

VITA

CHRISTOPHER O. L. H. PORTER

Kelley School of Business Indianapolis
Indiana University
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EDUCATION

- 08/96 - 12/01 Ph.D. Business Administration
Michigan State University, East Lansing, Michigan
Major: Human Resource Mgmt./Organizational Behavior
Minor: Industrial/Organizational Psychology
Minor: Criminal Justice
- 01/95 - 05/96 M.S. Criminal Justice
Michigan State University, East Lansing, Michigan
Specialization: Policing & Law Enforcement
- 08/91 - 12/94 B.A. Psychology, Honors: Magna Cum Laude
Morehouse College, Atlanta, Georgia
Minor: Criminal Justice

ACADEMIC EXPERIENCE

- 2016 - present *Professor and Kelley Venture Fellow*
Kelley School of Business Indianapolis
Indiana University
- 2014 - present *Adjunct Professor of Psychology*
Department of Psychology
Indiana University Purdue University Indianapolis
- 2014 - 2016 *Associate Professor and Kelley Venture Fellow*
Kelley School of Business Indianapolis
Indiana University
- 2012 - 2014 *Associate Professor and the Randall L. Tobias Faculty Fellow*
of Leadership Excellence
Kelley School of Business Indianapolis
Indiana University

2002 - 2012	<i>Associate Professor w/ Tenure</i> Department of Management Texas A&M University
2001 - 2006	<i>Assistant Professor</i> Department of Management Texas A&M University
1999	<i>Instructor</i> Department of Management The Eli Broad College of Business Michigan State University
1998-1999	<i>Teaching Assistant</i> Department of Management The Eli Broad College of Business Michigan State University
1996	<i>Teaching Assistant</i> School of Criminal Justice Michigan State University

CURRENT RESEARCH INTERESTS

Dyadic and team leadership, interpersonal workplace relations and perceptions, teamwork and team composition, and organizational entry/re-entry and exit.

RESEARCH OVERVIEW

My primary research interests concern interactions at work, particularly the exchange between leaders and followers in dyadic and team-based work structures and among team members in team-based work structures. Both types of structures provide complex social situations in which resources are negotiated and exchanged with potentially positive and negative results for those involved. Much of my research has focuses on exchanges in teams, examining how composition and situational factors influence how members work together and the effectiveness of their teamwork. Some of my research has focuses on exchanges between leaders and followers, their perceptions of each other, and their perceptions of other's exchanges and other organizational phenomena in which they are jointly privy.

PUBLICATIONS

- Riggs, B. S. & Porter, C. O. L. H. (conditionally accepted). 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*.
- Mai, K. M., Ellis, A. P. J., Christian, J. S., & Porter, C. O. L. H. (in press). Examining the effects of turnover intentions on OCBs and deviance behavior: A psychological contract approach. *Journal of Applied Psychology*.
- 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.

BOOK CHAPTERS

- 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.

TECHNICAL REPORTS

- 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 family case managers at the Indiana Department of XXXX¹. Internal report for Indiana Department of XXXX, State of Indiana.

* Authors contributed equally to this manuscript.

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 with whom he has worked.

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 MANUSCRIPTS

Ellis, A. P. J., Porter, C. O. L. H., Mai, K. M., & Matthews, N. F. Topic: Voice. R&R at *Journal of Management*.

WORKING MANUSCRIPTS/PROJECTS (partial list; topics presented rather than titles)

Porter, C. O. L. H., Riggs, B. S., & Ellis, A. P. J. Workplace silence.

Porter, C. O. L. H., Thundiyl, T., & Ellis, A. P. J. Collective goal orientation in teams.

Wang, E., & Porter, C. O. L. H. Motivation to lead.

Devers, C., Conlon, D. E., Porter, C. O. L. H. Ex-offender reemployment.

Porter, C. O. L. H., & Riggs, B. S. LMX differentiation.

ON-GOING RESEARCH PROJECTS (partial list)

Work Re-entry Study: Includes quantitative and qualitative data on individual differences, employment history, criminal history, work attitudes and behaviors, and job search behaviors among 65 ex-offenders who are temporary employees seeking to re-enter the workplace and obtain more permanent employment. Also includes data on their managers.

Leadership, Engagement, and Turnover Study: Includes individual differences, leadership, development, and work attitudes and behaviors among 200+ employees in a large manufacturer of highly engineered products.

REFEREED PRESENTATIONS (since 1996)

- 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 Academy of Management, OB Division, OB Junior Faculty Workshop, Editor Panel (2015)

Presenter for Academy of Management, OB Division, OB Incubator (2013, 2014, 2015)

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 Ph.D. 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 Ph.D. 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): Negotiating 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 Ph.D. 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 Ph.D. 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)

Business Executives/Professionals

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

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

Business Ethics (executive)
Business Leadership (undergraduate, master's, MBA, doctoral)
Business Negotiations (undergraduate, master's, MBA, EMBA, executive)
Human Resource Management (undergraduate, executive)
Organizational Behavior (undergraduate)

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)

EXTERNAL CONSULTING EXPERIENCE

Department of XXXX, State of Indiana, Indianapolis, Indiana (2012-present) - **Organization Description:** Large State governmental organization in the family and health domain. **Nature of Work:** Exploring 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:** Formal report including a synopsis of the data across the State and recommendations to management about potential interventions to reduce turnover; formal presentations to senior management staff regarding study findings; continued efforts to examine turnover over time and performance.

XXXX, Indianapolis, Indiana (2013-2014) – **Organization Description:** Large, manufacturing company specializing in highly engineered products. **Nature of Work:** Explored factors predicting engagement and turnover; utilized survey based methodology coupled with the collection of pre-existing, secondary data including turnover over time. **Outcomes:** Recommendations to senior management staff about potential interventions to reduce turnover.

Enbridge, Houston, Texas (2009) – **Organization Description:** Large, multinational energy company specializing in energy transport. **Nature of Work:** Developed and delivered negotiation training. **Outcomes:** Training delivered to staff.

Hill's Pet Nutrition, Lawrence, Kansas (2009) – **Organization Description:** Large company specializing in pet nutrition and healthcare; **Nature of Work:** Developed and delivered negotiation training along with a train-the-trainer program used to equip Hill's staff to deliver training to veterinary students. **Outcomes:** Provided training and training materials to potential trainers.

XXXX Police Department, XXXX, TX (2006-2008) – **Organization Description:** Mid-sized police department. **Nature of Work:** Evaluated and streamlined performance appraisal used for all non-supervisory line staff. **Outcomes:** Formal report with data demonstrating the utility of the revised performance appraisal, recommendations regarding training to provide supervisors in an effort to reduce rating errors, and a revised performance appraisal.

OTHER RELATED 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

Journal Editorship(s) and Editorial Boards

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

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

Editorial Board for *Academy of Management Journal* (2012-present)
Editorial Board for *Journal of Applied Psychology* (2006-present)
Editorial Board for *Small Group Research* (2011-2013)
Editorial Board for *Journal of Management* (2008-2014)
Editorial Board for *Journal of Organizational Behavior* (2008-2014)

Other Journal Reviewing

Reviewer for *Leadership Quarterly* (2013-present)
Reviewer for *Learning and Individual Differences* (2013-present)
Reviewer for *Group and Organization Management* (2013-present)
Reviewer for *Applied Psychology: An International Review* (2013-present)
Reviewer for *Small Group Research* (2009-2012)
Reviewer for *Human Resource Management* (2006-present)
Reviewer for *Administrative Science Quarterly* (2004-present)
Reviewer for *Academy of Management Journal* (2004-2012)
Reviewer for *Journal of Applied Psychology* (2003-2006)
Reviewer for *Journal of Management* (2003-2008)
Reviewer for *Journal of Organizational Behavior* (2006-2008)
Reviewer for *Organizational Behavior and Human Decision Processes* (2009-present)
Reviewer for *Personnel Psychology* (2002-present)
Reviewer for the Israel Science Foundation (2006)

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)

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:

Search Committee Chair—One Position: Strategy (May 2015-present)

Search Committee Chair—Two Positions: Strategy/IB & Unspecified MGMT (May 2014-November 2014)

KSBI MBA Core Coordinating Committee (2012-present)

Executive Doctorate in Business Administration Planning Committee (2013)

Department Level:

Search Committee—Office Coordinator (May 2015-present)

Member of Research Colloquium Committee (August 2012-present)

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 PRACTITIONER ORIENTED REFERENCES

- 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

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

Erzhuo Wang (2016, M.S., Department of Psychology, IUPUI)
Brandon Riggs (2016, M.S., Department of Psychology, IUPUI, chair²)
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)

PROFESSIONAL AFFILIATIONS

Academy of Management
International Leadership Association
Society for Industrial & Organizational Psychology
Management Faculty of Color Association

² All master's thesis chair roles in the Department of Psychology at IUPUI are unofficial due to a Purdue School of Science rule.

EXTRACURRICULAR & COMMUNITY ACTIVITIES

- Ronald McDonald House of Indiana – Volunteer (special projects, Spring 2013-current)
- 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)