good Ol' Days. Examining the Experience of ex-Entrepreneurs*. Presented at the Babson Center for Entrepreneurship Research Conference (Virtual).
- Nielsen, J.** (presenter), Schabram, K., and Thompson, J. (2021). *Putting the career back in calling research: A Reconceptualization of Work Orientations*. Presented at the May Meaning Meeting (Virtual).
- Nielsen, J.** (presenter), Ptashnik, T., Colbert, A., Lynch, J. (2020). *Examining the Threatened Manager: Effects of and Responses to Leader Identity Threat*. Presented at the Academy of Management Annual Meeting (Virtual).
- Nielsen, J.** (presenter) & Colbert, A. (2019). *It's Not Always Sunny in Relationally Rich Jobs: The Influence of Negative Beneficiary Contact*. Presented at the Academy of Management Annual Meeting (Boston).
- Nielsen, J.** (presenter) & Colbert, A. (2019). *It's Not Always Sunny in Relationally Rich Jobs: The Influence of Negative Beneficiary Contact*. Presented at the 9<sup>th</sup> Biennial Positive Organizational Scholarship Research Conference (Ann Arbor).
- Nielsen, J.** (presenter) & Firth, B. (2018). *Unconstrained by what? Proactive personality, the challenge-hindrane distinction, and the mediating role of perceived organizational support*. Presented at the Academy of Management Annual Meeting (Chicago).
- Nielsen, J.** (presenter) & Firth, B. (2018). *Making it happen, no matter what? Reactions of proactive people in the face of different work demands*. Presented at the Society of Industrial and Organizational Psychology Annual Meeting (Chicago).
- Nielsen, J.** (presenter) & Firth, B. (2018). *Built to last: Proactive personality, the challenge-hindrane stressor framework, and emotional exhaustion*. Presented at the Western Academy of Management Annual Meeting (Salt Lake City).
- Nielsen, J.** (presenter), Thompson, J., Wadsworth, L., Vallett, J. (2017). *Callings and work-family conflict: Calling as a buffer in the work-family interface*. Presented at the Academy of Management Annual Meeting (Atlanta).

- Nielsen, J.** (presenter) & Colbert, A. (2017). *The influence of affective shifts on perceptions of daily task significance*. Presented at the Positive Organizational Scholarship Research Conference (Ann Arbor).
- Li, C., Brown, A.K., & **Nielsen, J.** (2016). *Development and validation of a person-group fit scale*. Presented at the Academy of Management Annual Meeting (Anaheim).
- Goering, D., **Nielsen, J.**, Downes, P., & Seibert, S. (2016). *A meta-analytic test of servant leadership and employee strain and burnout*. Presented at the Academy of Management Annual Meeting (Anaheim).
- Seibert, S., **Nielsen, J.**, Kraimer, M. (2016). *Awakening the entrepreneur within: The role of displacing work events and entrepreneurial identity aspiration*. Presented at the Academy of Management Annual Meeting (Anaheim).
- Nielsen, J.** (presenter), Thompson, J.A., Wadsworth, L.L., Vallett, J. (2015). *Calling and work-family balance: Is passion depleting or enriching?* Presented at the Academy of Management Annual Meeting (Vancouver).
- Nielsen, J.**, Thompson, J.A. (presenter), Wadsworth, L.L., & Vallett, J.D. (2014). *Calling and work-family balance*. Presented at the May Meaning Meeting (Minneapolis).

---

## TEACHING EXPERIENCE

---

- Negotiation and Decision-making (Fall 2025), *Purdue University*
- Research in Human Resource Management (Spring 2025), *Purdue University*
- Negotiation and Decision-making (Fall 2024), *Purdue University*
- Introduction to Org. Behavior (Spring 2024), *Purdue University*
- Negotiation and Decision-making (Fall 2023), *Purdue University*
- Introduction to Org. Behavior (Spring 2023), *Purdue University*
- Research in Human Resource Management (Fall 2022), *Purdue University*
- Introduction to Org. Behavior (Spring 2022), *Purdue University*
- Introduction to Org. Behavior (Spring 2021; COVID “hi-flex”), *Purdue University*
- Introduction to Org. Behavior (Spring 2020), *Purdue University*
- Strategic HR Management (Summer 2018), *The University of Iowa*
- International Organizational Behavior (Fall 2017), *The University of Iowa*

---

## PROFESSIONAL MEMBERSHIP

---

### Editorial review board member for:

- *Personnel Psychology*
- *Journal of Management*

### Ad-hoc reviewer for:

- *Administrative Science Quarterly*
- *Academy of Management Journal*
- *Academy of Management Review*
- *Journal of Applied Psychology*

- *Organizational Behavior and Human Decision Processes*
- *Journal of Vocational Behavior*

### Academy of Management

- MOC division special appointee
- Member of the OB, HR, MOC, and CAR divisions