

# **Caroline Bartel**

**Associate Professor, Department of Management at The University of Texas at Austin, McCombs School of Business**

Austin, TX, US

Understanding how to keep employees engaged in the workplace, especially during organizational change

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## **Biography**

Dr. Caroline Bartel is an associate professor in the department of Management. Her research and teaching focus on sustaining employee engagement in the workplace, particularly in organizations and professions undergoing change.

Dr. Bartel has studied how organizations in various industries (e.g., consulting, consumer products, news publishing, and broadcasting, pharmaceuticals, and telecommunications) can maintain the motivation, performance, and commitment of employees during times of organizational growth as well as decline (layoffs and downsizing). She has examined an array of change initiatives, such as corporate citizenship and community outreach, virtual work and telecommuting, and organizational restructuring (e.g., implementing self-managed teams).

Her current projects focus on how organizations facing threat and uncertainty manage their identity and culture, and the subsequent impact on individual and group effectiveness (e.g., productivity, learning, and innovation).

Dr. Bartel teaches to diverse audiences, having designed undergraduate and graduate courses, and executive training seminars at the University of Michigan, New York University, and UT Austin. Her courses focus on how individual and group behavior are shaped by structural, social, and political forces within organizations.

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## **Industry Expertise**

Corporate Leadership, Human Resources

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## **Areas of Expertise**

Collaboration, Managerial, Group and Organizational Decision Making, Organizational Identification Processes, Organizational Behavior

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## **Affiliations**

Organization Science, Editor (2014 - present), Organization Science, Editorial Board Member (2007-2014), Administrative Science Quarterly, Ad Hoc Reviewer, Academy of Management Journal, Ad Hoc Reviewer, Academy of Management Review, Ad Hoc Reviewer, Organizational Behavior and Human Decision Processes, Ad Hoc Reviewer

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## **Event Appearances**

**Centripetal and Centrifugal Social Forces: Toward a Theory of Relational Structure and Team Identification.**

Annual Meeting of the Academy of Management

**(Mis)Reading the Emotional Compositions of Collectives: Emotional Aperture and Transformational Leadership**

Annual Meeting of the Academy of Management

**Remoteness as a Resource: The Impact of Virtual Work on Job Crafting**

Annual Meeting of the Academy of Management

**The Structure and Character(s) of Relationship Conflict: Network Tie Configurations Matter in Teams**

Annual INGRoup Conference

**When Does Voice Prompt Action? Constructing Ideas that Trigger Attention, Importance and Feasibility**

Annual Meeting of the Academy of Management

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**Education**

**The University of Michigan**

Ph.D. Organizational Psychology

**The University of Michigan**

M.A. Organizational Psychology

**State University of New York at Stony Brook**

B.A. Psychology

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**Accomplishments**

**CBA Foundation Advisory Council Centennial Fellowship #6**

Awarded by the McCombs School of Business at the University of Texas at Austin.

**Trammell / CBA Foundation Teaching Award for Assistant Professors**

Awarded by the McCombs School of Business for teaching excellence among assistant professors.

**Dean's Fellow**

Awarded by the McCombs School of Business.

**Conference Award**

Awarded by the Organizational Behaviour Division of the Academy of Management.

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## Testimonials

### David Wenger

Caroline Bartel knows better than anyone how to keep employees motivated and committed during times of turmoil and change. Her research on the current workplace--such as virtual work and telecommuting--is insightful and useful.

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