

**Erik Gonzalez-Mulé**  
Eveleigh Professor of Business Leadership  
Department of Management and Entrepreneurship  
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**ACADEMIC WORK EXPERIENCE:**

Eveleigh Professor of Business Leadership, Indiana University	2020 -
Associate Professor, Indiana University	2020 -
Assistant Professor, Indiana University	2015-2020
Graduate Assistant, University of Iowa	2009-2015

**REFEREED PUBLICATIONS**

\*denotes doctoral student co-author

1. **Gonzalez-Mulé, E.,** \*Kim, M., & \*Ryu, J. W. (in press). A Meta-analytic Test of Multiplicative and Additive Models of Job Demands, Resources, and Stress. *Journal of Applied Psychology*.
2. **Gonzalez-Mulé, E.,** & Cockburn, B. (in press). This Job is (Literally) Killing me: A Moderated-Mediated Model Linking Work Characteristics to Mortality. *Journal of Applied Psychology*.
3. Walter, S., **Gonzalez-Mulé, E.,** Guarana, C., O'Boyle, E., Berry, C. M., & Baldwin, T. T. (in press). The Race Discipline Gap: A Cautionary Note on Archival Measures of Behavioral Misconduct. *Organizational Behavior and Human Decision Processes*.
4. \*Park, H., Wiernik, B., Oh, I. S., **Gonzalez-Mulé, E.,** Ones, D., & \*Lee, Y. (in press). Meta-Analytic Five-Factor Model Personality Intercorrelations: Eeny, Meeny, Miney, Moe, How, Which, Why, and Where to Go". *Journal of Applied Psychology*.
5. **Gonzalez-Mulé, E.,** Cockburn, B., McCormick, B. W., & \*Zhao, P. (2020). A meta-analysis and process model of the relationship between team tenure and team performance. *Personnel Psychology, 73,* 151-198.
6. Carter, K. M., **Gonzalez-Mulé, E.,** Mount, M. K., Oh, I. S., Zacher, L. S. (2019). Managers moving on up (or out): Linking self-other agreement on leadership behaviors to succession planning and voluntary turnover. *Journal of Vocational Behavior, 115,* 103328.
7. \*Lee, Y, Berry, C. M., & **Gonzalez-Mulé, E.** (2019). The importance of being humble: A meta-analysis and incremental validity analysis of the relationship between honesty-humility and job performance. *Journal of Applied Psychology, 104,* 1535-1546.

8. **Gonzalez-Mulé, E.,** & Aguinis, H. (2018). Advancing theory by assessing boundary conditions with meta-regression: A critical review and best-practice recommendations. *Journal of Management, 44,* 2246-2273.
9. **Gonzalez-Mulé, E.,** Carter, K., & Mount, M. K. (2017). Are smarter people happier? Meta-analyses of the relationships between general mental ability and job and life satisfaction. *Journal of Vocational Behavior, 99,* 146-164.
10. O'Boyle, E. H., Banks, G., & **Gonzalez-Mulé, E.** (2017). The chrysalis effect: How ugly data metamorphosize into beautiful articles. *Journal of Management, 43,* 376-399.
11. **Gonzalez-Mulé, E.** & Cockburn, B. (2017). Worked to death: The relationships of job demands and control with mortality. *Personnel Psychology, 70,* 73-112.
12. O'Boyle, E. H., Patel, P., & **Gonzalez-Mulé, E.** (2016). Employee ownership and firm performance: A meta-analysis. *Human Resource Management Journal, 26,* 425-448.
13. **Gonzalez-Mulé, E.,** Courtright, S. H., DeGeest, D. S., Seong, J. Y., & Hong, D. S. (2016). Channeled autonomy: The joint effects of autonomy and feedback on team performance through organizational goal clarity. *Journal of Management, 42,* 2018-2033.
14. Aguinis, H., O'Boyle, E. H., **Gonzalez-Mulé, E.,** & Joo, H. (2016). Cumulative advantage: Conductors and insulators of star performers and heavy-tail performance distributions. *Personnel Psychology, 69,* 3-66.
15. **Gonzalez-Mulé, E.,** Mount, M. K, & Oh, I. S. (2014). A meta-analysis of the relationship between general mental ability and non-task performance. *Journal of Applied Psychology, 99,* 1222-1243.
16. **Gonzalez-Mulé, E.,** DeGeest, D. S., McCormick, B. W., Seong, J. Y., & Brown, K. G. (2014). Can we get some cooperation around here? The mediating role of group norms on the relationship between team personality and individual helping behaviors. *Journal of Applied Psychology, 99,* 988-999.
17. Hosmanek, A. J., McCormick, B., & **Gonzalez-Mulé, E.** (2014). Born and raised: Intelligence and personality matter in negotiations. *Journal of Conflict Management, 2,* 33-48.
18. **Gonzalez-Mulé, E.,** DeGeest, D. S., & Mount, M. K. (2013). The power of the circumplex: Incremental validity of intersection traits in predicting counterproductive work behaviors. *International Journal of Selection and Assessment, 21,* 322-327.
19. **Gonzalez-Mulé, E.,** DeGeest, D. S., Kiersch, C., & Mount, M. K. (2012). Gender differences in personality predictors of counterproductive work behaviors. *Journal of Managerial Psychology: Special Issue on Workplace Aggression, 28,* 333-353.

## MANUSCRIPTS UNDER REVIEW

[titles redacted to preserve confidentiality of the review process]

\*denotes doctoral student co-author

\*Ryu, J. W., \*Neubert, E., & **Gonzalez-Mulé, E.** [Team autonomy and team performance]. Under review at *Personnel Psychology*.

O'Boyle, E. H., Gotz, M., **Gonzalez-Mulé, E.**, Banks, G. C., Bollmann, S. [QRPs in tests of mediation]. 2<sup>nd</sup> Round Revise and Resubmit at *Psychological Bulletin*.

Downes, P., **Gonzalez-Mulé, E.**, Seong, J. Y., & Park, W. [Goal orientation, conflict, and performance]. Under review at *Journal of Organizational and Occupational Psychology*.

## CONFERENCE PRESENTATIONS

\*Ryu, J. W., \*Neubert, E., & **Gonzalez-Mulé, E.** Putting the team in the driver's seat: A meta-analysis of team autonomy and team effectiveness. *Academy of Management Conference*, 2020.

**Gonzalez-Mulé, E.** & \*Kim, M. A meta-analytic test of additive and multiplicative models of stress. *Academy of Management Conference*, 2019, Boston, MA.

Park, H. S. & **Gonzalez-Mulé, E.** Choice of FFM intercorrelations in meta-analytic regression and path analysis. *Academy of Management Conference*, 2019, Boston, MA.

Lee, Y., **Gonzalez-Mulé, E.**, & Oh, I. S. Do constructs in organizational behavior predict job performance over job satisfaction? *Academy of Management Conference*, 2019, Boston, MA.

Chen, V. Z., Li, Y., Banks, G. C., & **Gonzalez-Mulé, E.** Foreign equity-based entry and performance: A synthesis and reconciliation of alternative perspectives. *Association of International Business Conference*, 2019, Copenhagen, Denmark.

Lee, Y., Berry, C. M., & **Gonzalez-Mulé, E.** The criterion-related and incremental validity of honesty-humility: A meta-analysis. *Society of Industrial-Organizational Psychology Conference*, 2019, Washington, D. C.

Park, H. S., Oh, I.-S., & **Gonzalez-Mulé, E.** Comparison of the Five-Factor Model (FFM) personality intercorrelations on FFM-outcome relationships. *Society of Industrial-Organizational Psychology Conference*, 2018, Chicago, IL.

Greco, L., Astrove, S., Mount, M. K., & **Gonzalez-Mulé, E.** The benefits of behaving badly: Perceived costs and benefits of deviance in the job demands and workplace deviance relationship. *Academy of Management Conference*, 2017, Atlanta, GA.

McCormick, B. W., **Gonzalez-Mulé, E.**, & Seong, J. Y. Harsh leadership and team member deviance: An exploration of leader-team extraversion incongruence. *Academy of Management Conference*, 2017, Atlanta, GA.

**Gonzalez-Mulé, E.,** Cockburn, B., McCormick, B. W., & Zhao, P. A conceptual framework and meta-analysis of the relationship between team tenure and team outcomes. *Academy of Management Conference*, 2017, Atlanta, GA.

Downes, P., **Gonzalez-Mulé, E.,** DeGeest, D. S., Seong, J. Y., & Park, H. To collaborate or not? The moderating effects of team conflict on performance goal orientation, collaboration, and team performance. *Academy of Management Conference*, 2016, Anaheim, CA.

Downes, P., & **Gonzalez-Mulé, E.** Job characteristics as antecedents of horizontal pay dispersion. Symposium at the *Academy of Management Conference*, 2016, Anaheim, CA.

**Gonzalez-Mulé, E.** & Cockburn, B. Worked to death: Relationships between job demands, job control, and mortality. *Academy of Management Conference*, 2015, Vancouver, BC.

DeGeest, D. S., & **Gonzalez-Mulé, E.** Goal orientation diversity, conflict, and team effectiveness: An interactionist approach. *Academy of Management Conference*, 2015, Vancouver, BC.

**Gonzalez-Mulé, E.,** Carter, K., & Mount, M. K. A meta-analysis of the relationship between general mental ability and attitudes. *Academy of Management Conference*, 2014, Philadelphia, PA.

**Gonzalez-Mulé, E.** Are smart people also trustworthy and cooperative? A meta-analysis of the relationship between general mental ability and counterproductive work behaviors. In E. Dierdorff and J.K. Ellington (Chairs), *Contextualizing the predictive validity of general mental ability*. *Academy of Management Conference*, 2013, Orlando, FL.

Downes, P., **Gonzalez-Mulé, E.,** & DeGeest, D. S. Trait activation in teams: How individuals are affected by team cohesion. *Academy of Management Conference*, 2013, Orlando, FL.

\*O'Boyle, E. H., Banks, G., & **Gonzalez-Mulé, E.** The chrysalis effect: How ugly data metamorphosize into beautiful articles. *Academy of Management Conference*, 2013, Orlando, FL.

*\*Winner of the Research Methods Division Best Paper Award*

Crawford, E., Downes, P., Reeves, C., & **Gonzalez-Mulé, E.** Team member ability, familiarity, and success in the NBA. *Society of Industrial and Organizational Psychology Conference*, 2013, Houston, TX.

DeGeest, D. S., **Gonzalez-Mulé, E.,** & Mount, M. K. Personality, task performance, and workplace deviance: The mediating roles of work engagement and job satisfaction. *Society of Industrial and Organizational Psychology Conference*, 2013, Houston, TX.

**Gonzalez-Mulé, E.,** DeGeest, D. S., & Mount, M. K. Kick 'em when they're down: An investigation of targeted incivility. *Academy of Management Conference*, 2012, Boston, MA.

**Gonzalez-Mulé, E.**, Courtright, S. C., & Seong, J. Y. Channeled autonomy: Joint effects of autonomy and feedback on team performance through goal clarity. *Academy of Management Conference*, 2012, Boston, MA.

DeGeest, D. S., **Gonzalez-Mulé, E.**, & Mount, M. K. Does engagement mediate personality's effect on workplace deviance? A meta-analytic path model. *Academy of Management Conference*, 2012, Boston, MA.

**Gonzalez-Mulé, E.**, DeGeest, D. S., & Mount, M. K. Power of the circumplex: Anger and neglect predict counterproductive behaviors. *Society of Industrial and Organizational Psychology Conference*, 2012, San Diego, CA.

DeGeest, D. S., **Gonzalez-Mulé, E.**, Mount, M. K. Gender differences in personality predictors of workplace incivility. *Academy of Management Conference*, 2011, San Antonio, TX.

### **MEASURES OF SCHOLARLY IMPACT**

(As of September, 2020)

Total Google Scholar Citations: 699

H-index: 12

I10-index: 12

### **TEACHING EXPERIENCE**

#### *Indiana University*

Instructor, U702, Kelley Direct OB/HR	Fall, 2019
Instructor, PhD Seminar on Group Processes and Multilevel Issues	Fall, 2019
Instructor, U702, Kelley Direct OB/HR	Winter, 2018
Instructor, Z370 Integrated Core Leadership	Fall, 2017
Instructor, C514, Kelley Executive Partners	Spring, 2017
Instructor, C514, Kelley Executive Partners	Fall, 2016
Instructor, Z370 Integrated Core Leadership	Fall, 2016
Instructor, Z370 Integrated Core Leadership	Fall, 2015

#### *University of Iowa*

Instructor, 06J:160 Staffing and Talent Management	Spring, 2013
Teaching assistant, 06J:130 Individuals, Teams, and Organizations	Fall, 2012
Teaching assistant, 06J:048 Introduction to Management	Fall, 2012
Teaching assistant, 06J:048 Introduction to Management	Spring, 2012
Teaching assistant and coordinator, 06J:048 Introduction to Management	Fall, 2011
Grader, Leadership and Personal Development	Spring, 2011

### **EDUCATION:**

<b>Ph.D.</b> , University of Iowa Management & Organizations	2015
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M.S., University of Florida Management	2010
B.S., Cum Laude, University of Florida Psychology	2007

**OTHER WORK EXPERIENCE**

Social Studies and Chess Teacher, Hialeah Middle School, Miami, Florida	2007-2009
Research Assistant, University of Florida Dept. of Occupational Therapy	2005-2007

**PROFESSIONAL AND SERVICE ACTIVITIES**

**Professional Associations**

Member, *Society for Industrial and Organizational Psychology*, since 2010  
 Member, *Academy of Management*, since 2010  
 - Human Resources, Organizational Behavior, and Research Methods Divisions

**Editorial Board Memberships**

<i>Journal of Applied Psychology</i>	2018 - present
<i>Personnel Psychology</i>	2017 - present
<i>Journal of Management</i>	2020 - present

**Ad-hoc Reviewing Activities**

*Journal of Organizational Behavior*  
*Organizational Behavior and Human Decision Processes*  
*National Science Foundation*  
*Human Resource Management*  
*Academy of Management Learning and Education*  
*Journal of Managerial Psychology*  
*Journal of Occupational and Organizational Psychology*  
*Journal of Management*

**Departmental Service Activities**

Co-chair, <i>Management and Entrepreneurship Doctoral Program Committee</i>	2018-present
Member, <i>Management and Entrepreneurship Visiting Scholar Committee</i>	2015-2018

**Dissertation committees**

Youngduk Lee, committee member	2019
Peng Zhao, committee member	2018
Anne Portlock, external committee member	2017
Kyle Bradley, committee member	2017

## **MEDIA COVERAGE**

Multiple media mentions for “Worked to death: The relationships of job demands and control with mortality”

Story featured by *Forbes*, *Chicago Tribune*, *Yahoo!*, *CBS News*, *MedlinePlus*, *US News and World Report*, and over 100 other international news outlets. See

<https://wiley.altmetric.com/details/11010544/news/page:1> for summary report.

Radio interviews by the Australian Broadcasting Corporation’s Radio National, Canada’s CJAD, and 1320 WILS in Lansing, MI.

“Employee ownership can boost corporate profits”

Story featured by the *Wall Street Journal*, September 6, 2016.

“Management research is fishy, says new management research”

Story featured by the *Wall Street Journal* “At Work” blog, February 18, 2014.

## **AWARDS/HONORS**

<b>Eyster Innovation in Teaching Award</b> , Indiana University	2017
<b>Human Resources Division Innovation in Teaching Award</b> , Academy of Management Conference	2016
<b>Research Methods Division Best Paper Award</b> , Academy of Management Conference	2013
<b>Recipient of Travel Grant</b> , Dept. of M & O, University of Iowa	2011
- Attended CARMA session led by Larry Williams on Structural Equation Modeling methods	
<b>Presidential Fellowship</b> , Graduate College, University of Iowa	2010 – 2015
<b>M.S. Scholarship</b> , University of Florida	2009 – 2010

## **INVITED PRESENTATIONS**

Hanapin Marketing, “The Science of Stress”	April 10, 2017
University of Iowa PhD seminar, Meta-analysis in HLM	April 16, 2014
University of Iowa PhD seminar, Testing Mediation Effects Using SEM	October 29, 2012