

VITA

CHRISTOPHER O. L. H. PORTER

OneAmerica Endowed Chair and Professor of Management
Adjunct Professor of Psychology
Indiana University
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EDUCATION

Ph.D. Business Administration (2001)

Michigan State University, East Lansing, Michigan
Major: Human Resource Management-Organizational Behavior
Minor: Industrial/Organizational Psychology
Minor: Criminal Justice

M.S. Criminal Justice (1996)

Michigan State University, East Lansing, Michigan
Specialization: Policing & Law Enforcement

B.A. Psychology, Honors: Magna Cum Laude (1994)

Morehouse College, Atlanta, Georgia
Minor: Criminal Justice

ACADEMIC EXPERIENCE / EMPLOYMENT

2018 – present — *OneAmerica Endowed Chair & Professor*, Indianapolis Department, Indiana University
2014 – present — *Adjunct Professor of Psychology*, Department of Psychology, IUPUI
2016 – 2018 — *Professor & Kelley Venture Fellow*, Indianapolis Department, Indiana University
2014 – 2016 — *Associate Professor & Kelley Venture Fellow*, Indianapolis Department, Indiana University
2012 – 2014 — *Associate Professor & Tobias Faculty Fellow*, Indianapolis Department, Indiana University
2006 – 2012 — *Associate Professor*, Department of Management, Texas A&M University
2001 – 2006 — *Assistant Professor*, Department of Management, Texas A&M University
1999 – 1999 — *Instructor*, Department of Management, Michigan State University
1998 – 1999 — *Teaching Assistant*, Department of Management, Michigan State University
1996 – 1996 — *Teaching Assistant*, Department of Criminal Justice, Michigan State University

RESEARCH OVERVIEW

My primary research interests concern the challenges employees experience when they pursue multiple goals. My more recent interests concern the simultaneous pursuit of goals in both work and nonwork

domains. My work has been informed generally by self-regulation theories of motivation and much of it has examined personal and social influences on goal choice and goal striving, particularly in team settings.

Related, my secondary research interests concern the role leaders play in employees' motivation. Beyond leaders' motivating influence, I am generally interested in their interactions and exchanges with their followers.

A final major area of research interest concerns collaborative behaviors in the workplace, and particularly in team settings, which has led to research on backing up behaviors, organizational citizenship behaviors, and altruism.

Much of my current research is being conducted as part of a collaborative research effort in the context of the Organizational Behavior and the Intersection of Work And Nonwork (OBI-WAN) Laboratory.

EDITORIAL POSITIONS

Guest Associate Editor for *Journal of Applied Psychology: Racism in the Workplace* Special Issue (2020-2021)

Associate Editor for *Journal of Applied Psychology* (2020-2026)

Associate Editor for *Journal of Management* (2015-2020)

Associate Editor for *Africa Journal of Management* (2014-2018)

EDITORIAL BOARDS

Editorial Board for *Leadership Quarterly* (2018-present)

Editorial Board for *Academy of Management Journal* (2012-present)

Editorial Board for *Journal of Applied Psychology* (2006-2019)

Editorial Board for *Small Group Research* (2011-2013)

Editorial Board for *Journal of Management* (2008-2014, 2021-present)

Editorial Board for *Journal of Organizational Behavior* (2008-2014)

OTHER REVIEWING ROLES

Academy of Management Review

Administrative Science Quarterly

Applied Psychology: An International Review

Group and Organization Management

Human Resource Management

Learning and Individual Differences

Israel Science Foundation

Organizational Behavior and Human Decision Processes

Organizational Psychology Review

Personnel Psychology

Small Group Research

ADMINISTRATIVE POSITIONS

2021 – present — Faculty Coordinator

2018 – 2021 — Physician MBA Program, Faculty Chair

2015 – 2018 — Business Law, Marketing, & Management Areas Research Coordinator

PUBLICATIONS (Students' names are *italicized*)

PUBLICATIONS — PEER-REVIEWED

Andel, S. A., Porter, C. O. L. H., *Amber, B., & Lukjan, K. P. X.* (in press). Differential effects of rude coworkers and patients on nurses' safety performance: An emotional labor perspective. *Journal of Managerial Psychology*.

Ellis, A. P. J., Porter, C. O. L. H., & Mai, K. M. (2022). The impact of supervisor-employee self-protective implicit voice theory alignment. *Journal of Occupational and Organizational Psychology*, 95(2), 155-183.

Burrows, D. N., Porter, C. O. L. H., & Amber, B. (2022). Beyond choosing to leave: The interactive effects of on- and off-the-job embeddedness on involuntary turnover. *Journal of Applied Psychology*, 107(1), 130-141.

Porter, C. O. L. H., Outlaw, R., *Gale, J. P., & Cho, T. S.* (2019). The use of online panel data in management research: A review and recommendations. *Journal of Management*, 45(1), 319-344.*

* 2022 Sage Publications/Robert McDonald Advancement of Organizational Research Methodology Award Winner (Awarded by the Research Methods Division of the Academy of Management)

Riggs, B. S. & Porter, C. O. L. H. (2017). Are there advantages to seeing leadership the same? A test of the mediating effects of LMX on the relationship between ILT congruence and employees' development. *The Leadership Quarterly*, 28(2), 285-299.

Mai, K. M., Ellis, A. P. J., Christian, J. S., & Porter, C. O. L. H. (2016). Examining the effects of turnover intentions on OCBs and deviance behavior: A psychological contract approach. *Journal of Applied Psychology*, 101(8), 1067-1081.

Porter, C. O. L. H., *Franklin, D. A., Swider, B., & Yu, R. C.* (2016). An exploration of the interactive effects of leader goal orientation and goal content in teams. *The Leadership Quarterly*, 27(1), 34-50.

Li, N., Kirkman, B. L., & Porter, C. O. L. H. (2014). Toward a model of work team altruism. *Academy of Management Review*, 39(4), 541-565.

- Triana, M. C., Porter, C. O. L. H., DeGrassi, S. W., & Bergman, M. E. (2013). We're all in this together...except for you: The effects of workload, performance feedback, and racial distance on helping behavior in teams. *Journal of Organizational Behavior*, 34(8), 1124-1144.
- Porter, C. O. L. H., Gogus, C. I., & Yu, R. C. (2011). The influence of early efficacy beliefs on teams' reactions to failing to reach performance goals. *Applied Psychology: An International Review*, 60(4), 645-669.
- Porter, C. O. L. H., Gogus, C. I., & Yu, R. C. (2011). Does backing up behavior explain the efficacy-performance relationship in teams? *Small Group Research*, 42(4), 458-474.
- Porter, C. O. L. H., Webb, J. W., & Gogus, C. I. (2010). When goal orientations collide: Effects of learning and performance orientation on team adaptability in response to workload imbalance. *Journal of Applied Psychology*, 95(5), 935-943.
- Porter, C. O. L. H., Gogus, C. I., & Yu, R. C. (2010). When does teamwork translate into improved team performance? A resource allocation perspective. *Small Group Research*, 41(2), 221-248.
- Porter, C. O. L. H. (2005). Goal orientation: Effects on backing up behavior, performance, efficacy, and commitment in teams. *Journal of Applied Psychology*, 90(4), 811-818.
- Moon, H., Hollenbeck, J. R., Humphrey, S. E., Ilgen, D. R., West, B. J., Ellis, A. P. J., & Porter, C. O. L. H. (2004). Asymmetry adaptability: Dynamic team structures as one-way streets. *Academy of Management Journal*, 47(5), 681-695.
- Porter, C. O. L. H., Conlon, D. E., & Barber, A. E. (2004). The dynamics of salary negotiations: Effects on applicants' justice perceptions and recruitment outcomes. *The International Journal of Conflict Management*, 15(3), 273-303.
- Conlon, D. E., Porter, C. O. L. H., & McLean-Parks, J. (2004). The fairness of decision rules. *Journal of Management*, 30(3), 329-349.
- Simmering, M. J., Colquitt, J. A., Noe, R. A., & Porter, C. O. L. H. (2003). Conscientiousness, fit, and employee development: A longitudinal study. *Journal of Applied Psychology*, 88(5), 954-963.
- Ellis, A. P. J., Hollenbeck, J. R., Ilgen, D. R., Porter, C. O. L. H., West, B. J., & Moon, H. (2003). Team learning: Collectively connecting the dots. *Journal of Applied Psychology*, 88(5), 821-835.
- Porter, C. O. L. H., Hollenbeck, J. R., Ilgen, D. R., Ellis, A. P. J., West, B. J., & Moon, H. (2003). Backing up behaviors in teams: The role of personality and legitimacy of need. *Journal of Applied Psychology*, 88(3), 391-403.
- Hollenbeck, J. R., Moon, H., Ellis, A. P. J., Ilgen, D. R., Sheppard, L., West, B., Porter, C. O. L. H., & Wagner, J. A., III. (2002). Structural contingency theory and individual differences: Examination of external and internal person-team fit. *Journal of Applied Psychology*, 87(3), 599-606.

Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of procedural justice research. *Journal of Applied Psychology*, 86(3), 425-445.

Chandek, M. S., & Porter, C. O. L. H. (1998). The efficacy of expectancy disconfirmation to predict crime victim satisfaction with the police. *Police Quarterly*, 1(4), 21-40.

Reprinted in: Daigle, L. E. (2012). Victimology: A Text/Reader. Sage Text/Reader Series in Criminology and Criminal Justice. Thousand Oaks, CA: Sage Publishing, Inc.

PUBLICATIONS — BOOK CHAPTERS AND OTHER NON-REFEREED PUBLICATIONS

Porter, C. O. L. H., Amber, B., & Wang, E. (2019). Team motivation and goal (mis)alignment: The missing link in human capital resources research. In A. J. Nyberg & T. Moliterno (Eds.), *Handbook of Research on Strategic Human Capital Resources* (pp. 315-337). Northampton, MA: Edward Elgar Publishing, Inc.

Amber, B., & Porter, C. O. L. H., (2019). Team learning. *Oxford Bibliographies in Management Studies*. Oxford University Press.

Porter, C. O. L. H. (2008). A multi-level, multi-conceptualization perspective of goal orientation in teams. In V. I. Sessa & M. London (Eds.), *Work group learning: Understanding, improving, and assessing how groups learn in organizations* (pp.149-173). New York, NY: Lawrence Erlbaum Associates/Taylor and Francis Group.

Ellis, A. P. J., Porter, C. O. L. H., & Wolverton, S. A. (2008). Learning to work together: Development and maintenance of transactive memory systems in team contexts. In V. I. Sessa & M. London (Eds.), *Work group learning: Understanding, improving, and assessing how groups learn in organizations* (pp. 91-115). New York, NY: Lawrence Erlbaum Associates/Taylor and Francis Group.

PUBLICATIONS — TECHNICAL REPORTS, WHITE PAPERS, & POPULAR PRESS ARTICLES

Porter, C. O. L. H. (October 15, 2020). Physicians, don't lead alone: Teamwork and forward-thinking imperative during pandemic. *Medical Economics*.
<https://www.medicaleconomics.com/view/physicians-teamwork-and-forward-thinking-imperative-during-pandemic>

Burrows, D. N., Porter, C. O. L. H., Stehman, C. R., & Diagostino, S. (2019). Incivility: A silent sickness in healthcare. White paper produced for Indiana University, Graduate Programs in the Business of Medicine.

Tolliver, D. B. B., Porter, C. O. L. H., *Matthews, N. F.* (2013). Staging a turnover turnaround: An examination of the factors influencing turnover among XXXX at the Indiana Department of XXXX¹. Internal report for Indiana Department of XXXX, State of Indiana.

Porter, C. O. L. H., & Langwell, M. G. (2007). An evaluation of the XXXX Police Department's competency-based performance appraisal system. Internal report for XXXX Police Department, City of XXXX, Texas.

Porter, C. O. L. H., & Clark, P. M. (1996). Ingham County community services directory. Mason, MI: Ingham County/City of Lansing, Youth Violence Prevention Coalition.

Clark, P. M., & Porter, C. O. L. H. (1995). Trends in violence to and by youth in Ingham County. Mason, MI: Ingham County/City of Lansing, Youth Violence Prevention Coalition.

UNDER REVIEW PAPERS, WORKING PAPERS, AND SELECT WORKING PROJECTS

Porter, C. O. L. H., *Wang, E.*, & Ellis, A. P. J. Topic: Multiple goal pursuit in teams. Under review.

Lewis, A. N., Porter, C. O. L. H., *Amber, B.*, Stoverink, A. C., & *Burrows, D. N.* Topic: Collective efficacy dispersion in teams. Under review.

Wang, E., *Amber, B.*, & Porter, C. O. L. H. Topic: Motivation to lead. Under review.

Porter, C. O. L. H., *Hustoft, Z.*, *Lukjan, K. P. X.*, *Amber, B.*, & Andel, S. A. Topic: Engagement and recovery. Draft being written.

Porter, C. O. L. H., *Dinh, T.*, *Phipps, B. A.*, *Amber, B.*, & Andel, S. A. Topic: Multiple goal progress. Data being analyzed.

Amber, B., Porter, C. O. L. H., & *Phipps, B. A.* Topic: Job embeddedness over time. Data being collected.

OBI-WAN Laboratory (Co PIs: Christopher O. L. H. Porter & Stephanie A. Andel). Project: Work and non-work compensation and recovery project. Status: Data being collected.

OBI-WAN Laboratory (PI: Christopher O. L. H. Porter). Project: Work and non-work goals and well-being. Status: Data being collected.

¹ Where names of organizations are withheld, it is to protect their anonymity per contractual agreements. See **External Consulting Experience** for general information about the organizations.

REFEREED PRESENTATIONS (since 1996)

- Porter, C. O. L. H., Wang, E., & Ellis, A. P. J. (2022). Title Withheld. Paper presented at the 82nd Annual Meeting of the National Academy of Management, Seattle, WA.
- Andel, S. A., Porter, C. O. L. H., Amber, B., & Lukjan, K. P. X. (2022). Differential effects of rude coworkers and patients on nurses' safety performance: An emotional labor perspective. Poster presentation at the 20th European Association of Work and Organizational Psychology (EAWOP) Congress, Glasgow, Scotland.
- Stehman C. R., Amber B., Burrows D., & Porter C. O. L. H. (2019). The impact of incivility on well-being of emergency department staff. Poster presented at the American College of Emergency Physicians Scientific Assembly Research Forum 2019, Denver, CO.
- Lewis, A. N., Porter, C. O. L. H., Amber, B., Stoverink, A. S. & Burrows, D. (2019). Collective efficacy dispersion in teams: Variation on a shared construct. Paper presented at the 79th Annual Meeting of the National Academy of Management, Boston, MA.
- Porter, C. O. L. H., & Amber, B. (2018). Physician leaders as goal aligners: Towards understanding the challenge of today's physicians. Poster presented at the annual conference of the American Health Association Leadership Summit.
- Amber, B., Burrows, D., Stehman, C., & Porter, C. O. L. H. (2018). The impact of coworker incivility among emergency medicine physicians. Poster to be presented at the Attitudes Pre-Conference at the Annual Convention of the Society for Personality and Social Psychology, Portland, OR.
- Amber, B., & Porter, C. O. L. H. (2018). The attenuating effects of mastery goal orientation on IVTs impact on silence. Poster presented at 33rd Annual Conference for the Society of Industrial & Organizational Psychology, Chicago, IL.
- Ellis, A. P. J., Porter, C. O. L. H., Mai, K. M., & Matthews, N. F. (2017). The impact of supervisor-employee implicit voice theory alignment on outcomes at work. Paper presented at the 77th Annual Meeting of the National Academy of Management, Atlanta, GA.
- Pryor, C., Webb, J. W., Lopez, Y., & Porter, C. O. L. H. (2015). Justice is (sometimes) blind: How group identification and moral disengagement influence punishment in organizations. Paper presented at the 75th Annual Meeting of the National Academy of Management, Vancouver, BC.
- Devers, C., Conlon, D. E., Porter, C. O. L. H. (2015). Stemming the flow: Understanding organizational stigma spillover and ex-offender societal reentry success. Paper presented at the symposium, "Dirty to the bone? Building a research agenda for organizational core stigma" at the 74th Annual Meeting of the National Academy of Management, Vancouver, BC.
- Hamilton, A., Porter, C. O. L. H., Riggs, B. S., & Ellis, A. P. J. (2015). A longitudinal field study of the antecedents and consequences of workplace silence. Paper presented at the 75th Annual Meeting of the National Academy of Management, Vancouver, BC.

- Porter, C. O. L. H., Thundiyil, T., & Ellis, A. P. J. (2014). The development and utility of a true collective goal orientation measure. Paper presented at the 74th Annual Meeting of the National Academy of Management, Philadelphia, PA.
- Porter, C. O. L. H., Triana, M. C., Wesley, C. L., & Trainor, S. (2014). Differentiated leader relations in teams: Effects of racial diversity and leader style on member motivation and performance. Paper presented at the 74th Annual Meeting of the National Academy of Management, Philadelphia, PA.
- Franklin, D. A., Porter, C. O. L. H., Griffith, J., Swider, B. (2013). Do content goals complement, supplement, or nullify the effects of leader goal orientation in teams? Paper presented at the 73rd Annual Meeting of the National Academy of Management, Orlando, FL.
- Porter, C. O. L. H., & Franklin, D. A. (2012). Shared team leadership: Its meaning and emergence in adaptive teams. Paper presented at the 72nd Annual Meeting of the National Academy of Management, Boston, MA.
- Carson, J. B., & Porter, C. O. L. H. (2012). Team composition and shared leadership: A study of leader personality and team attributes. Paper presented in the symposium, "Exploring leadership identity construction in organizations," at the 72nd Annual Meeting of the National Academy of Management, Boston, MA.
- Hinrichs, A., Carson, J., Li, N., Porter, C. O. L. H. (2011). Orientation towards leadership: A study of leadership beliefs and leader emergence in teams. Paper presented in the symposium, "Am I a leader? Exploring leadership identify construction in organizations," at the 71th Annual Meeting of the National Academy of Management, San Antonio, TX.
- Triana, M. C., Porter, C. O. L. H., DeGrassi, S. W., & Bergman, M. E. (2010). Whom do we help (or kick) when they are down? The interaction of racial diversity, workload, and feedback on attributions and backing up behavior in teams. Paper presented at the 70th Annual Meeting of the National Academy of Management, Montreal, Canada.
- Li, N., Kirkman, B., & Porter, C. O. L. H. (2009) Beyond individual citizenship: Toward a multilevel model of team citizenship behavior. Paper presented at the 69th Annual Meeting of the National Academy of Management, Chicago, IL.
- Porter, C. O. L. H., Webb, J., & Gogus, C. I. (2007). Collective goal orientations as predictors of adaptability in response to workload imbalance. Paper presented at the 67th Annual Meeting of the National Academy of Management, Philadelphia, PA.
- Porter, C. O. L. H., Conlon, D. E., & Wolverton, S. A. (2007). When will voice, fair process, and frustration effects occur: An application of uncertainty management theory. Paper presented at the 67th Annual Meeting of the National Academy of Management, Philadelphia, PA.
- Porter, C. O. L. H., Yu, R. C, Gogus, C. I., & Keng, J. C. (2005). Demonstrating the value of teamwork: The effects of backing up behaviors on individual and team performance. Paper presented at the 65th Annual Meeting of the National Academy of Management, Honolulu, HI.

- Porter, C. O. L. H., Gogus, C. I., Keng, J. C., & Yu, R. C. (2005). The moderating effects of legitimacy of need on the effects of teamwork on team performance. Poster presented at the 20th Annual Conference for the Society of Industrial & Organizational Psychology, Los Angeles, CA.
- Porter, C. O. L. H., Gogus, C. I., Simmons, A. L., & Yu, R. C. (2004). The role of team goal orientation in the management of goal-performance discrepancies in teams. Paper presented at the 64th Annual Meeting of the National Academy of Management, New Orleans, LA.
- Porter, C. O. L. H. (2004). Team goal orientation: Effects on backing up behavior, performance, efficacy, and viability. Paper presented at the 64th Annual Meeting of the National Academy of Management, New Orleans, LA.
- Porter, C. O. L. H., & Wesson, M. J. (2003) Singled out: Effects of individual level performance feedback on individual and team outcomes in tactical decision making teams. Poster presented at the 18th Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
- Porter, C. O. L. H., Humphrey, S. E., Hollenbeck, J. R., & Ilgen, D. R., Ellis, A. J. P., West, B. J., & Moon, H. (2002). External and internal misfit in teams: The role of backing up behaviors as structural workarounds. Presented at the Command and Control Research and Technology Symposium, Monterey, CA: Naval Postgraduate School.
- Ellis, A. P. J., Ilgen, D. R., Hollenbeck, J. R., & Porter, C. O. L. H. (2001). Capacity collaboration, and commonality: A framework for understanding team learning. Paper presented at the 60th Annual Meeting of the National Academy of Management, Washington, DC.
- Porter, C. O. L. H., Hollenbeck, J. R., Ilgen, D. R., Ellis, A., West, B. & Moon, H. (2001). Towards a theory of backing up behaviors: The role of personality and the legitimacy of need for back up in teams. Paper presented at the 16th Annual Conference for the Society of Industrial & Organizational Psychology, San Diego, CA.
- McLean-Parks, J. Conlon, D. E., & Porter, C. O. L. H. (2000). Reactions to resource distributions and recoveries: The impact of rules and resources. Paper presented at the 13th Annual Meeting of the International Association of Conflict Management, St. Louis, MO.
- Hollenbeck, J. R., Ilgen, D. R., Moon, H., Ellis, A. P. J., Sheppard, L., West, B., & Porter, C. O. L. H. (2000). Human performance in teams with adaptive structures: A structural contingency theory approach. Paper presented at the 15th Annual Conference for the Society of Industrial & Organizational Psychology, New Orleans, LA.
- Moon, H., Hollenbeck, J. R., Ilgen, D. R., West, B., Ellis, A. P. J., Humphrey, S. E., & Porter, C. O. L. H. (2000). Asymmetry in structural movement: Challenges on the road to adaptive organizational structures. Presented at the Command and Control Research and Technology Symposium, Monterey, CA: Naval Postgraduate School.
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2000). Justice at the millennium: A meta-analytic review of 25 years of procedural justice research. Poster presented at

the 15th Annual Conference for the Society of Industrial & Organizational Psychology, New Orleans, LA.

Simmering, M. J., Colquitt, J. A., Porter, C. O. L. H., & Noe, R. A. (1999). New approaches to understanding employees' affective and behavioral responses to multi-rater feedback systems. Symposium presented at the 58th Annual Meeting of the National Academy of Management, Chicago, IL.

Porter, C. O. L. H., Conlon, D. E., & Barber, A. E. (1999). The role of salary negotiations in recruitment outcomes. Paper presented at the 58th Annual Meeting of the National Academy of Management, Chicago, IL.

Simmering, M. J., Colquitt, J. A., Porter, C. O. L. H., & Noe, R. A. (1999). What predicts developmental responses to 360-degree feedback? Poster presented at the 14th Annual Conference for the Society of Industrial & Organizational Psychology, Atlanta, GA.

Wolf, A. M., Clark, P.M., Juras, J. L., & Porter, C. O. L. H. (1997). The effectiveness of peer mediation as a conflict resolution program in schools. Paper presented at the annual meeting of the American Society of Criminology in San Diego, CA.

Stroshine, M. S., & Porter, C. O. L. H. (1997). The efficacy of expectancy disconfirmation theory in explaining crime victim satisfaction with the police. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences in Louisville, KY.

Porter, C. O. L. H. (1996). Suicide among juvenile offenders: The impact of social integration on suicidal behaviors among juvenile confinement facilities. Paper presented at the annual meeting of the American Society of Criminology in Chicago, IL.

Clark, P. M., Juras, J. L., Porter, C. O. L. H., Wolf, A. M., & DeSmet, N. (1996). School-based violence prevention. Paper presented at the annual meeting of the American Society of Criminology in Chicago, IL.

INVITED PRESENTATIONS

Academic

Presenter for Management Doctoral Student Association Conference Session: "Journal Social Panel" Sponsored by the KPMG PhD Project's Management Doctoral Student Association Pre-Conference at the 82nd Annual Meeting of the National Academy of Management (2022)

Rutgers Business School: "Multiple goal pursuits," Campus Visit, March 2022

Presenter for Management Doctoral Student Association Virtual Conference Session: "Associate Editor Panel" Sponsored by the KPMG PhD Project's Management Doctoral Student Association Pre-Conference at the 81th Annual Meeting of the National Academy of Management (2021)

- Presenter for Management Doctoral Student Association Virtual Conference Session: "Journal Social!" Sponsored by the KPMG PhD Project's Management Doctoral Student Association Pre-Conference at the 80th Annual Meeting of the National Academy of Management (2020)
- Presenter for IUPUI's Applied Social and Organizational Psychology Program's Professional Seminar (ProSem) Series (Fall 2019; Fall 2017; Spring 2015)
- Panelist for "How to Publish in the *Africa Journal of Management*" PDW; Sponsored by the Africa Academy of Management at the 78th Annual Meeting of the National Academy of Management in Chicago, IL. (2018)
- Presenter for Management Doctoral Student Association Faculty Alumni Session: "The Various Paths to Academic Career Building: Chairs, Editors & Administration" Sponsored by the KPMG PhD Project's Management Doctoral Student Association Pre-Conference at the 78th Annual Meeting of the National Academy of Management in Chicago, IL. (2018)
- National University of Singapore: "Goal Orientation in Collective Settings: An Unexpected Journey;" Campus Visit, March, 2017
- University of Cincinnati: "Goal Orientation in Collective Settings: An Unexpected Journey" and "On Editing: A Memoir of the Service;" Campus Visit, November 17-18, 2016
- Presenter for Academy of Management, OB Division, OB Junior Faculty Workshop, Editor Panel (2015)
- Presenter for Academy of Management, OB Division, OB Incubator (2013, 2014, 2015, 2017)
- Presenter for Management Doctoral Student Association Intercohort Showcase Session: "The Art of Publishing;" Moderator for Leadership and Decision-Making Research Roundtable Breakfast; Sponsored by the KPMG PhD Project's Management Doctoral Student Association Pre-Conference at the 74th Annual Meeting of the National Academy of Management in Philadelphia, PA.
- Presenter for Management Doctoral Student Association Intercohort Showcase Session: "The P-Factor: The Art of Publishing" & "Let's Make a Deal: Negotiating Your Package;" Sponsored by the KPMG PhD Project's Management Doctoral Student Association Pre-Conference at the 73th Annual Meeting of the National Academy of Management in Orlando, Florida.
- Presenter at the Annual KPMG Ph.D. Project Prospective OB Students Workshop in Chicago, IL. (November 2010)
- Presenter for Women in IT Conference; Sponsored by the Center for the Management of Information Systems (CMIS), Mays Business School; Theme: "What Women Want (and How to Get it): Negating the Sex Disadvantage at the Negotiation Table" (March 2010)
- Presenter for the Center for the Management of Information Systems (CMIS) Annual Leadership Retreat; Sponsored by the Center for the Management of Information Systems (CMIS), Mays Business School; Theme: Negotiation and Conflict Management (August 2009)

Presenter for OB Doctoral Consortium; Sponsored by the OB Division of the Academy of Management (2009; 2010, 2011)

Multilevel Modeling – Breakout Session for “Methods to the Madness: Constructing Statistical Frameworks and Methodologies for Impactful Research!,” Sponsored by the KPMG PhD Project’s Management Doctoral Student Association Pre-Conference at the 66th Annual Meeting of the National Academy of Management in Atlanta, Georgia.

Discussant for Management Doctoral Student Association Research Roundtable – Organizational Behavior; Sponsored by the KPMG PhD Project’s Management Doctoral Student Association Pre-Conference at the 66th Annual Meeting of the National Academy of Management in Atlanta, Georgia.

Presenter for HR Doctoral Consortium; Sponsored by the HR Division of the Academy of Management at the 63rd Annual Meeting of the National Academy of Management in Seattle, Washington.

Presenter for Broad Business Student Camp; Eli Broad College of Business, Michigan State University. (Summer 1998)

Healthcare Executives/Professionals

Plenary Session Speaker; Alliance for Academic Internal Medicine 2021 Online Meeting. Title: Physician Leadership: Leading and Managing Teams. (April 2021)

Keynote Address; American Society of Pediatric Neurosurgeons 2021 Virtual Meeting; Title: Rethinking Physician Leadership: A New Perspective on Effective Leadership in Healthcare. (January 2021)

Business of Medicine COVID-19 Emergency Webinar for Physicians; Leading During Times of Crisis (developed w/ *Brittney Amber*); Kelley School of Business, Business of Medicine Physician MBA Program, Indianapolis, Indiana. (Presenter, April 2020)

Union Hospital Physician Leadership Program; Leading and Managing Teams; Union Hospital, Terre Haute, Indiana. (Instructor, February-March 2020)

Beaumont Physicians Leadership Program; Leading and Managing Human Capital; Sponsored by Beaumont Physicians Group, Farmington Hills, Michigan. (Featured Presenter, June 2019)

Community Health Network; The Physician of the Future: Goal (Mis)Alignment and the Physician Leader; Sponsored by Community Health Network Psychiatry Grand Rounds, Fishers, Indiana. (Featured Presenter, September 2018)

Business Executives/Professionals

MBA Saturday; Sponsored by the Kelley School of Business Indianapolis MBA Alumni Council. (Featured Research Presenter, October 2013)

Annual Alumni Event for the Graduate Executive Certificate for the Business of Life Sciences Program; Sponsored by the Center for Business of Life Sciences at Kelley School of Business. (Featured Research Presenter, May 2013).

Halliburton Management/Leadership Development Program III; Sponsored by the Center for Executive Development at Mays Business School. (Featured Lecturer, July 2011)

Texas Engineering Extension Service (TEEX) Executive Development Program; Sponsored by the Center for Executive Development at Mays Business School. (Featured Lecturer, June 2010)

Halliburton Management/Leadership Development Program I; Sponsored by the Center for Executive Development at Mays Business School. (Featured Lecturer, April 2004 – November 2009)

Kellogg Brown & Root (KBR) Management/Leadership Development Program I; Sponsored by the Center for Executive Development at Mays Business School. (Featured Lecturer, August 2007 – December 2008)

Professional and Leadership Development for the Veterinarian; School of Veterinary Medicine at Texas A&M University. (November 2006)

Halliburton President's Leadership Excellence Program; Sponsored by the Center for Executive Development at Mays Business School. (August 2006)

Commercial Real Estate Course for the South Texas College of Law's Continuing Legal Education Program; Sponsored by the South Texas College of Law and Center for Real Estate Center at Texas A&M University. (October 2004)

Police Executives/Professionals

Bill Blackwood Law Enforcement Management Institute of Texas; Sponsored by the Center for Executive Development at Mays Business School and the Criminal Justice Center at Sam Houston State University. (Featured Lecturer from September 2002 – July 2012)

Texas Constable's Leadership College; Sponsored by the Office of Law Enforcement Training and the Criminal Justice Center at Sam Houston State University. (December 2004)

Community

Keynote Address; African American Peace Officer Association of Arlington's Annual Awards & Scholarship Luncheon; Theme: Challenging Today's Youth to be Tomorrow's Leaders. (March 2006)

OTHER RESEARCH EXPERIENCE

Team Effectiveness Research Laboratory with John R. Hollenbeck & Daniel R. Ilgen, Michigan State University, East Lansing, Michigan (1999-2001)

Stipends for Training for Aspiring Researchers (STAR) Summer Research Program with William H. George, University of Washington, Seattle, Washington (1994)

Minority and Women Research Apprenticeship Experience for Undergraduate Program (MWRAP-REU) Summer Research Program with Nancy K. Squires, SUNY at Stony Brook, Stony Brook, New York (1993)

Alcohol, Drug Abuse, and Mental Health Administration-Minority Access to Research Careers (ADAMHA-MARC) Program with Vernessa R. Clark, Atlanta University Center, Atlanta, Georgia (1992-1994)
Department of Psychology with Vernessa R. Clark, Morehouse College, Atlanta, Georgia (1992)

TEACHING EXPERIENCE (*undergraduate, master's, MBA, & Ph.D. class evaluations available upon request*)

Work Groups and Teams (doctoral)

Current Issues in Healthcare—Executive Leadership Lecture Series (physician MBA)

Global Healthcare Study (physician MBA)

Business Ethics (executive)

Business Leadership (undergraduate, master's, MBA, doctoral)

Business Negotiations (undergraduate, master's, MBA, physician MBA, EMBA, executive)

Human Resource Management (undergraduate, executive)

Organizational Behavior (undergraduate, doctoral)

CONSULTING EXPERIENCE

Fire Department, Indiana (2017-2019) – Worked with medium-sized municipal fire department to develop a performance management tool based on job analyses.

Governmental Agency, State of Indiana, Indianapolis, Indiana (2012-2014) – Worked with large state governmental organization to explore factors predicting turnover, performance, and job attitudes. Utilized survey-based methodology coupled with the collection of pre-existing, secondary data including turnover and performance over time. Outcomes included formal report including a synopsis of the data across the state and recommendations to management about interventions to reduce turnover. Made formal presentations to senior management staff regarding study findings.

Global 500 Company, Indianapolis, Indiana (2013-2014) – Worked with large, manufacturing company specializing in highly engineered products to explore factors predicting engagement and turnover. Utilized survey-based methodology coupled with the collection of pre-existing, secondary data including turnover over time. Outcomes included proposing recommendations to senior management staff about potential interventions to reduce turnover.

Global 500 Company, Houston, Texas (2009) – Worked with large, multinational energy company specializing in energy transport to develop and deliver negotiation training.

Pet Food Company, Lawrence, Kansas (2009) – Worked with large company specializing in pet nutrition and healthcare to develop and deliver negotiation training along with a train-the-trainer program to equip staff to deliver training to veterinary students.

Police Department, Texas (2006-2008) – Worked with medium-sized police department to evaluate and streamline their performance appraisal. Outcomes included formal report demonstrating the utility of the revised performance appraisal, recommendations regarding training to reduce rating errors, and the adoption of the revised performance appraisal tool.

OTHER WORK EXPERIENCE

Consultant, Michigan Council on Crime and Delinquency, Lansing, Michigan (1995-1998)

Consultant, National Juvenile Detention Association, East Lansing, Michigan (1995-1997)

Intern, United States Secret Service, Detroit, Michigan (1995)

Intern, Bureau of Alcohol, Tobacco, and Firearms, Detroit, Michigan (1995)

Jail Receptionist, King County Department of Adult Detention, Seattle, Washington (1992-1993)

AWARDS & HONORS

Research

Center for Human Resource Management Research Grant – Amount \$10,000, TAMU (2010)

Mays Research Fellow, TAMU (2003-2007)

Mays Summer Research Grant – Amount \$15,000, TAMU (2004, 2005)

Minority Competitive Doctoral Fellowship, MSU (1996-1998)

Teaching

Montague – Center for Teaching Excellence Scholar, TAMU (2005-2006)

Academic

Louis A. Radelet Fellowship, Morehouse College (1997)

Paul H. Mussem Prize in Psychology, Morehouse College (1994-1995)

NATIONAL/PROFESSIONAL SERVICE

Academy of Management

Member of Scientific Affairs Committee (OB Division – 2009-2014) – co-chaired (with Gilad Chen) “From Junior to Full: Advice on Advancing to Full Professor” PDW (2010), co-chaired (with Mark Bolino & Mel

Fugate) “From Associate to Full...and Beyond” PDW (2011), co-chaired (with Mark Bolino) “From Associate to Full...and Beyond” PDW (2012), co-chaired (with Rosalind Chow) “From Associate to Full...and Beyond” PDW (2014)

Chair/Coach/Discussant at the Annual Meeting for the National Academy of Management (OB Division – 2002, 2006, 2009; HR Division 2002, 2006)

Member of Human Resources Division Scholarly Achievement Award Committee (2007)

Reviewer for the Annual Meeting for the National Academy of Management (2002, 2004, 2006, 2007-2010; OB and HR Divisions, HR Division Best Student Paper Reviewer for 2002)

Society for Industrial & Organizational Psychology

Discussant at the Annual Meeting for the Society for Industrial & Organizational Psychology (2007)

Reviewer for the Annual Meeting for the Society for Industrial & Organizational Psychology (2001-2002; Best Student Paper Reviewer for 2001-2002)

KPMG

Representative at the National Association of Black Accountants (NABA) Conference in Houston, Texas (2010)

LOCAL SERVICE

Indiana University

University Level:

Search Committee Member for the School of Science, Department of Psychology (June 2014-December 2014), (July 2018-December 2018)

Search Advisory Committee for the Dean of the Indiana University Lilly Family School of Philanthropy (January 2014-September 2014)

Office of the Vice Chancellor for Research, Diverse Researchers with InVestigative Expertise (DRIVE) Program-Internal Grant Reviewer (March 2014-April 2014)

School Level:

Diversity, Equity, & Inclusion Committee (October 2020-present); Faculty and Staff Recruitment and Retention Subcommittee Lead, October 2020-July 2021

Kelley Business School-Indianapolis Budget Committee (August 2021-present)

Search Committee Member—One Position: Operations/Supply Chain (July 2021-present)

Search Committee Chair—One Position: Micro or Macro (July 2021-present)

Business of Medicine Program Policy Committee (June 2018-2021)

Academic Council (August 2018-2021)

Search Committee Chair—One Position: Strategy (December 2017-August 2018)

Search Committee Chair—One Position: Lecturer/Clinical (April 2018-July 2018)

Search Committee Member—One Position: Marketing (January 2018-May 2018)
KSBI MBA Curriculum Committee (August 2017-August 2018)
Search Committee Chair—One Position: Strategy (May 2015-December 2015)
Search Committee Chair—Two Positions: Strategy/IB & Unspecified MGMT (May 2014-November 2014)
KSBI MBA Core Coordinating Committee (2012-2016)
Executive Doctorate in Business Administration Planning Committee (2013)

Department Level:

Search Committee—Office Coordinator (May 2015-July 2015)
Member of Research Colloquium Committee (August 2012-May 2016)

Texas A&M University

University Level:

Office of the Vice President for Research-Institutional Review Board Committee (2005-2011)
Office of the Vice President for Research-Office for Graduate Studies, Graduate Diversity Fellowship Reviewer (Spring 2007; Spring 2008)
Mentor-Black Faculty Alliance Mentoring Program (2008)
Search Advisory Committee for the Dean of Undergraduate Programs and Associate Provost for Academic Services (October 2006-November 2006)

School Level:

Regents Scholars Mentor Program (2005, 2006, 2007)
Freshman Business Initiative Program (2005, 2006)
Center for New Ventures and Entrepreneurship-The Business Idea Competition Judge (2002)
Recruiter at the Annual KPMG Minority PhD Project Meeting in Chicago, IL (2001-2008, 2010)

Department Level:

Department Coordinator for State Employees' Charitable Campaign (2010-2012)
Co-Chair of HR/OB Faculty Search (2009)
Doctoral Policy Committee (2002-2006)
Master's Program Committee (2001-2002)

MEDIA MENTIONS AND EVENTS

November, 2021, Reuters Plus; "The great regeneration." Watch Twitter event at:
<https://twitter.com/i/broadcasts/1yoKMWvyDWXJQ>
November 23, 2021, Reuters; "Transforming the 'Great Resignation' into the 'Great Regeneration.'" <https://www.reuters.com/article/sponsored/the-great-regeneration>
September, 2021, Shryock, T. "The true cost of physician burnout." Medical Economics, 98(9), 24-26.
<https://www.medicaleconomics.com/view/the-true-cost-of-physician-burnout>
July 21, 2021, Fox59; "Resignations spike amid pandemic." <https://fox59.com/news/resignations-spike-amid-pandemic/>
November 9, 2020, Medical Economics; "How to Lead During COVID"
October 1, 2016, HRMagazine; "Hiring Job Seekers with Criminal Histories"

September 1, 2016, Crain's; "Can Managers Predict When Employees Plan to Leave?"
August 3, 2016, Fox59; "IU Research Aims to Open More Employment Options for People with Criminal Records"
July 2, 2015, South Bend Tribune; "Would Obama's Overtime Rule Hurt or Help Business?"
May 2, 2014, Science News: Magazine of the Society for Science & the Public; "Basketball Players Richly Rewarded for Selfishness in Playoffs"

PROFESSIONAL DEVELOPMENT

Latent Growth Modelling Using Mplus Course. Conducted by Falcon Training (January 2022).

Multilevel Modelling Using Mplus Course. Conducted by Falcon Training (January 2022).

The PhD Project – AACSB Virtual Aspiring Leaders Seminar (July 2021)

2020 Virtual Executive Masters in Business Administration Council (EMBAC) Conference. (October 2020)

Person-Centered Analysis Seminar, Professional Development Workshop at Society of Industrial & Organizational Psychology, Anaheim, CA (April 2016)

Audited EPSY 690 *Theory of Hierarchical Linear Models* with Oi-Man Kwok, Department of Educational Psychology, Texas A&M University. (Spring 2006)

Attendee for *Art and Craft of Discussion Leadership* Workshop with Louis B. Barnes, Harvard Business School, Harvard University. (March 2004)

MASTER'S AND DISSERTATION COMMITTEES

Zayna Hustoft (Ph.D., anticipated 2026, Department of Psychology, IUPUI chair)
Brittney Amber (Ph.D., anticipated 2023, Department of Psychology, IUPUI, chair)
Zayna Hustoft (anticipated 2023, M.S., Department of Psychology, IUPUI member)
Bobbie Burton (anticipated 2023, M.S., Department of Psychology, IUPUI member)
Kristyn Lukjan (anticipated 2022, M.S., Department of Psychology, IUPUI member)
Emily Chavez (anticipated 2022, M.S., Department of Psychology, IUPUI member)
Jacob Schneider (anticipated 2022, M.S., Department of Psychology, IUPUI member)
Chelsea Skipton Morrison (2020, M.S., Department of Psychology, IUPUI, co-chair)
Erzhuo (Ernie) Wang (2016, M.S., Department of Psychology, IUPUI member)
Brandon Riggs (2016, M.S., Department of Psychology, IUPUI, chair)
Kelsey Stephens (2015, M.S., Department of Psychology, IUPUI, member)
Jordan Barlow (2015, Ph.D., Department of Operations and Decision Technologies, KSBB, member)
Karen Byrd (2014, M.S., Department of Psychology, IUPUI, member)
Andrew Hinrichs (2011, Ph.D., Department of Management, TAMU, chair)
Stephen Jarrett (2010, M.S., Department of Psychology, TAMU, member)
Sandra W. DeGrassi (2009, Ph.D., Department of Management, TAMU, member)
Mary Triana (2008, Ph.D., Department of Management, TAMU, member)

Alok Bhupatkar (2007, Ph.D., Department of Psychology, TAMU, member)
Celile I. Gogus (2005, Ph.D., Department of Management, TAMU, co-chair w/ A. Colella)
Race C. Yu (2005, Ph.D., Department of Management, TAMU, chair)
Suzanne T. Bell (2004, Ph.D., Department of Psychology, TAMU, member)

UNDERGRADUATE AND MASTER'S RESEARCH MENTEES

Bradley Phipps (BA, anticipated 2022, Kelley School of Business-Indianapolis)
Arielle N. Lewis (MS, 2020, Department of Psychology, IUPUI)
Dominique N. Burrows (MS, 2019, Department of Psychology, IUPUI)
Devi Neelakantan (BS, 2019, Kelley School of Business-Indianapolis)
Jake Gale (BS, 2018, Kelley School of Business-Indianapolis)
Thomas Cho (MS, 2018, Department of Psychology, IUPUI)
Noah Matthews (BS, 2017, Kelley School of Business-Indianapolis)

PROFESSIONAL AFFILIATIONS

Academy of Management
American Psychological Association
Society for Industrial & Organizational Psychology
Southern Management Association
Strategic Management Society
Management Faculty of Color Association

EXTRACURRICULAR & COMMUNITY ACTIVITIES

- Acoustic Guitar Building III, FabLab @ Northampton Community College, Bethlehem, PA, August 2021
- Member, Indianapolis Chapter of the Michigan State University Alumni Chapter
- Ronald McDonald House of Indiana – Volunteer (special projects, Spring 2013-Spring 2015)
- First Baptist Athletics – Assistant Basketball Coach (Spring 2013)
- Indiana Youth Flag Football – Football Coach (Fall 2012)
- Houston Area Children's Neuroblastoma Cancer Foundation (CNCF) – Volunteer (Summer 2010-Summer 2012)
- Fairfield Sports Association – Basketball Coach (Summer 2011, Fall 2011)
- Boy Scouts of America, Sam Houston Area Council – Cub Scout Den Leader (Fall 2010-Summer 2012); Pack Trainer (Fall 2010-Summer 2012)

- We Play Football – Football Coach (Summer 2009-Summer 2012), USA Football certified (Fall 2010), Positive Coaching Alliance certified (Fall 2010)
- Cy Fair Youth Soccer Club - Soccer Coach (Fall 2010-Summer 2012), US Youth Soccer U6/U8 certified by the South
- Texas Youth Soccer Association (Fall 2010)
- Fun Fair Positive Soccer (FFPS) – Soccer Coach (Spring 2009-Spring 2010)