

Zack Edens  
Department of Management  
Gatton College of Business & Economics  
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### **Education**

- Ph.D.           2014 University of Kentucky  
Gatton College of Business & Economics  
Business Administration - Management
- M.B.A           2009 University of Kentucky  
Gatton College of Business & Economics  
Business Administration - Management
- B.A.            2006 Transylvania University  
Majors: Biology and Business Administration  
Minor: Chemistry

### **Publications**

Dissertation: “Conversational Dynamics: Decision Making as Discourse” (Committee Chair – Ferrier, W.; Members – Johnson, N., Murtha, B., Real, K.)

### **Works In Progress**

“Symbiosis in Organizations and Organizing” (Presented at Divisional Paper Session Presentation in BPS at AoM Meeting (Strategic interactions: rivalry, aggression, symbiosis)) \*\*Revisions ongoing with Labianca, J.\*\*

“Effects of Self-Monitoring on Friendship Ties and Career Opportunities” (Presented at Sunbelt Conference, Psychology and Social Networks Session) – Revisions underway with Jonas, A.; follow up results presented at Sunbelt Conference

Content analysis of audio sequencing data with Ferrier, W. (in conjunction with SMS presentation “Verbal Exchange as Internal Action: An Exploration and Analysis of the Decision Making Conversation Among Top Management Team Members”) – Presented at EGOS Conference, revisions presented at SMS Meeting. \*\*Revisions and expansion of project ongoing in conjunction with Ferrier and multiple graduate students\*\*

“Bowling Online: How Third Places and Social Capital Have Shifted to the Cloud” (Revising)

“The Manner of Founder/CEO Dismissal and the Affect on Subsequent Firm Performance,” (Revising)

### **Conference Presentations**

2005 American Chemical Society Poster Session “Synthesis and Testing of a  $\beta$ -Phe- $\beta$ -Phe-Dipeptide as a Potential Peptidase Inhibitor” (with Mullins, J. and Csuha, E.; San Diego, CA)

2006 American Chemical Society Poster Session “Analysis of Dark Chocolates for Phenolic Compounds” (with G. Seebach; Atlanta, GA)

2012 Sunbelt Social Networks Conference Presentation “Effects of Self-Monitoring on Friendship Ties” (Redondo Beach, CA)

2012 EGOS Conference Presentation “Verbal exchange as internal action: An exploration and analysis of the decision making conversation among top management team members” (with Ferrier, W. and Floyd, T.; Helsinki, Finland)

2012 Academy of Management Conference Presentation (BPS – Business Policy and Strategy) “Symbiosis in Organizations and Organizing” (Boston, MA)

2013 Ferrier, W., Edens, Z. & Floyd, T. Decision making as verbal exchange: A study of the conversational sequence among team members. Strategic Management Society International Conference (Atlanta, GA)

2014 Sunbelt Social Networks Conference Presentation “Effects of Self-Monitoring on Friendship Ties and Career Opportunities” (with Jonas, A.; Tampa, FL)

### **Invited Presentations at other Universities**

2013 “An Exploration of Decision Making Conversations” Presented at the University of Tennessee (Knoxville, TN)

2013 “An Exploration of Decision Making Conversations” Presented at the University of Georgia (Athens, GA)

2014 Edens, Z. & Ferrier, W. “Conversational dynamics: Strategic decision making as discourse.” Doctoral colloquium, Stanford University. (Palo Alto, CA)

### **Courses Taught (All scores denote “Overall Quality of Teaching”)**

**71 Total Sections (2010-2022): 4.54/5.0 Average (Gatton College Average: 4.30/5.0)  
Enrollments range from 16-160 Students**

**Introduction to Management (6 Sections)**

**Introduction to International Business (31 Sections)**

**Organizational Behavior (7 Sections)**

**Strategic Human Resources in Healthcare (Grad) (6 Sections)**

**Strategic Management (11 Sections)**

**Global Management (Grad) (3 Sections)**

**Sports Management (6 Sections)**

**Strategic Human Capital Planning and Integration (1 Section)**

**Professional Service**

**Reviewer** Academy of Management Annual Meeting, Strategy and Organizational Theory

**2010/2012** Coordinator for Biennial ION (Interorganizational Networks) Invitation Only Conference (Approximately 30/35 (2010/2012) participants)

**2011/2012/2013/2014** Head Coordinator for LINKS Social Network Analysis Workshop (Oversaw operations, logistics, planning, and classroom sessions – Approximately 95/115/150/170 (2011/2012/2013/2014) participants)

**2012** Collaboration with the English as a Second Language (ESL) department to create a project where students from my international business class worked with ESL students to explore franchising opportunities in the ESL students' home countries

**2017-2018** Faculty Advisor in Gatton College Membership Initiative

**2017-2022** Faculty Representative on Gatton College Learning Outcomes and Assessment Committee

**2018-Present** Faculty Advisor for Alpha Kappa Psi Business Fraternity

**2018-Present** Director of Undergraduate Studies, Department of Management

**2021-2022** Faculty Advisor for Kentucky Sports Business Conference

**2022** Management Department Lecturer Search Committee (1) (Search Successful)

**2022** Management Department Lecturer Search Committee (2)

**2022-Present** Faculty Representative on Master's in Strategic Human Resource Management and Analytics Committee

**Honors Thesis Advisor:** Sean Mann (2016), Mary Morey (2016), Alexis Neukirch (2016), Jack Litchfield (2019), Shauna Claiborne (2022)

### **Honors and Awards**

2009-2010 Max Steckler Fellowship

2011-2012 Beta Gamma Sigma Outstanding Graduate Assistant of the Year Award

2012-2013 Lockett Award Fellowship

2012-2013 Gatton Fellowship

2013-2014 Gatton Fellowship

2020 Nominee for Gatton College Teaching Excellence Award

### **Employment History**

*Lecturer; Department of Management*  
University of Kentucky, Gatton College of Business **July 2017 - Present**

*Instructor; Master's of Health Administration Program*  
University of Kentucky, College of Public Health **January 2017 – July 2022**

*Adjunct Professor of Management*  
University of Kentucky, Gatton College of Business **August 2015 – June 2017**

*Executive Intern - New Product Development, Supply Chain Management, Mergers and Acquisitions*  
Leancor LLC, Florence, Kentucky **September 2008 - May 2009**

*Store Management; Product Knowledge Training Instructor*  
Yankee Candle Company, Lexington, Kentucky **January 2007 – July 2008**

*Visual Layout and Design Specialist; Sales Consultant*  
Casual Living and Patio Center, Lexington, Kentucky **May 2006 - September 2006**

*Retail Operations Manager and Stadium Retail Sales Supervisor*  
*Lexington Legends (Houston Astros Class A Affiliate)*  
Aramark Corporation, Lexington, Kentucky **May 2005 - April 2006**

### **References**

Dr. Walter Ferrier  
Department Chair, Professor of Management  
University of Kentucky, Lexington, Kentucky 40506  
Phone: (859) 257-9326  
Email: [walter.ferrier@uky.edu](mailto:walter.ferrier@uky.edu)

Dr. Steve Borgatti  
Professor (former Chair) and Gatton Endowed Professor of Management  
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Phone: (859) 257-2257  
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Dr. Nancy Brown Johnson  
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