

AMY L. FRAHER

Senior Lecturer in Organisational Behavior (OB) & Human Resource Management (HRM)
Department of Organisation, Work & Employment
Birmingham Business School, University of Birmingham
Edgbaston, Birmingham UK B15 2TT
+44 (0)7972308215 a.l.fraher@bham.ac.uk
www.amyfraher.com

EDUCATION

- 2002 Doctorate in Education in Leadership, University of San Diego, San Diego, CA USA
- 1995 Master of Arts in Educational Technology, San Diego State University, San Diego, CA USA
- 1984 Bachelor of Science in Textile Design, Philadelphia University, Philadelphia PA USA

EMPLOYMENT

- 2015-Present Senior Lecturer in OB & HRM, Birmingham Business School, University of Birmingham
- 2014-Present Instructor, Graduate School of Management, University of California Davis, CA
- 2014-2015 Instructor, School of Management, University of San Francisco, CA
- 2012-2014 Senior Lecturer in Organisation Studies, University of the West of England, Bristol, UK
- 2004-2012 Professor of Aviation Management [Tenured], Miramar College, CA
- 1997-2004 Commercial Airline Pilot, United Airlines, San Francisco International Airport, CA
- 1981-2005 Commander (O-5) and Naval Aviator, U.S. Navy Reserve (Retired) San Diego, CA

RESEARCH FUNDING

- 2015 £5,965 ESRC Impact Acceleration Grant, Birmingham Business School, UK
- 2013 £17,950 Early Career Research Grant, Bristol Business School, UK
- 2008 \$19,600 Carl Perkins VTEA Grant, Miramar College, USA
- 2007 \$50,000 California Community College Knowledge Exchange Grant, Miramar College, USA

REFEREED PUBLICATION OVERVIEW

- Four scholarly books; one translated into Danish
- Eleven refereed journal papers: All first authored, Ten as sole author
- Four chapters in peer-reviewed anthologies
- Google Scholar data [Sept 2015]
 - 201 citations
 - H-index=7

CURRENT PUBLICATIONS

2014-PRESENT

- Fraher, A. L. (On-line first). "A Toxic Triangle of Destructive Leadership at Bristol Royal Infirmary: A Study of Organizational Munchhausen-by-Proxy Syndrome". *Leadership*.
- Fraher, A. L. (Forthcoming). *Organization, Change and Crisis: A Psychodynamic Approach to Leadership*. Cambridge University Press.
- Fraher, A. L. & Gabriel, Y. (Forthcoming). "Encounters with the Corporate Body-Snatchers: The US Piloting Profession in Times of Downsizing and Restructuring". *Tamara Journal for Critical Organization Inquiry*.
- Fraher, A. L. 2015. "Technology-Push, Market-Demand and the Missing Safety-Pull: A Case Study of American Airlines Flight 587". *New Technology, Work and Employment*, 30(2): 109-127.
- Fraher, A. L. 2014. *The Next Crash: How Short-Term Profit Seeking Trumps Airline Safety*. New York: Cornell University Press. **Silver Medal winner, 2015 Axiom Business Book Awards.**
- Fraher, A. L. & Gabriel, Y. 2014. "Dreaming of Flying When Grounded: Occupational Identity and Occupational Fantasies of Furloughed Airline Pilots". *Journal of Management Studies*, 51(6): 926-951.
- Fraher, A. L. 2014. "The Manic Culture of the Post-9/11 Airline Industry in America". *Organisational and Social Dynamics*, 14(1): 53-75.

WORKS IN PROGRESS

- Fraher, A. L. "The Changing Character of the US Airline Piloting Profession: A Deprofessionalisation of Expert Work". Under second review at *Work, Employment & Society*.
- Fraher, A. L. & Grint, K. "Mindful Organizing Practices of U.S. Navy SEAL Teams: Sustaining Mindfulness in High-Reliability Organizations (HROs)". Under second revise & resubmit at *Academy of Management-Discoveries*.
- Fraher, A. L. "Intergenerational Conflict at US Airlines: An Unresolved Oedipal Complex?" Under review at *Journal of Managerial Psychology*.
- Fraher, A. L. & Grint, K. "Agonistic Governance: The Antinomies of Decision-Making in U.S. Navy SEALs". Under review at *Leadership*.
- Fraher, A. L. "Invisibilized Dirty Work: An Occupational Identity Study". Intended for special issue of *Culture and Organization* celebrating Heather Höpfl, Volume 23, Issue 2, March 2017.

PUBLICATIONS [PRIOR TO 2014]

BOOKS

Fraher, A. L. 2011. *'Thinking Through Crisis': Improving Teamwork and Leadership in High Risk Fields*. New York: **Cambridge University Press**.

Fraher, A. L. 2009. *Group Dynamics for High-Risk Teams: A 'Team Resource Management' Primer (2nd ed.)*. Translated into Danish. Copenhagen: **Hans Reitzel's Publishers**.

Fraher, A. L. 2005. *Group Dynamics for High-Risk Teams: A 'Team Resource Management' Primer*. New York: **iUniverse Publications**.

Fraher, A. L. 2004. *A History of Group Study and Psychodynamic Organizations*. London: **Free Association Books**.

ARTICLES

Fraher, A. L. 2013. "Airline Downsizing and its Impact on Team Performance". *Team Performance Management*, 1/2: 109-126.

Fraher, A. L. 2011. "Hero-making as a Defense against the Anxiety of Responsibility and Risk: A Case Study of US Airways Flight 1549". *Organisational and Social Dynamics*, 11(1): 59-78.

Fraher, A. L. 2007. "Collective Guilt as a Force for Change". *Socio Analysis*, 9:1-18.

Fraher, A. L. 2004. "Flying the Friendly Skies: Why U.S. Commercial Airline Pilots Want To Carry Guns". *Human Relations*, 57(5): 573-595. **Nominated for Best Paper of 2004 volume.**

Fraher, A. L. 2004. "Systems Psychodynamics: The Formative Years of an Interdisciplinary Field at the Tavistock Institute". *History of Psychology*, 7(1): 65-84.

Fraher, A. L. 2004. "Systems Psychodynamics: The Formative Years (1895-1967)". *Organisational and Social Dynamics*, 4(2): 191-211.

Fraher, A. L. 2005. "Team Resource Management (TRM): A Tavistock Approach to Leadership in High-Risk Environments". *Organisational and Social Dynamics*, 5(2): 163-182.

CHAPTERS

Fraher, A. L. 2013. "A Breakdown in Team Leadership". In G. Graen (ed.) *Management of Team Leadership in Extreme Contexts*. Charlotte, NC: **Information Age Publishing**.

Fraher, A. L. 2012. "When Profit-Seeking Trumps Safety: The Risks and Opportunities of Liminality in Commercial Aviation in Post-9/11 America". In S. Long & B. Sievers (eds.) *Towards a Socioanalysis of Money, Finance and Capitalism*. New York: **Routledge**.

Fraher, A. L. 2012. "Psychodynamics of Team Learning". In N. M. Seel (ed.) *Encyclopedia of the Sciences of Learning*. New York: **Springer Science+Business**.

Fraher, A. L. 2006. "[Re]Thinking Leadership in a Global Economy". In E. B. Klein and I. L. Pritchard (eds.), *Relatedness in a Global Economy*. London: **Karnac Books**.

PRESENTATIONS (A SELECT LIST)

PEER-REVIEWED CONFERENCE PAPERS

Fraher, A. L. 2015. "A Dark Side Case Study of American Airlines Flight 587: The Paradox of Advanced Technology". Darkside Case Study Competition Finalist, Academy of Management, Vancouver Canada

Fraher, A. L. 2015. "Intergenerational Conflict at US Airlines: An Unresolved Oedipal Complex?". Annual meeting of the Academy of Management, Vancouver Canada

Fraher, A. L. 2014. "Prostitute, Gambler, Advocate, Addict: Airline Piloting as 'Invisibilized Dirty Work'". Annual meeting of the Academy of Management, Philadelphia, PA.

Fraher, A. L. & Gabriel, Y. 2014. "Meet the Corporate Body-Snatchers: The US Piloting Profession in Times of Downsizing". Organization Studies Workshop, Corfu, Greece.

Fraher, A. L. 2012. "Resisting the Body-Snatchers: Hidden Consequences of Airline Downsizing". Organizational and Social Dynamics Conference, London UK.

Fraher, A. L. 2007. "Collective Guilt as a Force for Social Change". Annual meeting of International Society for the Psychoanalytic Study of Organizations (ISPSO), Stockholm.

Fraher, A. L. 2005. "'Training to be Selected': Establishing the Case for a New Crew Resource Management Pedagogy". Annual meeting of ISPSO, Baltimore, MD.

RECENT SPEAKING INVITATIONS & WORKSHOPS

- 2015 Invited speaker, Annual Reputation Symposium, Oxford University Centre for Corporate Reputation, Oxford UK
- 2015 Key Note speech, Society for Consulting Psychology, American Psychological Association, San Diego CA
- 2014 Organizational Behavior Session Chair, Academy of Management meeting, Phila PA.
- 2011 Key note speech commentator, Annual Meeting of the International Society for the Psychoanalytic Study of Organizations (ISPSO), Melbourne, Australia.
- 2010 "Leadership Revisited" Lecture Series, VCG Vienna Consulting Group, Austria.
- 2010 "Thinking through Crisis" Workshop for Ministry of Finance, Vienna, Austria.
- 2010 "New Leadership Perspectives for High-Risk Teams", Tavistock Institute of Human Relations, London, UK.
- 2010 "Team Resource Management" presentation, Roskilde University, Copenhagen.
- 2010 "Thinking through Crisis" presentation at Netherlands Institute for Safety, Utrecht.
- 2008 Assessing Teamwork in Internal Medicine think-tank, American Board of Internal Medicine
- 2008 "Human Factors and Safety Awareness" presentation, Hamilton-Sundstrand Aerospace
- 2008 "Leadership and Teamwork in Action" workshop, The Grubb Institute of Behavioral Studies
- 2007 "'A New Kind of Right Stuff': Establishing the Case for a New Team Training Pedagogy for High-Risk Fields", Royal Melbourne Institute of Technology (RMIT), Australia.

NON-REFEREED NEWSPAPER, RADIO & TELEVISION

- 'The Conversation' posting led to quotes in *The New York Times*, TV appearance on CNN, CBS Radio Interview, and other citations.
- *The Guardian*, *Newsday*, and *Washington Post* 'Leadership Panel': Over 25 op-eds

HONORS & AWARDS

- 2015 Fulbright Research Scholar Award Finalist
2015 CMS Division Dark-Side Case finalist, Academy of Management conference, Vancouver
2014 Outstanding Reviewer Award, Academy of Management, Organizational Behavior Division
2007-09 President's Outstanding Achievement Award, San Diego Miramar College, CA
2000 US Navy Reserve Officer Foreign Exchange Program
1999 Navy & Marine Achievement Medal, Commanding Officer HSL-84
1995-99 Quick Kill Award, (3 awards), Commander Helicopter Wing Reserve
1993 Navy Commendation Medal, Commander Naval Air Force Pacific
1990 Helicopter Combat Support Squadron SIX (HC-6) ***Pilot of the Year***
1989-90 Navy Achievement Medal (2 awards), Commanding Officer HC-6
1988 Armed Forces Expeditionary Medal, Secretary of the Navy
1981 Meritorious Promotion, E-1 to E-2, USMC, Parris Island, SC

PROFESSIONAL ACTIVITIES

Editorial Board Member

Team Performance Management (2013-present)

Reviewer

Academy of Management, Human Relations, Leadership Quarterly, Organization Science, Organization Studies, Organisational & Social Dynamics

Member

Academy of Management (2012-present), International Society for the Psychoanalytic Study of Organizations (2005-present)

Conferences Organized

2012 ISPSO Annual meeting Chair, Hotel Del Coronado, San Diego CA

INTERNATIONAL VISITING POSTS

- 2014-15 Visiting Research Fellow, Norwich Business School, University of East Anglia, UK
2012-2013 Visiting Fellow in Leadership, School of Management, University of Leicester, UK
2003-2004 Visiting Social Scientist, Tavistock Institute of Human Relations, London, UK

HIGHER EDUCATION ADMINISTRATIVE RESPONSIBILITIES

- 2015-present Director of Executive MBA program, Birmingham Business School, UK
2015-present Distance Learning MSc/MBA module developer, Birmingham Business School, UK
2004-2012 Aviation Operations Program Director, San Diego Miramar College, USA: Responsible for all aspects of two degree- and seven certificate-awarding undergraduate programs; supervised 13 faculty.
2010-2012 Chaired Research Committee, Miramar College, USA: Served on regional Institutional Effectiveness committee, and several faculty and administrative search committees.
2010-2012 *Student Learning Outcome* Coordinator: Responsible for college meeting Western Association of Schools and Colleges (WASC) accreditation requirements for 28 academic programs and over 700 courses.

EXTERNAL EXAMINING RESPONSIBILITIES

- 2015 PhD, Henley Business School, University of Reading, UK
- 2015 DBA, Southern Cross University, Queensland Australia
- 2012 PhD in Human and Organizational Systems, Fielding Graduate University, Santa Barbara CA
- 2010 PhD in Organization, School of Business, RMIT Melbourne, Australia

GRADUATE STUDENT RESEARCH SUPERVISION

PhD students: 1 [none to completion yet]
HRM Masters student dissertations: 10

TEACHING RESPONSIBILITIES

Undergraduate

- Crisis Management
- Organizational Leadership
- Managing People in Organisations

Postgraduate

- Change Management
- Crisis Management
- Crisis Communication and Reputation Management
- OB and Human Resource Management