

## **John M. Schaubroeck**

Robert J. Trulaske, Sr. Chair of Management

Department of Management

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### **EDUCATION:**

- Ph.D.      Purdue University  
Krannert Graduate School of Management  
Organizational Behavior and Human Resource Management, 1988
- B.B.      Western Illinois University  
Management, 1984

### **ACADEMIC APPOINTMENTS:**

August 2020- present:

Robert J. Trulaske, Sr. Chair of Management  
Trulaske College of Business, University of Missouri

August 2019- August, 2020:

Emma S. Hibbs/Harry Gunnison Brown Chair of Business and Economics  
Trulaske College of Business, University of Missouri

August 2008- August 2019:

John A. Hannah Distinguished Professor of Psychology and Management,  
Michigan State University

August 2005- August 2008:

Trustee Chaired Professor in Leadership, Bennett LeBow College of Business, Drexel  
University

August 1999- August 2008:

Professor, Department of Management, Bennett LeBow College of Business,  
Drexel University

August 1999- September 2004:

Head, Department of Management, Bennett LeBow College of Business,  
Drexel University

May 1997 – July 1999:

Professor, Department of Management, Faculty of Business, City University of  
Hong Kong

May 1992 – July 1999:

Associate Professor, Department of Management, CBA, University of Nebraska

August 1988 – May 1992:

Assistant Professor, Department of Management, CBA, University of Nebraska

## OTHER ACADEMIC APPOINTMENTS:

- Ph.D. Program Coordinator, Department of Management, University of Missouri 2020-
- Departmental Academic Advisor, Department of Management, The Hong Kong Polytechnic University, 2016-
- External Academic Advisor for DBA Programme, City University of Hong Kong, 2014-2019
- Editor, *Organizational Behavior and Human Decision Processes* (July 2007-2010)
- Associate Editor, *Organizational Behavior and Human Decision Processes* (September 2004-July 2007)
- External Examiner for BBA-Management and BBA-Int'l Management & Japan Studies, City University of Hong Kong (2000-2002; 2003-2005; 2006-2008)
- Visiting Examiner for Integrated BBA in Management, Chinese University of Hong Kong (2001-2003; 2003-2005)
- External Examiner for the BBA in Management, The University of Hong Kong (2003-2005; 2006-2008)

## REFEREED JOURNAL ARTICLES:

Schaubroeck, J. M., Peng, A. C., Hannah, S. T., Ma, J., & Cianci, A. M. (2020) Struggling to meet the bar: Occupational progress failure and informal leadership behavior. *Academy of Management Journal*, in press. <https://doi.org/10.5465/amj.2018.0956>

Keng-Highberger, F. T., Avolio, B. J., Lord, R. G., Hannah, S.T., Schaubroeck, J. M., Kozlowski, S. W. J. (2020). How leader and follower prototypical and antitypical attributes influence ratings of transformational leadership in an extreme context. *Human Relations*, in press. <https://doi.org/10.1177/0018726720958040>

Carmeli, A., Peng, A. C., Schaubroeck, J. M., Amir, I. (2020). Social support as a source of vitality among college students: The moderating role of social self-efficacy. *Psychology in the Schools*, in press.

Gong, S., Lu, J.G., Schaubroeck, J. M., Li, Q., Zhou, Q., & Qian, X. (2020). Polluted psyche: Is the effect of air pollution on unethical behavior more physiological or psychological? *Psychological Science*, 31, 1040-1047.

Peng, A. C., Wang, B., Schaubroeck, J. M., & Gao, R. (2020). Can humble leaders get results? The indirect and contextual influences of skip-level leaders. *Journal of Leadership & Organizational Studies*, 27, 329-339.

Yang, L. Q., Zheng, X., Liu, X., Lu, C. Q., & Schaubroeck, J. M. (2020). Abusive supervision, thwarted belongingness, and workplace safety: A group engagement perspective. *Journal of Applied Psychology*, 105, 230-244.

Peng, A. C., Schaubroeck, J.M., Chong, S., & Li, Y. (2019). Discrete emotions linking abusive supervision to employee intention and behavior. *Personnel Psychology*, 72, 393-419.

- Shen, Y., Chou, W-J., & Schaubroeck, J.M. (2019) The roles of relational identification and workgroup cultural values in linking authoritarian leadership to employee performance, *European Journal of Work and Organizational Psychology*, 28, 498-509.
- Shen Y., Schaubroeck J. M., Zhao, L. & Wu, L. (2019) Work group climate and behavioral responses to psychological contract breach. *Frontiers in Psychology*, 10, 67-81.
- Schaubroeck, J.M., Lam, L.L., Lai, J.Y. M., Connors, A.C., Peng, A.C., & Chan, K.W. (2018). Changing experiences of work dirtiness, occupational disidentification, and employee withdrawal. *Journal of Applied Psychology*, 103, 1086-1100.
- Li, W-D., Schaubroeck, J. M., Xie, J-L., & Keller, A. C., (2018). Is being a leader a mixed blessing? A dual pathway model linking leadership role occupancy to well-being. *Journal of Organizational Behavior*, 39, 971-989.
- Keller, A.C., Igic, I., Meier, L.L., Semmer, N. K., Schaubroeck, J.M., Brunner, B., & Elfering, A. (2017). Testing job typologies and identifying at-risk subpopulations using factor mixture models. *Journal of Occupational Health Psychology*, 22, 503-517.
- Schaubroeck, J. M., & Yu, A. (2017). When does virtuality help or hinder teams? Core team characteristics as contingency factors. *Human Resource Management Review*, 27, 635-647.
- Schaubroeck, J. M., Shen, Y., & Chong, S. (2017). A dual-stage moderated mediation model linking authoritarian leadership to follower outcomes. *Journal of Applied Psychology*, 102, 203-214.
- Machida-Kosuga, M., Schaubroeck, J. M., Ewing, M., Gould, D. R., & Feltz, D. (2017). What influences collegiate coaches' intentions to advance their leadership careers? The roles of leader self-efficacy and outcome expectancies. *International Sport Coaching Journal*, 4, 265-278.
- Schaubroeck, J. M., Lam, S, S. K., & Peng, A. C. (2016). Can peers' ethical and transformational leadership improve coworkers' service quality? A latent growth analysis. *Organizational Behavior and Human Decision Processes*, 133, 45-58.
- Schaubroeck, J. M., Peng, A. C., & Hannah, S. T. (2016). The role of peer respect in linking abusive supervision to follower outcomes: Dual moderation of group potency. *Journal of Applied Psychology*, 101, 267-278.
- Hannah, S. T., Schaubroeck, J. M., & Peng, A. C. (2016). Transforming followers' value internalization and role self-efficacy: Dual processes promoting performance and peer norm enforcement. *Journal of Applied Psychology*, 101, 252-266.
- Peng, A. C., Lin, H-E., Schaubroeck, J. M., McDonough, E. F. III, Hu, B., & Zhang, A. (2016). CEO intellectual stimulation and employee psychological empowerment: The moderating role of firm performance. *Group and Organization Management*, 41, 203-231.
- Schaubroeck, J. M., Carmeli, A., Bhatia, S., & Paz, E. (2016). Enabling team learning when members are prone to contentious communication: The role of team leader coaching. *Human Relations*, 69, 1709-1727.
- Machida-Kosuga, M., Schaubroeck, J., & Feltz, D. (2016). Leader self-efficacy of women intercollegiate athletic administrators: A look at barriers and developmental antecedents. *Journal of Intercollegiate Sport*, 9, 157-178.
- Peng, A. C., Schaubroeck, J. M., & Xie, J. L. (2015). When confidence comes and goes: How variation in self-efficacy moderates stressor-strain relationships. *Journal of Occupational Health Psychology*, 20, 359-376.

- Peng, A. C., Schaubroeck, J. M., & Li, Y. (2014). Social exchange implications of own and coworkers' experiences of supervisory abuse. *Academy of Management Journal*, 57, 1385-1405.
- Ozer, M., Chang, C.-H., & Schaubroeck, J. M. (2014). Contextual moderators of the relationship between organizational citizenship behaviors and challenge and hindrance stress. *Journal of Occupational and Organizational Psychology*, 87, 555-578.
- Hannah, S. T., Jennings, P., Bluhm, D., Peng, A. C., & Schaubroeck, J. M. (2014). Duty orientation: Theoretical development and preliminary construct testing. *Organizational Behavior and Human Decision Processes*, 123, 220-238.
- Hannah, S. T., Schaubroeck, J. M., Peng, A. C., Lord, R. G., Trevino, L., Kozlowski, S., Avolio, B., Dimotakis, N., & Doty, J. (2013). Joint influences of individual and work unit abusive supervision on ethical intentions and behaviors: A moderated mediation model. *Journal of Applied Psychology*, 98, 579-592.
- Schaubroeck, J. M., Peng, A., & Hannah, S. T. (2013). Developing trust with peers and leaders: Impacts on organizational identification and performance during entry. *Academy of Management Journal*, 56, 1148-1168.
- Schaubroeck, J. M. (2013). Pitfalls of appropriating prestigious theories to frame conceptual arguments. *Organizational Psychology Review*, 3, 85-96.
- Schaubroeck, J. M., Hannah, S. T., Avolio, B., Kozlowski, S., Lord, R. G., Trevino, L., Dimotakis, N., & Peng, A. C. (2012). Embedding ethical leadership within and across organization levels. *Academy of Management Journal*, 55, 1053-1078. (Awarded prize for best published paper in leadership, Institute for Leadership, Ivey Business School, Western University, 2015)
- Peng, A. C., Riolli, L.T., Schaubroeck, J. M., & Spain, E. S. (2012). A moderated mediation test of personality, coping, and health among deployed soldiers. *Journal of Organizational Behavior*, 33, 512-530.
- Hirak, R., Peng, A. C., Carmeli, A., & Schaubroeck, J. M. (2012). Linking leader inclusiveness to work unit performance: The importance of psychological safety and learning from failures. *The Leadership Quarterly*, 23, 107-117.
- Schaubroeck, J. M., & Shao, T. (2012). The role of attribution in how followers respond to the emotional expression of male and female leaders. *The Leadership Quarterly*, 23, 27-42.
- Machida, M., & Schaubroeck, J. M. (2011). The role of self-efficacy beliefs in leader development. *Journal of Leadership and Organizational Studies*, 18, 459-468.
- Schaubroeck, J. M., Lam, S. S. K., & Peng, A. C. (2011). Cognition-based and affect-based trust as mediators of leader behavior influences on team performance. *Journal of Applied Psychology*, 96, 863-871.
- Barnes, C. E., Schaubroeck, J. M., Huth, M., & Ghumman, S. (2011). Lack of sleep and unethical behavior. *Organizational Behavior and Human Decision Processes*, 115, 169-180.
- Carmeli, A., Schaubroeck, J. M., & Tischler, A. (2011). How CEO empowering leadership shapes top management team processes: Implications for firm performance. *The Leadership Quarterly*, 22, 399-411.
- Schaubroeck, J., Riolli, L. T., Peng, A. C., & Spain, E. S. (2011). Resilience to traumatic exposure among soldiers deployed in combat. *Journal of Occupational Health Psychology*, 16, 18-37.

- Lam, S.S.K., & Schaubroeck, J. (2011). Information sharing and group efficacy influences on communication and decision quality. *Asia Pacific Journal of Management*, 28, 509-528.
- Cianci, A., Schaubroeck, J., & McGill, G. (2010). Achievement goals, feedback, and task performance. *Human Performance*, 23, 131-154.
- Walumbwa, F., & Schaubroeck, J. (2009). Leader personality traits and employee voice behavior: Mediating roles of ethical leadership and work group psychological safety. *Journal of Applied Psychology*, 94, 1275-1286.
- Xie, J.L., Schaubroeck, J., & Lam, S.S.K. (2008). Theories of job stress and the role of traditional values: A longitudinal study in China. *Journal of Applied Psychology*, 93, 831-848.
- Schaubroeck, J., Shaw, J.D., Duffy, M.K., & Mitra, A. (2008). An under-met and over-met expectations model of employee reactions to merit raises. *Journal of Applied Psychology*, 93, 424-434.
- Carmeli, A., & Schaubroeck, J. (2008). Organisational crisis preparedness: The importance of learning from failures. *Long Range Planning*, 41, 177-196.
- Schaubroeck, J., Lam, S.S.K., & Cha, S.E. (2007). Embracing transformational leadership: Team values and the relationship between leader behavior and team performance. *Journal of Applied Psychology*, 92, 1020-1030.
- Schaubroeck, J., Walumbwa, F., Ganster, D.C., & Kepes, S. (2007). Destructive leader traits and the neutralizing influence of an “enriched” job. *The Leadership Quarterly*, 18, 236-251.
- Carmeli, A. & Schaubroeck, J. (2007). The influence of leaders’ and other referents’ normative expectations on individual involvement in creative work. *The Leadership Quarterly*, 18, 35-48.
- Carmeli, A. & Schaubroeck, J. (2006). Top management team behavioral integration, decision quality, and organizational decline. *The Leadership Quarterly*, 17, 441-453.
- Carmeli, A. & Schaubroeck, J. (2005). How leveraging human resource capital stock with its competitive distinctiveness enhances the performance of commercial and public organizations. *Human Resource Management*, 44, 391-412. (Winner of Ulrich-Lake Award for Excellence in HRM Scholarship, 2006)
- Chen, X. P., Lam, S. S. K., Naumann, S. E., Schaubroeck, J. (2005). Group citizenship behavior: Conceptualization and preliminary tests of its antecedents and consequences. *Management and Organization Review*, 1, 273-300.
- Jones, J. R., & Schaubroeck, J. (2005). Mediators of the relationship between race and organizational citizenship behavior. *Journal of Managerial Issues*, XVI, 505-527.
- Lam, S. S. K., Schaubroeck, J., & Brown, A. D. (2004). Esteem maintenance among groups: Laboratory and field studies of group performance cognitions. *Organizational Behavior & Human Decision Processes*, 94, 86-101.
- Schaubroeck, J., & Lam, S.S.K. (2004). Comparing lots before and after: Promotion rejectees’ invidious reactions to promotees. *Organizational Behavior & Human Decision Processes*, 94, 33-47.
- Shaw, J. & Schaubroeck, J. (2003). Income sensitive consumption: A conceptualization of spending behavior patterns and compensation preferences. *Journal of Managerial Issues*, XV, 267-282.

- Schaubroeck, J., & Lam, S.S.K. (2002) How similarity to peers and supervisor influences organizational advancement in different cultures. *Academy of Management Journal*, 45, 1120-1136.
- Lam, S.S.K., Chen, X.P., & Schaubroeck, J. (2002). Participative decision making and employee performance: The moderating effects of allocentrism/idiocentrism and efficacy. *Academy of Management Journal*, 45, 905-914.
- Lam, S.S.K., Yik, M.S.M., & Schaubroeck, J. (2002). Responses to formal performance appraisal feedback: The role of negative affectivity. *Journal of Applied Psychology*, 87, 192-201.
- Lam, S.S.K. & Schaubroeck, J., & Aryee, S. (2002). Relationships between organizational justice and employee work outcomes: A cross-national study. *Journal of Organizational Behavior*, 23, 1-38.
- Hui, C., Lam, S.S.K. & Schaubroeck, J. (2001). Can good citizens lead the way in providing quality service? A field experiment. *Academy of Management Journal*, 44, 988-995.
- Schaubroeck, J., Jones, J.R., & Xie, J.L (2001). Individual differences in utilizing control to cope with job demands: Effects on susceptibility to infectious disease. *Journal of Applied Psychology*, 86, 265-278.
- Schaubroeck, J., Lam, S.S.K., & Xie, J.L. (2000). Collective efficacy versus self-efficacy in coping responses to stressors and control: A cross-cultural study. *Journal of Applied Psychology*, 85, 512-525.
- Lam, S.S.K., & Schaubroeck, J. (2000c). A field experiment testing frontline opinion leaders as change agents. *Journal of Applied Psychology*, 85, 987-995.
- Lam, S.S.K., & Schaubroeck, J. (2000b). Improving group decisions by better pooling information: A comparative advantage of group decision support systems. *Journal of Applied Psychology*, 85, 565-573.
- Lam, S.S.K., & Schaubroeck, J. (2000a). Reactions to being promoted and to being passed over: A quasi-experiment. *Academy of Management Journal*, 43, 66-78.
- Schaubroeck, J., & Jones, J.R. (2000). Antecedents of workplace emotional labor dimensions and moderators of their effects on physical symptoms. *Journal of Organizational Behavior*, 21, 163-183.
- Schaubroeck, J. (1999). Should the subjective be the objective? On studying mental processes, coping behavior, and actual exposures in organizational stress research. *Journal of Organizational Behavior*, 20, 753-760.
- Lam, S.S.K., & Schaubroeck, J. (1999). Total quality management and performance appraisal: An experimental study of process versus results and group versus individual approaches. *Journal of Organizational Behavior*, 20, 445-457.
- Schaubroeck, J., Ganster, D.C., Jones, J.R. (1998). Organization and occupation influences in the attraction - selection - attrition process. *Journal of Applied Psychology*, 83, 869-891.
- Schaubroeck, J., Judge, T.A., & Taylor, L.A. III. (1998). Influences of trait negative affect and situational similarity on correlation and convergence of work attitudes and job stress perceptions across two jobs. *Journal of Management*, 24, 553-576.

- Lam, S.S.K., & Schaubroeck, J. (1998). Integrating HR planning and organizational strategy. *Human Resource Management Journal, 8*, 5-19.
- Schaubroeck, J. & Fink, L. (1998). Facilitating and inhibiting effects of job control and social support on stress outcomes and role behavior: A contingency model. *Journal of Organizational Behavior, 19*, 167-195.
- Schaubroeck, J. & Merritt, D. (1997). Divergent effects of job control on coping with work stressors: The key role of self-efficacy. *Academy of Management Journal, 40*, 738-754.
- Schaubroeck, J. (1996). Pay status hierarchy and organizational attachment. *Journal of Economic Psychology, 17*, 579-589.
- Schaubroeck, J., Ganster, D.C., & Kemmerer, B. (1996). Does trait affect promote job attitude stability? *Journal of Organizational Behavior, 17*, 191-196.
- Schaubroeck, J., May, D.R., & Brown, F.W. (1994). Procedural justice explanations and employee reactions to economic hardship: A field experiment. *Journal of Applied Psychology, 79*, 455-460.
- Schaubroeck, J., Ganster, D.C., & Kemmerer, B. (1994). Job complexity, Type A behavior, and cardiovascular disorder: A prospective study. *Academy of Management Journal, 37*, 426-439.
- Schaubroeck, J., & Davis, E. (1994). Prospect Theory predictions when escalation is not the only chance to recover sunk costs. *Organizational Behavior and Human Decision Processes, 57*, 59-82.
- Schaubroeck, J., & Williams, S. (1993). Type A behavior pattern and escalating commitment. *Journal of Applied Psychology, 78*, 862-867.
- Schaubroeck, J., & Williams, S. (1993). Behavioral causality orientations and persistence in investment decisions following negative feedback. *Journal of Applied Social Psychology, 23*, 1303-1320.
- Schaubroeck, J., Ganster, D.C., Sime, W.E., & Ditman, D. (1993). A field experiment testing supervisory role clarification. *Personnel Psychology, 46*, 1-25.
- Schaubroeck, J., & Ganster, D.C. (1993). Chronic demands and responsivity to challenge. *Journal of Applied Psychology, 78*, 73-85.
- Schaubroeck, J., Ganster, D.C., & Fox, M.L. (1992). Dispositional affect and work-related stress. *Journal of Applied Psychology, 77*, 322-335.
- Schaubroeck, J., & Muralidhar, K. (1992). Does display format really affect decision quality? *Human Performance, 5*, 245-248.
- Schaubroeck, J., & Ganster, D.C. (1991). Beyond the call of duty: A field study of extra-role behavior in voluntary organizations. *Human Relations, 44*, 564-581.
- Ganster, D.C., Schaubroeck, J., Sime, W.E., & Mayes, B.T. (1991). The nomological validity of the Type A personality among employed adults. *Journal of Applied Psychology [monograph], 76*, 143-168.
- Ganster, D.C. & Schaubroeck, J. (1991). Work stress and employee health. *Journal of Management, 17*, 235-271.
- Schaubroeck, J. & Ganster, D.C. (1991) The role of negative affectivity in work-related stress. *Journal of Social Behavior and Personality, 6*, 319-330.

- Ganster, D.C. & Schaubroeck, J. (1991). Role stress and worker health: An extension of the plasticity hypothesis of self-esteem. *Journal of Social Behavior and Personality*, 6, 349-360.
- Schaubroeck, J. & Muralidhar, K. (1991). A meta-analysis of the relative effects of tabular and graphical display formats on decision making performance. *Human Performance*, 4, 127-145.
- Schaubroeck, J., & Jennings, K.R. (1991). A longitudinal investigation of the participative decision making – job satisfaction linkage. *Multivariate Behavioral Research*, 26, 49-68.
- Harris, M.M., & Schaubroeck, J. (1990). Confirmatory modeling in OB/HRM: Technical issues and applications. *Journal of Management*, 16, 337-360.
- Schaubroeck, J. (1990). Investigating reciprocal causation in organizational behavior research. *Journal of Organizational Behavior*, 11, 17-28.
- Schaubroeck, J., & Green, S.G. (1989). Confirmatory factor analytic procedures for assessing change during organizational entry. *Journal of Applied Psychology*, 74, 892-900.
- Schaubroeck, J., Cotton, J.L., & Jennings, K.R. (1989). Antecedents and consequences of role stress: A covariance structure analysis. *Journal of Organizational Behavior*, 10, 35-58.
- Harris, M.M. & Schaubroeck, J. (1988). A meta-analysis of self-supervisor, self-peer, and peer-supervisor ratings. *Personnel Psychology*, 41, 43-62. (Reprinted in W.C. Borman (ed.), 1994. *Performance evaluation*. (International Library of Management Series). Brookfield, VT: Dartmouth.)

## CHAPTERS AND NON-REFEREED ARTICLES:

- Schaubroeck, J., Woessner, Z. W., & Malonson (2020). Ethical leadership. *Oxford Bibliographies Online: Management*. Oxford University Press. DOI: 10.1093/OBO/9780199846740-0038 (Note: this is an update of the Schaubroeck and Malonson (2013) Ethical leadership online chapter below.)
- Peng, A., Mitchell, R., & Schaubroeck, J. (2019). Abusive supervision. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press. doi: <http://dx.doi.org/10.1093/acrefore/9780190224851.013.105>
- Ma, J., Schaubroeck, J. M., & LeBlanc, C. (2019). Interpersonal trust in organizations. *Oxford Research Encyclopedia of Business and Management*. Oxford: Elsevier. doi: <http://oxfordre.com/business/view/10.1093/acrefore/9780190224851.001.0001/acrefore-9780190224851-e-167>.
- Kermond, C. M. Y., & Schaubroeck, J. M. (2015). Abusive supervision. In J. D. Wright (Ed.), *International Encyclopedia of the Social & Behavioral Sciences*, 2nd edition, Vol 23 (pp. 701–708). Oxford: Elsevier.
- Schaubroeck, J., & Malonson, B.L. (2013). Ethical leadership. In R. Griffin (Ed.), *Oxford Bibliographies Online: Management*. Oxford University Press.
- Schaubroeck, J., Kim, Y. J., & Peng, A. C. (2012). The self-concept in organizational psychology: Clarifying and differentiating the constructs. In G. P. Hodgkinson & J. K. Ford (Eds.), *International Review of Industrial and Organizational Psychology* (pp. 1-38). John Wiley & Sons Ltd.

- Duffy, M. K., Shaw, J. D., & Schaubroeck, J. (2008). Envy in organizational life. In R.D. Smith (Ed.), *Envy: Theory and Research*. Oxford: Oxford University Press.
- Xie, J. L. & Schaubroeck, J. (2001). Bridging approaches and findings across diverse disciplines to improve job stress research. In P. Perrewe & D. Ganster (Eds.) *Research in Occupational Stress and Well Being ("Theoretical Mechanisms and Perspectives")*, Vol. 1 (pp. 1-68), JAI Press: Amsterdam.
- Schaubroeck, J. (1997). Person characteristics: Self-esteem. In S.L. Sauter & L. Levi (Eds.), *ILO Encyclopedia of Occupational Health and Safety* (Psychosocial and Organizational Factors; 34.45). International Labour Office: Geneva.
- Schaubroeck, J. & Nicholson, N. (1996). Research methodology. In N. Nicholson (Ed.), *Blackwell Dictionary of Organizational Behavior*. Oxford: Blackwell.
- Schaubroeck, J. (1996). The dispositional approach to job attitudes. In N. Nicholson (Ed.), *Blackwell Dictionary of Organizational Behavior*. Oxford: Blackwell.
- Ganster, D. C. & Schaubroeck, J. (1995). The moderating effect of self-esteem on the work stress – employee health relationship. In R. Crandall and P.L. Perrewe (Eds.), *Occupational Stress: A Handbook* (pp. 167-177). Washington, D.C.: Taylor & Francis.
- Schaubroeck, J., & Kuehn, K. (1992). Research design in industrial & organizational psychology. *International Review of Industrial and Organizational Psychology*, 7, 99-121.
- Schaubroeck, J. & Ganster, D.C. (1991). Associations among stress-related individual differences. In C.L. Cooper & R. Payne (Eds.). *Personality and Stress: Individual Differences in the Stress Process* (pp. 33-66). Wiley: Chichester, England.

## **PRESENTATIONS AND PAPERS IN PUBLISHED PROCEEDINGS:**

- Peng, A. C., Zeng, W., Schaubroeck, J.M., & Pei, D. (2020). Does beauty help?: Gender differences in the influence of physical attractiveness on recruiting evaluations. Paper to be presented at International Association of Chinese Management Research, Xi'an, Shaanxi Province, China, June.
- Avolio, B. J., Lord, R. G., Keng-Highberger, F. T., Hannah, S. T., Schaubroeck, J., & Kozlowski, S. W. J. (2019). How leader–follower attributes and extreme context influence leadership ratings. Poster presented at the Annual Conference of the Society for Industrial & Organizational Psychology, Washington D.C., April 5.
- Schaubroeck, J. M. (2018). Occupational goal failure and leader emergence (invited presentation). Rothman School of Business, University of Toronto (Nov. 14).
- Ma, J. J., Schaubroeck, J., Peng, C., Li, Y., & Zeng, W. (2018). Whose norms promote unethical behavior? The role of ethical leadership. Annual Meeting of the Academy of Management (OB & CM Divisions), Chicago (August 13).
- Shen, Y., Chou, W-J., & Schaubroeck, J. (2018). Authoritarian leadership and employee work outcomes: Test of a multilevel moderated mediation model. Annual Meeting of the International Association of Chinese Management Research, Wuhan, China (June 15).

- Schaubroeck, J. M. (2018). The ambient social and physical environment and deviant behaviors at work (invited presentation). Advanced Institute of Business Research, Tongji University, Shanghai (June 11).
- Liu, X., Yang, L-Q., Zheng, X., Lu, C., & Schaubroeck, J. (2017). Abusive supervision and workplace safety: The uncertainty and identity perspectives. Annual Meeting of the Academy of Management (OB Division), Atlanta (August 7).
- Schaubroeck, J. (2017). Work-related dirtiness and employee withdrawal behaviors. Presentation as Shaoul Fellow for the Mortimer and Raymond Sackler Institute of Advanced Studies for 2016-17, University of Tel Aviv (March 28).
- Avolio, B. J., Keng-Highberger, F. T., Schaubroeck, J., Trevino, L. T., & Kozlowski, S. W. J. (2016). How follower attributes affect ratings of ethical and transformational leadership. Annual Meeting of the Academy of Management (MOC Division), Anaheim, CA (August 8).
- Kermond, C. M. Y., Liao, C., Schaubroeck, J., & Malonson, B. L. (2016). Relational and emotional theories of abusive supervision: An integration and theoretical model. Annual Meeting of the Academy of Management (OB Division), Anaheim, CA (August 9).
- Liao, Z., Peng, A. C., Li, W.D., Schaubroeck, J.M., (2016). Is abuse always bad? a latent change score approach to examine consequences of abusive supervision. Annual Meeting of the Academy of Management (OB Division), Anaheim, CA (August 9).
- Schaubroeck, J. M. (2016). Work-related stigma (invited presentation). Department of Management, China-Europe International Business School (CEIBS), Shanghai, China, June 7.
- Schaubroeck, J. M. (2016). Work-related stigma (invited presentation). Department of Psychology, Central Michigan University, March 25.
- Schaubroeck, J.M. (2015). Ethical leadership. Invited presentation to accept award for "best published paper in leadership" by the Institute for Leadership, Ivey Business School, Western University, London, Ontario; November 20.
- Schaubroeck, J.M. (2015). Peers experiences and responses to leader behavior (invited presentation). Fox School of Business, Temple University, Philadelphia; October 23.
- Chong, S., & Schaubroeck, J.M. (2015) Development and validation of a destructive supervision index and evidence of incremental validity. Paper presented at the Annual Conference of the Academy of Management, Vancouver, Canada, August 10.
- Kim, Y. J., Schaubroeck, J.M., Offermann, L. R., & Shao, P. T. (2015). A test of gender role congruity theory. Paper presented at the Annual Conference of the Academy of Management, Vancouver, Canada, August 10.
- Li, W. D., Schaubroeck, J.M. & Xie, J. L. (2015). Is being a leader a mixed blessing? Dual pathways linking leadership role occupancy to well-being. Paper presented at the Asia Academy of Management Conference. Hong Kong, June 23. (*awarded Best Paper in OB Division*).
- Li, Y.H., Peng, A. C., & Schaubroeck, J. (2015). Gender differences in responding to workplace envy: Procedural justice as a double-edged sword. 4th International Workshop on Organizational Justice and Behavioural Ethics, Business School, University of Edinburgh, Scotland, June 5.

- Schaubroeck, J., Peng, A. C., & Hannah, S. T. (2015). Group potency and interpersonal implications of abusive supervision. Paper presented at the Annual Conference of the Society for Industrial & Organizational Psychology, Philadelphia, April 25.
- Schaubroeck, J. (2015). Leadership influence on changes in core organizational value identification and role self-efficacy. Keynote for NSF conference on Leading Organizational Change from a Multilevel Perspective, Robert H. Smith School of Business, University of Maryland, April 17.
- Schaubroeck, J. (2015). Invited presentation. Faculty of Business, University of Macao, March 18.
- Schaubroeck, J. (2015). Invited presentation. Department of Management, Hong Kong University of Science and Technology, March 13.
- Schaubroeck, J. (2015). Invited presentation. Faculty of Business, Hong Kong Polytechnic University, March 11.
- Schaubroeck, J. (2015). Implications of coworkers' experiences for individuals' responses to their own experiences with the supervisor. Keynote presentation of 4th Symposium of the Centre for Leadership & Innovation, Hong Kong Polytechnic University. February 27.
- Peng, A. C., Schaubroeck, J., (2014). Affective experiences linking abusive supervision to voluntary work behavior. Annual Meeting of the Academy of Management (OB Division), Philadelphia, August 5.
- Schaubroeck, J. (2014). The Social Context Created by Abusive Supervision. New Directions in Leadership Conference, Erasmus Centre for Leadership Studies. Rotterdam, The Netherlands, June 19.
- Schaubroeck, J. (2014). Resilience process, states, traits. presentation in panel entitled, "Employee resilience: Trait, state, or process and does it matter?" Society for Industrial and Organizational Psychology, Honolulu, May 15.
- Bhatia, S., Carmeli, A., Schaubroeck, J., & Paz, E. (2013). Role of team leader coaching in buffering contentious communication from influencing team outcomes. Paper presented at Annual Meeting of the Academy of Management (CM Division), Orlando, August 13, 2013.
- Peng, A. C., Schaubroeck, J., & Li, Y. (2013, August). Joint Effects of envy and perceived injustice on adverse outcomes: A social dominance perspective. Paper presented at Annual Meeting of the Academy of Management (CM Division), Orlando.
- Schaubroeck, J., Peng, A. C., & Hannah, S. (2013). Supervisor abuse and peer respect: how leader behavior and group processes affect collective focus. Paper presented at Annual Meeting of the Academy of Management (OB, CM, and HR Divisions), Orlando, August 12.
- Kermond, C. M. Y., Malonson, B. L., & Schaubroeck, J. (2013). Meta-analytic investigation of abusive supervision in the workplace. European Association of Work and Organizational Psychology Congress. Munster, Germany, May 24.
- Schaubroeck, J. (2013). Social processes in abusive supervision. Invited presentation to Department of Psychology, Bowling Green State University (Bowling Green, OH), March 22.

- Ott-Holland, C., Chang, C. H., Johnson, R. E., & Schaubroeck, J. (2012, August). Moral licensing in the workplace. Paper presented at Annual Meeting of the Academy of Management (OB Division), Boston, August 7.
- Schaubroeck, J., Peng, A. C., & Hannah, S. T. (2012, August). Cohesion, abusive supervision, and psychological safety: The social disabling of ethical behavior. Paper presented at Annual Meeting of the Academy of Management (OB Division), Boston, August 6.
- Schaubroeck, J. (2012, November). Invited presentation to Department of Managerial Studies, University of Illinois- Chicago (Chicago, IL), November 9.
- Schaubroeck, J. (2012, October). Invited presentation to Department of Psychology, Wayne State University (Detroit, MI), October 17.
- Schaubroeck, J. (2012, September). How leader behaviors influence followers' interactions. Invited presentation to School of Business Administration, University of Vermont (Burlington, VT), September 14.
- Schaubroeck, J., Peng, A. C., & Li, Y. (2012, May). Social context and differentiated leader behaviors. Presentation at the Annual Convention of the Association for Psychological Science, Chicago, May 27.
- Schaubroeck, J. (2011, October). Cascading of leadership and member climates. Invited presentation to Isenberg School of Business, University of Massachusetts (Amherst, MA), October 13
- Machida, M., Schaubroeck, J., & Feltz, D. (2011, September). Examining the role of challenges, feedback, support, leader self-efficacy, and resiliency on motivation to lead of women leaders in athletics. Paper presented in symposium conducted at the Meeting of Association for Applied Sport Psychology, Honolulu, HI.
- Schaubroeck, J., Peng, A., Hannah, R.T., Kozlowski, S., Lord, R., Trevino, L., & Dimotakis, N. (2011, August). Embedding ethical leadership within and across organization levels. Paper presented at Annual Meeting of the Academy of Management (OB Division), San Antonio, Texas, August 16
- Shao, P.T., Resick, C.J., & Schaubroeck, J. (2011, August). Ethical leadership and motivation: Examining promotion and prevention regulatory foci. Paper presented at Annual Meeting of the Academy of Management (OB Division), San Antonio, Texas, August 15.
- Li, Y., & Schaubroeck, J. (2011, August). Self-esteem and interpersonal counterproductive work behaviors: Evidence from China. Paper presented at Annual Meeting of the Academy of Management (OB Division), San Antonio, Texas, August 15.
- Schaubroeck, J. (2011, June). Embedding ethical leadership in organizations. Paper presented at the Duke-Fuqua New Directions in Leadership Research conference, Durham, NC, June 4.
- Giua, K., Schaubroeck, J., Carmeli, A., & Gelbard, R. (2011). Sharing with whom? Processes in internal and external knowledge sharing. Paper presented at the Annual Conference of the Society for Industrial & Organizational Psychology, Chicago, April 14.
- Machida, M., Schaubroeck, J., & Feltz, D. L. (2011, March). Examining the role of challenges, feedback, support, leader self-efficacy, and resiliency on the self-efficacy, and resiliency on the motivation to lead of women leaders in athletics. Poster presented at the National Convention of the American Alliance for Health, Physical Education, Recreation and Dance, San Diego.

- Schaubroeck, J. (2010, Oct). Middle and upper management influences on the ethical behavior of lower level participants. Paper presented at the Annual Meeting of the Society for Organizational Behavior, Binghamton, NY, Oct. 2.
- Hirak, R., Carmeli, A., Peng, A.C., Schaubroeck, J. (2010). How leadership facilitates psychological safety and learning from failures in work teams. Paper presented at the Annual Meeting of the Academy of Management (OB Division), Montreal, Canada, August 9.
- Barnes, C., Schaubroeck, J., & Huth, M. (2010). Sleep and ethics: too sleepy to resist temptation. Paper presented at Annual Meeting of the Academy of Management (OB Division), Montreal, Canada, August 10
- Schaubroeck, J. Meet the editors. (2010). HR Division Doctoral Consortium speaker, Annual Meeting of the Academy of Management, Montreal, Canada, August 7
- Schaubroeck, J. (2010). Participant in All-Academy symposium, "Ethics in the publication process: Policy, practice, and consequences. Annual Meeting of the Academy of Management, Montreal, Canada, August 8, 2010.
- Schaubroeck J. (2010). Army Excellence in Character and Ethical Leadership Study. Paper presented at the Symposium on Ethical Decision Making and Behavior in High Performing Teams, National Defense University Institute for National Security Ethics and Leadership (INSEL) Modeling, Analysis & Simulation Center (VMASC), Suffolk, VA, June 2.
- Huth, M.L.,Deriontath, M.A., & Schaubroeck, J. (2010). Emotional Regulation and Moral Decision Making: A Self-Control Perspective. Poster session at Annual Meeting of the Association for Psychological Science, Boston, MA, May 28.
- Rirolli, L., Schaubroeck, J., & Spain, E. (2009). Influences of personality, appraisal, and coping strategies on U.S. soldiers' adjustment to deployment in Iraq. Paper presented at the 2009 Annual Meeting of the Academy of Management (OB Division), Chicago, IL.
- Walumbwa, F. O. & Schaubroeck, J. (2009). Ethical leadership, leader personality, and employee voice behavior. Paper presented at the 2009 Annual Meeting of the Academy of Management (OB Division), Chicago, IL.
- Schaubroeck, J., Avolio, B., Doty, J., Hannah, S., Kozlowski, S., Lord, R., & Trevino, L. A multi-level investigation of ethical leadership and ethical climate influences on ethical and unethical behavior Paper presented at the 2009 Annual Meeting of the Academy of Management (OB Division), Chicago, IL.
- Shao, P., & Schaubroeck, J. (2008). Testing a leader-gender role congruence model of emotional expression: The importance of distinctiveness information. Paper presented at the Annual Meeting of the Academy of Management (GDO Division), Anaheim, CA.
- Walumbwa, F., Wang, P., Wang, H., Schaubroeck, J., & Avolio, B. (2008). Psychological Processes Linking Authentic Leadership to Follower Behaviors. Paper presented at the Annual Meeting of the Academy of Management (OB Division), Anaheim, CA.
- Schaubroeck, J. (2006). Positioning and appreciating non-native research findings. Presented at Annual Meeting of the Academy of Management, Atlanta.
- Duffy, M.K., Shaw, J.D., & Schaubroeck, J. (2005). Envy, self-esteem, and workplace outcomes: Getting sick or getting even? Paper presented at the Society for Industrial and Organizational Psychology conference, Los Angeles, CA.

- Schaubroeck, J. (2004). Chronic job demands and immune function. (Invited paper). In “*The way we work and its impact on health.*” California research and practice forum, sponsored by California Work and Health Study Group, the Southern California and Northern California Centers for Occupational and Environmental Health, and the National Institute for Occupational Safety and Health (NIOSH). Los Angeles, CA, April 22-23, 2004.
- Schaubroeck, J. Studying job stress and employee health in China. (2004). Invited presentation, Penn State University- Great Valley, October 2004.
- Lam, S.S.K., Yim, C.K., Schaubroeck, J., & Tse, D.K. (2004). Effects of staff localization on firm performance in China. Presented at the International Association for Chinese Management Research, Beijing. (awarded “Best Paper”)
- Chen, X.P., Lam, S.S.K., Schaubroeck, J. Naumann, S. (2002). Group Organizational Citizenship Behavior: Conceptualization and Tests of Antecedents and Consequences. Presented at Annual Meeting of the Academy of Management (OB Division, Denver, CO). Published in Best Papers Proceedings of the Academy of Management.)
- Xie, J.L., & Schaubroeck, J. (2002). Curvilinear and linear effects of job demands on immune activity, emotional distress, blood pressure: a longitudinal study. Presented at Society for Industrial-Organizational Psychology (SIOP) annual meeting; Toronto.
- Schaubroeck, J., & Lam, S.S.K. (2001). Signatures of envy in the workplace: How self-evaluation maintenance processes affect interpersonal attraction and emotions following promotion rejection. Presented at Annual Meeting of the Academy of Management (HR Division, Washington, D.C.).
- Schaubroeck, J. (2001) Finding meaning within the concept of job control in stress research. Presented (by invitation) at Postgraduate meeting in psychology: “Stress at Work.” (October 17-20, Murten, Switzerland).
- Schaubroeck, J., & Shaw, J. (2000). Income sensitive consumption: A conceptualization of spending behavior patterns and compensation preferences. Presented at Annual Meeting of the Academy of Management (HR Division, Toronto).
- Xie, J.L., Schaubroeck, J., & Lam, S. (2000). Psychological and immunological effects of worker control on coping with job demands: A longitudinal study. Presented at Annual Meeting of the Academy of Management (OB Division, Toronto). (Published in Best Papers Proceedings of the Academy of Management. OB: I1-I6.)
- Schaubroeck, J., Lam, S.S.K., & Xie, J.L. (1998). Collective versus individual job self-efficacy in coping responses to stressors and control: A cross-cultural study. Presented at the Inaugural Meeting of the Asian Academy of Management (Hong Kong)
- Schaubroeck, J., Duffy, M., & Ganster, D.C. (1996). The influence of trait affect susceptibility on job attitude outcomes of work characteristics. Presented at Annual Meeting of the Academy of Management (HR Division, (Cincinnati).
- Schaubroeck, J., & Merritt, D. (1996). Extending the job-demands control model to predict blood pressure. Presented at the Annual Meeting of the Academy of Management (OB Division, Cincinnati).
- Schaubroeck, J., Ganster, D.C., & Kemmerer, B. (1994). Personality and the stability of job satisfaction. Presented at Annual Meeting of the Academy of Management (OB Division, Dallas).

- Schaubroeck, J., May, D.R., & Brown, F.W. (1993). Procedural justice explanations and employee reactions to economic hardship: A field experiment. Presented at Annual Meeting of the Academy of Management (OB Division, Atlanta). (Published in Best Papers Proceedings of the Academy of Management, 258-261.)
- Marsnick, P., Peterson, D., Schaubroeck, J., Patrick, R., & Flannery, B. (1993). Predicting voting intentions: An extension of the theory of planned behavior. Presented at the National Meeting of the Decision Sciences Institute (Washington, D.C.).
- Schaubroeck, J. & D.C. Ganster (1992). Job complexity, Type A behavior, and cardiovascular disorder. Presented at Annual Meeting of American Psychological Association – National Institute of Occupational Safety and Health (Washington, D.C.).
- Schaubroeck, J., Ganster, D.C., Sime, W.E., & Dittman, D. (1992). A field experiment testing supervisory role clarification. Presented at Annual Meeting of the Academy of Management (OB Division, Las Vegas).
- Schaubroeck, J., Ganster, D.C., & Fox, M. (1991). The role of affectivity in work-related stress: A test of alternative models. Presented at Annual Meeting of the Academy of Management (HRM Division, Miami).
- Schaubroeck, J. & Davis, E. (1991). Prospect Theory predictions when escalation is not the only means to recoup sunk costs. Presented at Annual Meeting of the Academy of Management (OB Division, Miami).
- Schaubroeck, J., Williams, S. & Davis, E. (1991) Effects of personality on risk taking behavior: A comparison of American and Singaporean cultures. Presented at the Pan Pacific Conference VIII, Kuala Lumpur, Malaysia.
- Ganster, D.C., Schaubroeck, J., Sime, W.E., & Mayes, B.T. (1990). Unhealthy leader dispositions, work group strain and performance. Presented at Annual Meeting of the Academy of Management (OB Division). (San Francisco). (Published in Best Papers Proceedings of the Academy of Management, 191-195.)
- Schaubroeck, J. & Swenseth, S.R. (1990). Effects of just-in-time on worker stress. Presented at National Meeting of the Decision Sciences Institute (San Diego).
- Schaubroeck, J., Harris, M.M., & Berger, C.J. (1989). Conceptualizing and measuring organizational citizenship behavior. Presented at the Annual Meeting of the Southern Management Association (New Orleans). Proceedings of the Southern Academy of Management, 145-147.
- Schaubroeck, J. & Ganster, D.C. (1989). Volunteering on behalf of the organization. Presented at Annual Meeting of the Southern Management Association (New Orleans). Proceedings of the Southern Academy of Management, 133-135.
- Schaubroeck, J. (1988). Specifying nonrecursive models in organizational research. Presented at Annual Meeting of the Academy of Management (Research Methods Interest Group, Anaheim). (Published in Best Papers Proceedings of the Academy of Management, 378-382.)
- Schaubroeck, J. & Green, S.G. (1988). Alpha, beta, and gamma change as outcomes for organizational entry research. Presented at Annual Meeting of the Academy of Management (OB Division, Anaheim). (Published in Best Papers Proceedings of the Academy of Management, 216-220.)

- Schaubroeck, J., Harris, M.M., & Jennings, K.R. (1987). Mediators of the participation-satisfaction linkage: Extending the role and expectancy perception model. Presented at Annual Meeting of the Academy of Management (OB Division, New Orleans).
- Schaubroeck, J., Cotton, J.L., & Jennings, K.R. (1987). A causal model of the antecedents and consequences of role strain. Presented at Annual Meeting of the Academy of Management (OB Division, New Orleans).
- Schaubroeck, J. & Harris, M.M. (1987). Latent variable models in OB/HRM: Introduction and overview. In M.M. Harris (Chair), Latent Variable Models: Issues and Applications. Symposium presented at Annual Meeting of the Academy of Management (New Orleans).

### **RESEARCH GRANTS AND CONTRACTS:**

(Proposals on which I was a co-PI are not shown.)

- How and When Does Developmental Readiness Emerge and Promote Progress in Developing Skills? Testing a Longitudinal Process Model (PI). Contract proposal: W911NF-17-S-0007, Army Research Institute. \$555,376 requested; not funded.
- Professional Identity Development and Role and Non-Role Behavior during OSUT and BOLC Training (PI). Contract: W911SD-09-T-0292, Army Center of Excellence for the Professional Military Ethic, United States Military Academy at West Point. \$145,000 contract; performance period: 9/28/09 through 9/01/11.
- Studies of Individual and Team Well-being and Ethical/Unethical Conduct (PI). Contract: W911SD-08-P-0662, Army Center of Excellence for the Professional Military Ethic, United States Military Academy at West Point. \$114,100 contract; performance period: 9/30/08 through 9/1/11.
- The Neuroscience of Leadership and Innovation: Does Transformational Leadership Promote Creative Insight? (PI; Co-PI- John Kounios). LCOB Inter-Unit Collaborative Research Program. \$20,100 requested and funded in May, 2007.
- Job-related stress and employee health during modernization in the PRC. University Grants Council -Competitive Earmarked Research Grant. (PI) \$130,000 USD- funded.

### **TECHNICAL REPORTS:**

Schaubroeck, J., Giuca, K., & Peng, A. 2011. *Professional Identity Development and Role and Non-Role Behavior during OSUT Training*. Center for the Army Professional Ethos (CAPE), United States Army Combined Arms Center, TRADOC.

Schaubroeck, J., Hannah, S. T., Avolio, B. J., Kozlowski, S., Lord, R., & Trevino, L. 2010. *Excellence in Character and Ethical Leadership (EXCEL) study* (Center for the Army Profession and Ethic Tech. Rep. No. 2010-01). West Point, NY: U.S. Army.

### **OTHER PROFESSIONAL ACTIVITIES:**

- |                  |  |
|------------------|--|
| Senior Editor    | <i>Journal of Leadership and Organizational Studies, 2019-present</i>  |
| Editor-in chief  | <i>Organizational Behavior and Human Decision Processes, 2007-2010</i> |
| Associate Editor | <i>Organizational Behavior and Human Decision Processes, 2004-2007</i> |

## Editorial Boards

### Current:

*Academy of Management Journal (2016-present)*  
*Journal of Applied Psychology (2008-present)*  
*Journal of Organizational Behavior (2012-present)*  
*Organizational Behavior and Human Decision Processes (2001-2004, 2010-present)*  
*Personnel Psychology (2012-present)*  
*Research in Occupational Stress and Well Being (2012- present)*  
*Research in Human Resource Management (2017-present)*  
*IIMK Society and Management Review (advisory), 2019-present)*

### Past:

*Asia Pacific Journal of Management (2001-2004)*  
*Journal of Management (1993-2003)*

### Ad hoc Reviewer:

*Academy of Management Journal (1992-2016)*  
*Academy of Management Review (2006, 2009, 2011)*  
*Administrative Science Quarterly (2010-15)*  
*British Journal of Social Psychology (1996-2004)*  
*Canadian Journal of Administrative Science (2000)*  
*European Journal of Social Psychology (1992)*  
*European Journal of Work and Industrial Psychology (2003-4)*  
*Human Relations (1998-9)*  
*International Journal of Stress Management (2010)*  
*Journal of Applied Psychology (1990-2007)*  
*Journal of Business Ethics (2014)*  
*Journal of Experimental Psychology: Applied (2009)*  
*Journal of International Business Studies (2004-5)*  
*Journal of Occupational Health Psychology (1999-2016)*  
*Journal of Organizational and Occupational Psychology (1996-2006)*  
*Journal of Organizational Behavior (1988-2004)*  
*Military Psychology (2011)*  
*Organizational Behavior and Human Decision Processes (2000-2001)*  
*Organization Science (2012, 2016)*  
*Leadership Quarterly (2004)*  
*Perceptual & Motor Skills (1995, 2003)*  
*Personality and Individual Differences (2003-5)*  
*Personality and Social Psychology Bulletin (20012)*  
*Personality and Social Psychology Review (2004)*  
*Psychological Bulletin (2005)*  
*Social Science & Medicine (2002)*  
*Stress and Health (2009, 2011)*

Periodic grant proposal reviewer for National Science Foundation (2000-2019).

Conference Roles (from 1994):

- “OB Expert,” OB Division Networking Social, Annual Meeting of the Academy of Management, Chicago, August 13, 2018
- Discussant, “Exploring the Silver Linings to the Dark Side of Behaviors, Traits and Processes.” Annual Meeting of the Academy of Management, Vancouver, Canada, August 10, 2015.
- Panelist, “Untangling Toxic Leadership: A Convoluted Construct and Its Underlying Assumptions.” Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, April 23, 2015.
- Panelist, “Bad Apples: Understanding the Multi-level Impact of Toxic Leadership.” Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia Thursday, April 24, 2015, Philadelphia
- Discussant, “Let’s Get Physiological: Incorporating Physiological Assessments in Well-Being Research” (Symposium), Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, May 17, 2014.
- Program committee member, Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, 2014.
- Program committee member, Annual Meeting of the Academy of Management, Orlando, 2013.
- Participant, New Doctoral Student Consortium, Academy of Management Annual Meeting '07-13
- Program committee member, Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, 2013.
- Co-delivered workshop entitled “Quasi-Experimentation in Organizations” (with D. C. Ganster), Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, 2012.
- Program committee member, Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, 2012.
- Program committee member, Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, 2011.
- Panelist, Meet the editors. HR Division Doctoral Consortium speaker, Annual Meeting of the Academy of Management, Montreal, Canada, August 7, 2010.
- Participant in All-Academy symposium, “Ethics in the publication process: Policy, practice, and consequences. Annual Meeting of the Academy of Management, Montreal, Canada, August 8, 2010.
- Keynote speaker, OB Doctoral Consortium, Annual Meeting of the Academy of Management, Chicago, 2009.
- Discussant and panelist, Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, April, 2009.
- Program review committees of National Meetings of the Academy of Management (both OB and HRM Divisions) 1993 - '14
- Presenter, HR Junior Faculty Consortium, Academy of Management Annual Meeting '05-08
- Presenter, HR Doctoral Consortium, Academy of Management Annual Meeting '07-08
- Presenter, Gender & Diversity Doctoral Consortium, Academy of Management Annual Meeting '07-08

- Participant, OB/HR Joint Session with Micro-Oriented Journal Editors, Academy of Management Annual Meeting '07
- Panelist, "The Human Side of Project Management." Academy of Management Annual Meeting, Philadelphia '07.
- Discussant, "Regulatory focus and self-determination theory." Academy of Management Annual Meeting, Philadelphia '07.
- Panelist, "Strategies for Collecting Data Overseas." Academy of Management Annual Meeting '06
- Discussant, Academy of Management Annual Meeting (OB Division) 2005
- Facilitator, Academy of Management Annual Meeting (HR Division) 2005
- Discussant, Academy of Management Annual Meeting (OB Division) 2005
- Program committee of Society for Industrial & Organizational Psychology (SIOP) meetings 1991 - '05, 08, 11-12
- Session Chair, Academy of Management Annual Meeting (RM Division) 2004
- Asian Academy of Management Best Paper Award Committee 2004
- Discussant, Academy of Management Annual Meeting (OB Division) 2003
- Session Chair, Academy of Management Annual Meeting (OB Division) 2003
- Program committee, APA-NIOSH Annual Meeting 2002
- Discussant, Academy of Management Annual Meeting (HRM Division) 2001
- Midwest Academy of Management (OB Division) 1997
- Meeting of the Southern Management Association (OB Division) 1989,'92, 01
- Nat'l Meeting of the Decision Sciences Inst. (OB Division) 1992, '93, '97
- Inaugural Program Committee, Asian Academy of Management 1998
- Session Chair, Academy of Management Annual Meeting (OB Division) 1998
- Academy of Management Best HRM Publication Award Committee 1996-7
- Session Chair, Academy of Management Annual Meeting (OB Division) 1994

## CERTIFICATIONS:

- Developing Leadership Talent (2004; Center for Creative Leadership, Greensboro, NC)
- Benchmarks 360° appraisal (2004; Center for Creative Leadership, Greensboro, NC)
- HR Module/SAP Enterprise Resource Planning (2000; SAP America, Newtown Square, PA)

## GENERAL AWARDS AND RECOGNITION:

- Nirit and Michael Shaoul Fellow for the Mortimer and Raymond Sackler Institute of Advanced Studies, University of Tel Aviv (2016-2017)
- Best Reviewer [among others], *Academy of Management Journal*, 2017
- Best Reviewer [among others], *Journal of Organizational Behavior*, 2015, 2016
- Best Leadership Paper, Ian O. Ihnatowycz Institute for Leadership, Ivey School of Business (with S. T. Hannah, B. Avolio, S. Kozlowski, R. G., Lord, L. Trevino, N. Dimotakis, & A. C. Peng), 2015
- Best Paper, Asian Academy of Management (OB Division) (with Wendong Li and Jia Lin Xie), 2015
- Fellow, Society of Industrial and Organizational Psychology (named in 2014)
- Fellow, American Psychological Association (named in 2014)
- Ulrich and Lake Award for Excellence in HRM Scholarship (with Avi Carmeli), 2006

- Best paper, International Association of Chinese Management Research (Beijing) (with Simon Lam, David Tse, and Bennet Yim) (2004)
- Outstanding Faculty Research Achievement Award, LeBow College of Business, Drexel University

### **TEACHING EXPERIENCE:**

#### University of Missouri, Trulaske College of Business

Undergraduate:

- “Topics in Management: Negotiation” (Mangmt 4201; Spring 2020)

MBA:

- “Negotiation” (Mangmt 8360; Spring 2020)

EMBA:

- Topics in Leadership (Bus\_Ad 8001; Fall, 2020)

Doctoral:

- “Seminar in Human Resource Management” (Mangmt 9040; Fall, 2019)

#### Michigan State University, College of Business and College of Social Science

Doctoral:

- “Seminar in Organizational Behavior” (Fall, 2017)
- “Leadership in Organizations” (doctoral seminar for Psychology and Management Ph.D. students; co-delivered (2010, 2012, 2014))
- “OB-OP-HR New Graduate Student Seminar” (coordinator/instructor, 2012-2019)
- Co-coordinator/instructor of year-long first-year doctoral student socialization seminar in Management and Organizational psychology (2011-2019)
- Annual session contributor to PSY 992 “Organizational Psychology,” a team-taught seminar aimed primarily at new doctoral students in Organizational Psychology

#### Drexel University, LeBow College of Business

Undergraduate:

- “Seminar in Human Resource Management” (2000, 2005)

MBA:

- “Leading Effective Organizations” (2005-7)
- “Leadership and Professional Development” (2008)
- “Human Resource Administration” (2000-2002)
- “Seminar in Organizational Behavior & Human Resource Management” (2000)
- “Strategic Human Resource Management” (2001-2008)

Doctoral:

- “Behavioral Science” (2001-7)

#### City University of Hong Kong, Faculty of Business

M.S. Construction Management:

- “Human Resource Management in the Construction Industry” (Summer, 1997)

Executive MBA & MBA:

- "Leading Today's Organizations" (Fall, 1997, 1998)
- "MBA Learning Project" (Fall-Spring, '97-'98)
- "Executive MBA Learning Project" (Fall-Spring, '98-99)

University of Nebraska, College of Business Administration

Undergraduate:

- "Behavior in Organizations" (1988- Spring, 1994)
- "Organization Theory and Behavior"(Summer, 1994 - Spring, 1997)

Graduate:

- "Organizational Theory and Behavior"(MBA)(1988- Spring, 1997)
- "Seminar in Organization & Management Theory" (Ph.D.) (I & II; Fall/Spring, 1988-89)
- "Seminar in Organizational Behavior" (Ph.D.) (1989-1997)
- "Current Topics in OB/HR" (Ph.D.) (1990)

Purdue University, Krannert School of Management (as Ph.D. student)

Undergraduate:

- "Organizational Behavior" (Fall/Spring/Summer, 1985-6)

**INTERNAL SERVICE ROLES AT UNIVERSITY OF MISSOURI:**

- Member, College of Business Promotion and Tenure Committee (2019-)
- Ph.D. Program Coordinator, Department of Management (2020-)
- Chair, Department of Management Promotion and Tenure Committee (2019-)
- Chair, Dean's Council for Research Excellence (2019-)
- Chair, OB/HR faculty recruitment committee (2019-2020)

**INTERNAL SERVICE ROLES AT MICHIGAN STATE UNIVERSITY:**

- Member, College of Business Reappointments, Promotion, and Tenure Committee (2018-)
- Member, College of Business Research Committee (2016-2018; chair 2017-18)
- Member, All-University Awards Committee (2015-2018)
- Member, College of Business Faculty Mentoring Committee (2010-2012)
- Member, Department of Psychology Fixed-Term Faculty Review Committee (2016-2018; chair 2018)
- Member, Five-year Review committees for College of Business named and chaired professors (2014; 2016)
- Member, Nominating committees for new named professorships in College of Business (2016; chair in 2017)
- Co-chair, Online BA/BS/MA Development Committee (Dept. of Psychology) (2011-12)
- Chair, Department of Management Strategic Planning Committee (2011-2013)
- Member of 22 doctoral dissertation committees (chair of four) (2009-)
- Member of 17 master's thesis committees (chair of five) (2009-)
- Member, departmental review and writing committees for annual reviews (Department of Management), reappointment, promotion and tenure (2009-)

- Chair, Department of Management faculty recruitment committee (2011)
- Supervisor, Organizational Psychology Brown Bag Speakers Committee (2008-)

### **INTERNAL SERVICE ROLES AT DREXEL UNIVERSITY:**

- Head, Department of Management (1999-2004)
- Chair, LeBow College of Business Personnel Committee (2005-2008)
- Chair, OB/Leadership Junior Faculty Recruiting Committee (2004-2008)
- Member, 5-year Review Committee of Dean of the School of Nursing (2006-7)
- Member, 5-year Review Committee of Dean of the Honors College (2007-8)
- Organizer, LeBow College of Business Leadership Research Collegium (2007-8)
- Co-Chair, Department of Management Research Seminar Series (2005-7)
- Research Fellow, LeBow College of Business (2004-5)
- Member, Undergraduate Curriculum Development Committee (2004-6)
- Member, Department of Management Personnel Committee (2004-2008)
- Member, Dean's Management Committee (1999-2004)
- Member, Search Committee for Accounting Department Chair (2001-2004)
- Member or chair of 12 doctoral thesis committees (1999-2007)
- Member, Department of Finance promotion committee (2002)
- Member, Department of Accounting promotion committee (2004)
- Participant, AAHE Faculty Renewal Grant Program (2000-2001)
- Member, Department of Management Curriculum Committee (2004- 2008)
- Chair and Host, LeBow College of Business annual public forum on leadership research (2005-2008)

### **INTERNAL SERVICE ROLES AT CITY UNIVERSITY OF HONG KONG:**

#### Department of Management

- Chair, research degree admissions
- Organizer and host, various departmental research symposia
- Chair of redevelopment of MBA curricula in HRM and doctoral curricula in Management
- Member, Departmental Staffing Committee (1997-)
- Member, Departmental Executive Committee (1997-)
- Acting Head of Department (intermittent as needed, 1997-1998)

#### Faculty of Business

- Member, Faculty Graduate Studies Committee (1997-present)
- Member, Faculty Research Committee (1997-present)
- Organizer and host of Management contributions to FB summer research seminar series
- Member, MBA and EMBA applicant review panels (1997-1998)

#### City University and Community

- Member, Committee for Substantiation of Appointment/Re-appointment/Crossing of Efficiency Bar/Academic Review in Faculty of Science and Technology (1998-present)

- Member, Committee for Substantiation of Appointment/Re-appointment of Lecturers (transferred from the former Language Institute) in English Language Centre (1998-present)
- Member, Approving Committee for the Appointment of Associate Professor (Scale B)/Assistant Professors/Lecturers in the Faculty of Science and Technology (1998-present)
- Member, Committee for Substantiation of Appointment/Re-appointment of Associate Professors (Scale B)/Assistant Professors/Lecturers and for Crossing of Efficiency Bar and for Conferment of Associate Professor title (Scale B) in School of Law (1998-present)
- Member, Approving Committee for the Appointment of Associate Professors (Scale B)/Senior Lecturers & below in English Language Centre
- Voice-over for a public television commercial aired on local channels (regarding mental disabilities of children).
- External examiner for two master's theses (Chinese University and City University)
- External Examiner/Interviewer for Professorial appointments, Hong Kong Baptist University (1998)

#### **INTERNAL SERVICE ROLES AT UNIVERSITY OF NEBRASKA:**

##### Department of Management

- Chair, Research Committee (1989-1997)
- Chair, Social Committee (1988-1990)
- Member, Strategic Planning Committee (1995-1997)
- Member, Gender & Minorities Issues Committee (1993-1994)
- Member, Student Grade Appeals Committee (1990)
- Chair of four students' doctoral dissertations, one master's thesis
- Member of 34 other doctoral program/dissertation committees

##### College of Business

- Member, Women's Issues Steering Committee (1988-1989)
- College Representative, 'Visions' editorial board (1989-1994)
- Faculty Advisor, Professional Business Association (formerly Administrative Management Society), a professional association for students. 1989-1996

##### University

- Member, University Academic Dismissal Appeals Committee (1995-1997)
- Member, University Grade Status Appeals Committee (1995-1997)

#### **MEMBERSHIPS:**

Academy of Management

American Psychological Association (Fellow)

Beta Gamma Sigma

Society for Industrial and Organizational Psychology (Fellow)

Society for Organizational Behavior (Fellow)