

Bradley Ray Mecham

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Education

PhD **University of Iowa, Tippie College of Business** – Aug 2022
Business Administration (Management)

Dissertation: You Really Listened, Didn't You? How Listener Response Strengthens Workplace Relationships by Helping Speakers Feel Heard

Committee: Eean Crawford (Chair), Daniel Newton, Rong Su, Jennifer Nahrgang Craig, and Stephen Courtright

MS **Brigham Young University** – Civil Engineering (Transportation) Aug 2013

BS **Brigham Young University** – Computer Science, Magna Cum Laude Aug 2007

Research Interests

My research interests generally comprise two streams. The first focuses on understanding what helps the average employee succeed at work. It includes employee-focused topics such as self-leadership, negotiation, and voice. It also includes leader- or coworker-focused topics (affecting the employee), such as listening, servant-leadership, and restorative justice.

The second is less topic-centered and more methods-centered. Because of my computer science background, I regularly tackle Big Data projects, write complex code to facilitate data clean-up, and learn new methods of analysis. I have learned about text analysis, designed effective web scrapers, and composed algorithms to handle large, messy datasets in a reasonable amount of time. I enjoy making otherwise intractable data suitable for analysis (as well as running those analyses).

Works in Progress – Writing Stage

Vasi, I. B., **Mecham, B. R.**, Lee, K. P., & Reid, S. "Climate-Focused Diversification: How Organizations Respond to the Climate Change Challenge Through Impression Management of Strategic Change."

Crawford, E. R., **Mecham, B. R.**, Ptashnik, T., Stewart, G. L., and Montanye, M. R. "The Effect of Multiple Team Membership on Unit Performance in the Presence of Turnover Trends."

Mecham, B. R., Crawford, E. R., and Stewart, G. L. "Multiple Team Membership and Unit Performance, a Longitudinal Examination."

Reid, S., Smith, T. A., Courtright, S. H., **Mecham, B. R.**, and McClean, S. T. "Supervisor-Supervisor Fit: How Co-Leaders' Behavioral Fit Impacts Team Coordination and Cohesion."

Works in Progress – Data Collection Stage

Vasi, I. B., Reid, S., **Mecham, B. R.**, and Kang Pyo Lee “Fortune 500 Companies and Their Public-facing CSR Communication.”

Mecham, B. R., Newton, D. W., and Stewart, G. L. “Provider Burnout Following Listening to Patients.”

Conference Presentations

Crawford, E. R., **Mecham, B. R.**, Ptashnik, T., Stewart, G. L., and Montanye, M. R. “The Effect of Multiple Team Membership on Unit Performance in the Presence of Turnover Trends.” To be presented in a symposium at the 2022 annual meeting of the Academy of Management, Seattle, WA.

Reid, S., Smith, T. A., Courtright, S. H., **Mecham, B. R.**, and McClean, S. T. “Supervisor-Supervisor Fit: How Co-Leaders’ Behavioral Fit Impacts Team Coordination and Cohesion.” Presented at the 2022 annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Crawford, E. R., **Mecham, B. R.**, Stewart, G. L. “A Longitudinal Examination of Multiple Team Membership and Unit Performance.” Presented in a symposium at the 2019 annual meeting of the Academy of Management, Boston, MA.

Vasi, I. B., Rynes-Weller, S., **Mecham, B. R.**, Popovaite, I. “Making Sense of Sustainability: Justification and Transparency in Oil and Gas Companies’ Corporate Social Responsibility Strategy.” Presented at the 2019 INFORMS Organization Science Conference, Phoenix, AZ. Also accepted at the 2019 EGOS Colloquium in Edinburgh, UK.

Li, C., Firth, B., **Mecham, B. R.**, Montanye, M. R., & Kristof-Brown, A. “Speaking Up in the Presence of Subgroups: When and Why Team-Level Voice Impacts Individual-Level Performance.” Presented in a symposium at the 2018 annual meeting of the Academy of Management, Chicago, IL.

Unguren, B., **Mecham, B. R.**, Thompson, D. “Using Big Data to Identify Statewide Chokepoints.” Presented at the Utah Department of Transportation Annual Conference, October 2014

Mecham, B. R. & Balling, R. “Modeling and Optimization of Land Use and Transportation for a 3-D, Car-free, Walkable City.” Presented at the Institute of Transportation Engineers Intermountain Section Annual Conference, May 2014

Research Assistance

“Tracking Eye Movement in Emotionally Charged Negotiations.” – Data collection for Hunsaker, D., Tenney, E., and Drew, T., Presented at International Association of Conflict Management, Berlin Germany, 2017.

“An Angry Face and a Guilty Conscience: The Intrapersonal Effects of Fake Anger in Negotiations.” – Data collection for David Hunsaker, McKenzie Rees (Southern Methodist University), and Teng Zhang (Penn State Harrisburg), University of Utah, Late 2016

“Speed Studies on Urban Interstates.” – Big Data research and analysis for Utah Department of Transportation (UDOT) & Avenue Consultants, instrumental in raising speed limits to from 65 mph to 70 mph along Utah’s urban interstates, Late 2014

“US-6 Evaluation.” – Data collection, analysis, and report for UDOT & Avenue Consultants pertaining to crashes from 2010 to 2012 and other safety concerns along Utah Highway 6, Late 2013-Mid 2014

“Planning Chokepoints.” – Big Data research and analysis for UDOT & Avenue Consultants to programmatically determine major bottlenecks on Utah roads, Mid 2013-Early 2014

“Using Commodity Flow Data for Predicting Truck Freight Flow on State Truck Routes.” – Generation and optimization of model input variables for Thomas Jin, PhD Dissertation, Brigham Young University, Dec 2011

University Teaching Experience

University of Iowa

MGMT 4100 - Dynamics of Negotiations (Undergraduate – 26 students), Spring Semester 2021
Instructor rating (6.0 scale): 5.80 (Department median: 5.60)

MGMT 4300 - Leadership & Personal Development (Undergraduate – 31 students), Fall semester 2019
Instructor rating (6.0 scale): 5.80 (Department median: 5.70)

Brigham Young University

Teaching Assistant Positions:

Negotiations (Graduate), Winter semester 2013

Urban Transportation Planning (Graduate), Fall semester 2012

Machine Learning (Undergraduate), Winter and Spring semesters 2006

Algorithm Analysis (Undergraduate), Fall semester 2005

Experience with Languages and Technologies

Languages and tools for data analysis, including R, Python, SPSS, HLM, VBA, and Matlab

Languages for software development, including C, C++, Java, and C#

Languages for web development, including HTML, CSS, JavaScript, and PHP

Languages for database management, including PostgreSQL and MySQL

Software tools for data visualization, including ArcGIS and Adobe Illustrator

Tools for video, audio, and motion capture and broadcasting, including OBS, Wirecast, SMI eye-tracking technology, PTZOptics cameras, and standard music equipment

American Sign Language – Limited working

Volunteer Leadership, Teaching, and Service

University of Iowa Graduate & Professional Student Government - Sustainability Committee member

Proselyting missionary for The Church of Jesus Christ of Latter-day Saints, Alberta, Canada

Teaching – daily presentation of both memorized and unrehearsed material

Leadership – stewardship over up to 20 missionaries in different proselytizing regions

President, BYU Institute of Transportation Engineers chapter – also served in other roles

Multiple duties in local church units

Teaching – bi-monthly classroom discussions with groups of approximately 30 members

Leadership – teacher instruction; stewardship over 125-275 individuals across 4+ years

Administration – membership and financial clerk for congregation of over 350 members

Broadcasting – weekly YouTube and Zoom broadcasts, streamed and interactive services

Nominee on the first Southern Nevada Water Authority Youth Advisory Council, Las Vegas

Awards Received

Iowa Initiative for Artificial Intelligence (\$10,000) grant, Nov 2019. “Developing New Measures for Research on Impression Management.” Vasi, I. B., **Mecham, B. R.**, and Lee, K. P.

Doctoral Fellowships:

University of Iowa Graduate College Summer Fellowship, Summer 2021

University of Iowa Post-Comprehensive Exam Research Fellowship, Fall 2020

University of Iowa Graduate College Summer Fellowship, Summer 2020

2013 Institute of Transportation Engineers Western District Graduate Student of the Year

Master’s Program Scholarships:

Civil and Environmental Engineering Scholarship Society Graduate Scholarship

John and Bobbie Tanner Graduate Scholarship

Joseph Layne Black Graduate Scholarship

Heritage Scholarship – 4-year Full Tuition Undergraduate Scholarship from BYU

Eagle Scout Award

References

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