

Carrie M Duncan, PhD
Curriculum Vitae
Email: duncancar@missouri.edu

Education

2014	<u>PhD in Public Affairs</u> : Emphasis on organizational consulting and change, management and leadership, qualitative methods Dissertation: Organizational culture in substance abuse treatment <i>Chair: Michael A. Diamond</i>	University of Missouri
2010	Graduate Certificate Organizational Analysis and Change	University of Missouri
2003	<u>Master of Arts in Anthropology</u> Thesis: Mechanisms of family interaction: The relation of cortisol to maternal behavior	University of Missouri
1997	<u>Bachelor of Arts in Anthropology</u> Minor: Psychology	University of Missouri

Academic Positions

2016-present	Adjunct Instructor of Management	Trulaske College of Business, University of Missouri
2015-2018	Visiting Assistant Teaching Professor	Harry S Truman School of Public Affairs University of Missouri
2016-2018	Interim Director, Center for the Study of Organizational Change	Center for the Study of Organizational Change Harry S Truman School of Public Affairs
2016-2018	Coordinator, Graduate Certificate in Organizational Consulting and Change	Harry S Truman School of Public Affairs, University of Missouri
2015-2016	Research Associate	Center for the Study of Organizational Change Harry S Truman School of Public Affairs

Peer Reviewed Journal Articles

2018	Allcorn, S., Stein, H., & Duncan, C. M. Organizational change: A longitudinal perspective. (Forthcoming at <i>Organisational and Social Dynamics</i>).
2018	Allcorn, S., Stein, H., & Duncan, C.M. (2018). The fallacy of selecting the right person for the right job. <i>International Journal of Leadership and Change</i> 6(1), 67-74.
2018	Elias, S. R. S. T. A., Chiles, T. H., Duncan, C. M. , & Vultee, D. M. (2017). The aesthetics of entrepreneurship: How arts entrepreneurs and their customers co-create aesthetic value. <i>Organization Studies</i> , (39)2-3, 345 – 372.
2015	Duncan, C. M. , & Schoor, M. A. Talking across boundaries: A case study of distributed governance. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 26(3), 731-755.
2012	Flinn, M. V., Duncan, C. M. , Ponzi, D., Quinlan, R. J., Decker, S. A., & Leone, D. V. Hormones in the wild: Monitoring the endocrinology of family relationships. <i>Parenting: Science and Practice</i> , 12 (2-3), 124-133.

Works in Progress

Duncan, C., & Elias, S. *(Inter)subjectivity in the research pair*. (under review)

Chappell, S., Duncan, C., & LoRusso, D. *Recruiting the soul: Spiritual labor as organizational practice*. (working paper)

Duncan, C. *Leadership, modes of experience, and frontline turnover*. (working paper)

Duncan, C., & Allcorn, S. *The dialectics of leadership and followership*. (working paper)

Research Underway

Public policy and entrepreneurship: Implications for everyday practice, with Sara Elias.

Working together: Managing change in behavioral health organizations, with Seth Allcorn.

Conference Presentations and Workshops

2018	Recruiting the soul: Spiritual labor as organizational practice	78th Annual Meeting of the Academy of Management, Chicago, IL
2018	Psychoanalysis and organizations: New discoveries and directions	Professional Development Workshop given at the 78th Annual Meeting of the Academy of Management, Chicago, IL
2018	Why use psychoanalysis? Desire, defense, and the invitation to creatively destroy	Annual Symposium, International Society for the Psychoanalytic Study of Organizations, Dublin, Ireland
2018	Entrepreneuring Research as an Aesthetic Process	Qualitative Research in Management Conference, Albuquerque, NM
2017	(Inter)subjectivity in the research pair	Professional Development Workshop given at the 77th Annual Meeting of the Academy of Management, Atlanta, GA
2017	Spiritual labor in Alcoholics Anonymous: A model of spiritual discourse in organizations	77th Annual Meeting of the Academy of Management, Atlanta, GA
2017	Necessary evils and transcendent virtues: The dialectics of leadership and followership in “good” organizations.	European Group for Organizational Studies, 33 rd Colloquium, Copenhagen, Denmark
2017	Leadership, modes of experience, and frontline turnover	Public Management Research Conference, Washington, DC
2016	To pray or not to pray: Beyond the spirituality/religion dichotomy in management	76 th Annual Meeting of the Academy of Management, Anaheim, CA
2014	(Inter)subjectivity and the research pair	Qualitative Research in Management Conference, Albuquerque, NM
2013	Painting the governance landscape: Culture and power at the public-nonprofit intersection	Midwest Center for Nonprofit Leadership, Kansas City, MO
2012	A network approach to understanding nonprofit boards and policy outcomes	Association for Research on Nonprofit Organizations and Voluntary Action, Annual Meeting, Indianapolis, IN

2011 One foot in, one foot out: The paradox of participant observation Sixth International Conference on Interdisciplinary Social Sciences, New Orleans, LA

Research Interests

Organizational culture and change
 Organizational psychodynamics
 Public/nonprofit management and governance
 Behavioral health, entrepreneurship and creativity
 Qualitative organizational research methods

Teaching Interests

Organizational analysis, consulting, change
 Nonprofit management
 Strategic management, sustainable change
 Leadership, group dynamics, organizational behavior
 Collaboration, governance, networks, globalization

Teaching Experience

I have graduate and undergraduate teaching experience in seated, online, and hybrid modalities.

<u>Representative Teaching Experience</u>		<u>Score</u>
PA8160 Org Dynamics & Leadership (grad)*	Spring 2018 (online)	4.50/5.0
PA8610 Group Dynamics Conflict Res (grad)	Fall 2017 (online)	4.72/5.0
MANGMT 8001: Change Management (MBA)	Fall 2017 (seated)	4.49/5.0
PA8620 Org Analysis & Change (grad)	Summer 2017 (online)	4.79/5.0
PA8150 Collaborative Gov. (mid-career)*	Spring 2017 (seated)	4.66/5.0
MANGMT 4970 Strat. Mgt. (undergraduate)	Fall 2016 (seated)	4.50/5.0
BA4500 PDP Internship (undergraduate)	Summer 2016 (online)	4.53/5.0
PA8630 Org Change Comm Global Ctxt (grad)	Spring 2016 (online)	4.66/5.0
PA8170 Public Policy Processes Strat (grad)*	Fall 2015 (online)	4.48/5.0
PA8150 Collaborative Governance (grad)*	Summer 2015 (online)	4.48/5.0

**Core course in the MPA*

Recognitions and Awards

2018	Quality Course Review (97/99)	PA8610 Group Dynamics and Conflict Res (\$1,000)
2017	Quality Course Review (96/99)	PA8620 Organizational Analysis and Change (\$1,000)
2016	Quality Course Review (96/99)	PA8160 Organizational Dyn and Leadership (\$1,250)
2010	Competitive Fellowship in Organizational Change	Center for the Study of Organizational Change, University of Missouri

Consulting Activities

2018	Mizzou Online (Organizational Assessment)
2016	Woodhaven (Executive Coaching)
2015	Osher Lifelong Learning Institute (Strategic Planning)
2014	University of Missouri Law School (Organizational Assessment)
2014	Osher Lifelong Learning Institute (SWOT Analysis)
2011	Missouri College Advising Corps (Organizational Assessment, Strategic Planning)
2010	Missouri Hepatitis C Alliance (Organizational Assessment, Strategic Planning)
2009	Phoenix Programs (Grant Writing, Strategic Planning, Brand Development)
2008	International Breast Milk Project (Grant Writing, Strategic Planning)

Professional Activities and Certifications

2015 Completed "Online Teaching Foundations"
2010-2011 Completed Grant Writing I and II at the Truman School of Public Affairs
2006 Graduate of Leadership Columbia
2002-present Certified Substance Abuse Counselor I

Professional Memberships

Academy of Management, Association for Researching Nonprofit Organizations and Voluntary Action, European Group for Organizational Studies, International Society for the Psychoanalytic Study of Organizations, Public Management Research Association

Journal Reviewer

Human Relations, Academy of Management Annual Meeting, Healthcare Management Review, Nonprofit Leadership & Management, Administration & Society

Previous Employment

2010-present Grant writer, Missouri Contemporary Ballet
2007-2010 Organizational Consultant, Tre, LLC
2003-2007 Executive Director, Rain-Central Missouri
2001-2003 Director of Prevention, Rain-Central Missouri
1999-2002 Counselor, Phoenix Programs, Inc.

References

Michael A. Diamond, PhD
Professor Emeritus of Public Affairs and
Organization Studies
University of Missouri, Columbia
Book Series Editor, *Advances in
Organizational Psychodynamics*,
University of Missouri Press
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