

**Jessica Siegel Christian**

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UNC's Kenan-Flagler Business School  
Department of Organizational Behavior  
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**EDUCATION**

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- Ph.D.** 2011 Eller College of Management, University of Arizona
- B.A.** 2007 Psychology and Sociology, School of Science and Engineering,  
Tulane University, *magna cum laude*

**EMPLOYMENT HISTORY**

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- Kenan-Flagler Business School, University of North Carolina**, 2024-present  
Clinical Professor, Organizational Behavior Department
- Kenan-Flagler Business School, University of North Carolina**, 2017-present  
Clinical Associate Professor, Organizational Behavior Department
- Kenan-Flagler Business School, University of North Carolina**, 2013-2017  
Clinical Assistant Professor, Organizational Behavior Department
- Kenan-Flagler Business School, University of North Carolina**, 2011-2013  
Lecturer, Organizational Behavior Department

**REFEREED PUBLICATIONS**

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- Pearsall, M.J., **Christian, J.S.**, & Croitoru, N. (in press). A stimulus-based model of the team adaptation process: An integrated conceptual review [Monograph]. *In Press at Journal of Applied Psychology*.  
\*Published as a Monograph; recognized as having potential to make an exceptional contribution to the literature by the journal's leadership team, "a rare and high distinction." On average less than 1 article per year with around 1,400+ submissions annually, the journal's highest commendation
- Pearsall, M.J., **Christian, J.S.**, Burgess, R., & Leigh, A. (2023). Preventing success: How a prevention focus causes leaders to overrule good ideas and reduce team performance gains. *Journal of Applied Psychology*, 108, 1121-1136.
- Rogers, B.A., **Christian, J.S.**, Jennings, R.E., & Lanaj, K. (2023). The growth mindset at work: Will employees help others to develop themselves? *Academy of Management Discoveries*, 9, 67-92.
- Kalmanovich-Cohen, H., Pearsall, M.J., & **Christian, J.S.** (2018). The effects of leadership change on team escalation of commitment. *The Leadership Quarterly*, 29, 597-608.

**Christian, J.S.**, Christian, M.S., Pearsall, M.J., & Long, E.C. (2017). Team adaptation in context: An integrated conceptual model and meta-analytic review. *Organizational Behavior and Human Decision Processes*, 140, 62-89.

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

Methot, J.R., LePine, J.A, Podsakoff, N.P, & **Christian, J.S** (2016). Are workplace friendships a mixed blessing? Exploring tradeoffs of multiplex relationships and their associations with job performance. *Personnel Psychology*, 69, 311-355.

**Christian, J.S.**, Pearsall, M.J., Christian, M.S., & Ellis, A.P.J. (2014). Exploring the benefits and boundaries of transactive memory systems in adapting to team member loss. *Group Dynamics: Theory, Research, and Practice*, 18, 69-86.

**Christian, J.S.**, & Ellis, A.P.J. (2014). The crucial role of turnover intentions in transforming moral disengagement into deviant behavior at work. *Journal of Business Ethics*, 119, 193-208.

Ellis, A.P.J., Mai, K.M., & **Christian, J.S.** (2013). Examining the asymmetrical effects of goal faultlines in groups: A categorization-elaboration approach. *Journal of Applied Psychology*, 98, 948-961.

**Christian, J.S.**, Christian, M.S., Garza, A.S., & Ellis, A.P.J. (2012). Examining retaliatory responses to justice violations and recovery attempts in teams. *Journal of Applied Psychology*, 97, 1218-1232.

## **OTHER REFEREED PUBLICATIONS**

Pearsall, M.J., **Christian, J.S.**, Kohn, J., Christian, M.S., Hofmann, D., & Larson, C. (2016). Overcoming temporal construal of future threats in teams. *Proceedings of the 76<sup>th</sup> Annual Meeting of the Academy of Management*.

Hughes, J., Enlow, S., **Siegel, J.L.**, & Weiss, J. (2012). From individual competence to organizational capability: Leveraging insights from organizational learning to improve negotiated results in the 21<sup>st</sup> century enterprise. In B.M. Goldman & D.L. Shapiro (Eds.), *The psychology of negotiations in the 21<sup>st</sup> century workplace* (pp. 327-361). San Francisco, CA: Jossey-Bass.

## **UNDER REVIEW**

Pearsall, M.J., **Christian, J.S.**, Croitoru, N., & Barbera, T. Topic: Team creative failures. *Under review at Journal of Applied Psychology*.

## **WORK IN PROGRESS**

Croitoru, N., **Christian, J.S.**, & Pearsall, M.J. Topic: Maternity leave and returning to work. *Preparing submission to JAP*.

Burgess, R., **Christian, J.S.**, Pearsall, M.J., & Larson, L. Topic: Team regulatory focus and ethical decision making. *Data analysis stage*.

Larson, L., **Christian, J.S.**, & Pearsall, M.J. Topic: Gender and collaboration within cross-functional innovation teams. *Data analysis stage*

Burgess, R., Pearsall, M.J., **Christian, J.S.** Topic: Leadership and adaptation to work with a new high-level leader. *Data collection stage.*

**Christian, J.S.**, & Christian, M.S. Topic: Family structure and leadership characteristics. *Data collection stage.*

Rogers, B., & **Christian, J.S.**, Sherf, E. Topic: Growth mindset at work. *Study design stage.*

Burgess, R., **Christian, J.S.**, & Pearsall, M.J. Topic: Emergent leadership in teams. *Study design stage.*

**Christian, J.S.**, & Christian, M.S. Topic: Wisdom and delaying retirement. *Study design stage.*

## **GRANTS**

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NC TraCS Collaboration and Multidisciplinary Team Science Program (Aim 2) (2018-2023)  
National Institutes of Health  
*Has funded two post-doctoral scholars and sixth years for three doctoral students.*

## **MEDIA MENTIONS AND RESEARCH SUMMARIES FOR PRACTITIONERS**

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- Walking the talk of teamwork and collaboration  
<https://www.kenan-flagler.unc.edu/news/walking-the-talk-of-teamwork-and-collaboration/>
- You *can* be too careful. UNC Kenan-Flagler News.  
<https://www.kenan-flagler.unc.edu/news/you-can-be-too-careful/>
- What drives successful workplace teams?. The Well Campus News.  
<https://www.unc.edu/discover/what-drives-successful-workplace-teams/>
- How team structure can build resilience, improve performance, and help prevent bad things happening (UNC Executive Development White Paper).  
<https://go.kenan-flagler.unc.edu/TeamStructure>
- New boss? There might be a silver lining. Kenan-Flagler Business school Media Release  
<https://www.kenan-flagler.unc.edu/news/new-boss-there-might-be-a-silver-lining/>
- Cringeworthy: A theory of awkwardness. Awkward silences at the office. Melissa Dahl.
- Are workplace friendships good for business? UNC Kenan-Flagler News. <http://www.kenan-flagler.unc.edu/news/2016/12/Workplace-Friendships>
- Researchers study consequences of work-based friendships. NPR Morning Edition.  
[http://www.npr.org/2016/06/21/482900150/researchers-study-the-consequences-of-work-based-friendships?utm\\_source=npr\\_newsletter&utm\\_medium=email&utm\\_content=20160622&utm\\_campaign=npr\\_email\\_a\\_friend&utm\\_term=storyshare](http://www.npr.org/2016/06/21/482900150/researchers-study-the-consequences-of-work-based-friendships?utm_source=npr_newsletter&utm_medium=email&utm_content=20160622&utm_campaign=npr_email_a_friend&utm_term=storyshare)

- Employees ready to quit might behave badly before heading out of the door. Kenan-Flagler Business school Media Release. <http://www.kenan-flagler.unc.edu/news/2016/06/Jessica-Siegel-Christian-study-quitting>
- A synopsis of Christian, Christian, Garza, & Ellis (2012) by Wall Street Journal, *Bullying is a Buzzkill for Colleagues, Too*. <http://wsj.com/atwork/2012/07/18/bullying-is-a-buzzkill-for-colleagues-too/?KEYWORDS=workplace+bullying>
- The Mixed Blessing of Workplace Friendships by The Association for Psychological Science. <http://www.psychologicalscience.org/index.php/news/minds-business/the-mixed-blessing-of-workplace-friendships-2.html>

## **REFEREED CONFERENCE PRESENTATIONS**

- Croitoru, N., **Christian, J.S.**, & Pearsall, M.J. (2023). The unique benefits of maternity leave on mothers' social identities at work. Paper presented at the 83<sup>rd</sup> annual conference for the Academy of Management, Boston, MA.
- Rogers, B.A., **Christian, J.S.**, & Sherf, E.N. (2023). Managerial growth mindsets and employee efforts towards self-improvement. Paper presented at the 83<sup>rd</sup> annual conference for the Academy of Management, Boston, MA.
- Rogers, B.A., **Christian, J.S.**, Jennings, R.E. & Lanaj, K. (2022). The growth mindset at work: Will employees help others or only help themselves? Paper presented at the 82<sup>nd</sup> annual conference for the Academy of Management, Seattle, WA.
- McBee, D., Barbera, T., **Christian, J.S.**, & Pearsall, M.J. (2020). Team processes and social networks: The early development of interdisciplinary project teams. Poster presented at the 2020 SciTS Conference, Durham, NC.
- Burgess, R. V., **Christian, J.S.**, Pearsall, M. J., Barbera, T. (2020) Sins of omission: How prevention focus leads teams toward unethical behavior in times of crisis. Poster accepted at the 15<sup>th</sup> annual INGroup conference, Bellevue, WA.
- Barbera, T., Pearsall, M.J., & **Christian, J.S.** (2020). Team failure and the creative process: The effect of team failure and reflexivity on creativity. Paper presented at the 80<sup>th</sup> annual conference for the Academy of Management, Vancouver, BC.
- Rogers, B.A., **Christian, J.S.**, & Jennings, R.E. (2019). "If I can change, so can you": The growth mindset at work and daily prosocial behavior. Paper presented at the 79<sup>th</sup> annual conference for the Academy of Management, Boston, MA.
- Barbera, T., Pearsall, M.J., & **Christian, J.S.** (2019). Making sense of a setback together: How team learning orientation affects team thriving. Paper presented at the 79<sup>th</sup> annual conference for the Academy of Management, Boston, MA.
- Pearsall, M.J., **Christian, J.S.**, Kohn, J., Christian, M.S., Hofmann, D.H., & Larson, C. (2016). Overcoming temporal construal of future threats in teams. Paper presented at the 76<sup>th</sup> annual conference for the Academy of Management, Anaheim, CA.

- Kalmanovich-Cohen, H., Pearsall, M.J., **Christian, J.S.** (2016). Minimizing escalation and maximizing adaptation: The effect of leadership change on team performance. Paper presented at the 76<sup>th</sup> annual conference for the Academy of Management, Anaheim, CA.
- Eisenkraft, N., & **Christian, J.S.** (2014). The effects of negotiator expertise: Evidence from 18,156 real estate negotiations. Symposium presented at the 74<sup>th</sup> annual conference for the Academy of Management, Philadelphia, PA.
- Mai, K.M., Ellis, A.P.J., & **Christian, J.S.**, (2014). Examining the effects of turnover intentions on OCBs and WDBs. Poster presented at the 29<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Mai, K.M., Ellis, A.P.J., & **Christian, J.S.**, (2013) Examining the asymmetrical effects of goal faultlines in groups. Paper presented at the 73<sup>rd</sup> annual conference for the Academy of Management, Lake Buena Vista, FL.
- Christian, J.S.**, & Ellis, AP.J. (2012). Abusive supervision in context: Examining the impact of unit-level culture. Symposium presented at the 72<sup>nd</sup> annual conference for the Academy of Management, Boston, MA.  
*Selected as a Showcase Symposium*
- Christian, J.S.**, & Ellis, A.P.J. (2012). The crucial role of turnover intentions in transforming moral disengagement into deviant behavior. Paper presented at the 72<sup>nd</sup> annual conference for the Academy of Management, Boston, MA.
- Siegel, J.L.**, Christian, M.S., Garza, A.S., & Ellis, A.P.J. (2012). A role-based relational approach to examining injustice in teams. Poster presented at the 27<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, San Diego, CA.
- Siegel, J.L.**, & Birk, S.J. (2011). Review and application of the known-groups validation technique to management research. Symposium presented at the 71<sup>st</sup> annual conference for the Academy of Management, San Antonio, TX.  
*Selected as a Showcase Symposium*
- Whiting, S.W., Maynes, T., & **Siegel, J.L.** (2011). The impact of helping, voice, and gender on hiring decisions in selection interviews. Symposium presented at the 71<sup>st</sup> annual conference for the Academy of Management, San Antonio, TX.
- Siegel, J.L.**, Pearsall, M.J., Christian, M.S., & Ellis, A.P.J. (2011). Transactive memory networks in adaptation to team member loss. Poster presented at the 26<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Podsakoff, N.P., **Siegel, J.L.**, Whiting, S., Maynes, T., & Podsakoff, P. (2011). Effects of task performance, OCBs, and CWBs on selection decisions. Poster presented at the 26<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Siegel, J.L.**, Ellis, A.P.J., & Birk, S.J. (2010). Getting rejected and getting even: The effect of applicant envy on organizational retaliation. Paper presented at the 70<sup>th</sup> annual meeting of the Academy of Management, Montreal, Canada.

Methot, J.R., LePine, J.A., Podsakoff, N.P., & **Siegel, J.L.** (2010). Multiplex ties and job performance: Beyond instrumental and friendship networks. Poster presented at the 25<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Atlanta, GA.

**Siegel, J.L.**, Christian, M.S., Pearsall, M.J., & Ellis, A.P.J. (2009). Expanding definitions of adaptive performance in teams: The conflicting roles of mental models. Paper presented at the 69<sup>th</sup> annual meeting of the Academy of Management, Chicago, IL.

**Siegel, J.L.**, Pearsall, M.J., Goldman, B., & Connolly, T. Claimant characteristics and credibility in discrimination claims. (2009). Paper presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology, New Orleans, LA.

Christian, M.S., **Siegel, J.L.** Edwards, B.D., & Tubre, T. (2008). Personality test administration format: A role in socially desirable responding? Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial Organizational Psychology, San Francisco, CA.

### **MBA TEACHING**

- 2024 *Leading Groups and Teams*, Organizational Behavior Dept., UNC Evening MBA (**4.70**/5.00)
- 2023 *Leading Groups and Teams*, Organizational Behavior Dept., UNC Evening MBA (**4.88**/5.00)
- 2023 *Leading Groups and Teams*, Organizational Behavior Dept., UNC (**4.84**/5.00)
- 2023 *Leading Groups and Teams*, Organizational Behavior Dept., UNC (**4.87**/5.00)
- 2019 *Negotiations*, Organizational Behavior Dept., UNC (**4.89**/5.00)
- 2019 *Negotiations*, Organizational Behavior Dept., UNC (**4.68**/5.00)
- 2018 *Negotiations*, Organizational Behavior Dept., UNC (**4.73**/5.00)
- 2018 *Negotiations*, Organizational Behavior Dept., UNC (**4.71**/5.00)
- 2017 *Negotiations*, Organizational Behavior Dept., UNC (**4.50**/5.00)
- 2013 *Leading and Managing*, Organizational Behavior Dept., UNC (**8.7**/10.00)
- 2013 *Bargaining and Negotiations*, Management Dept., Elon University (no ratings provided)
- 2012 *Groups and Teams in Organizations*, Organizational Behavior Dept., UNC (**4.81**/5.00)

### **PhD TEACHING**

- 2019 *Special Topics in OB: Organizational Justice*, Organizational Behavior Dept., UNC

### **BSBA TEACHING**

- 2024 *Negotiations*, Organizational Behavior Dept., UNC (**5.00**/5.00)
- 2022 *Negotiations*, Organizational Behavior Dept., UNC (**5.00**/5.00)
- 2022 *Negotiations*, Organizational Behavior Dept., UNC (**5.00**/5.00)
- 2022 *Leading and Managing*, Organizational Behavior Dept., UNC (**4.88**/5.00)
- 2022 *Leading and Managing*, Organizational Behavior Dept., UNC (**4.80**/5.00)
- 2021 *Leading and Managing*, Organizational Behavior Dept., UNC (**4.85**/5.00)
- 2021 *Leading and Managing*, Organizational Behavior Dept., UNC (**4.89**/5.00)
- 2021 *Negotiations*, Organizational Behavior Dept., UNC (**5.00**/5.00)
- 2021 *Negotiations*, Organizational Behavior Dept., UNC (**5.00**/5.00)
- 2021 *Negotiations*, Organizational Behavior Dept., UNC (virtual) (**5.00**/5.00)
- 2020 *Leading and Managing*, Organizational Behavior Dept., UNC (virtual) (**4.87**/5.00)
- 2020 *Leading and Managing*, Organizational Behavior Dept., UNC (virtual) (**4.77**/5.00)
- 2020 *Negotiations*, Organizational Behavior Dept., UNC (virtual) (**4.89**/5.00)

2019 *Leading and Managing*, Organizational Behavior Dept., UNC (4.86/5.00)  
 2019 *Leading and Managing*, Organizational Behavior Dept., UNC (4.85/5.00)  
 2018 *Leading and Managing*, Organizational Behavior Dept., UNC (4.72/5.00)  
 2018 *Leading and Managing*, Organizational Behavior Dept., UNC (4.72/5.00)  
 2018 *Leading and Managing*, Organizational Behavior Dept., UNC (4.73/5.00)  
 2017 *Negotiations*, Organizational Behavior Dept., UNC (4.77/5.00)  
 2017 *Negotiations*, Organizational Behavior Dept., UNC (4.82/5.00)  
 2017 *Leading and Managing*, Organizational Behavior Dept., UNC (4.88/5.00)  
 2017 *Leading and Managing*, Organizational Behavior Dept., UNC (4.71/5.00)  
 2017 *Leading and Managing*, Organizational Behavior Dept., UNC (4.75/5.00)  
 2017 STAR faculty advisor, Organizational Behavior Dept., UNC  
 2016 *Negotiations*, Organizational Behavior Dept., UNC (4.92/5.00)  
 2016 *Negotiations*, Organizational Behavior Dept., UNC (4.94/5.00)  
 2016 *Leading and Managing*, Organizational Behavior Dept., UNC (4.50/5.00)  
 2016 *Negotiations*, Organizational Behavior Dept., UNC (4.95/5.00)  
 2016 *Negotiations*, Organizational Behavior Dept., UNC (4.76/5.00)  
 2015 *Negotiations*, Organizational Behavior Dept., UNC (4.95/5.00)  
 2015 *Negotiations*, Organizational Behavior Dept., UNC (4.90/5.00)  
 2014 *Leading and Managing*, Organizational Behavior Dept., UNC (4.67/5.00)  
 2014 *Leading and Managing*, Organizational Behavior Dept., UNC (4.72/5.00)  
 2014 *Leading and Managing*, Organizational Behavior Dept., UNC (4.61/5.00)  
 2014 *Negotiations*, Organizational Behavior Dept., UNC (5.00/5.00)  
 2014 *Negotiations*, Organizational Behavior Dept., UNC (4.95/5.00)  
 2014 *Leading and Managing*, Organizational Behavior Dept., UNC (4.94/5.00)  
 2013 *Leading and Managing*, Organizational Behavior Dept., UNC (4.72/5.00)  
 2013 *Leading and Managing*, Organizational Behavior Dept., UNC (4.79/5.00)  
 2013 *Groups and Teams in Organizations*, Organizational Behavior Dept., UNC (4.89/5.00)  
 2012 *Negotiations*, Organizational Behavior Dept., UNC (4.89/5.00)  
 2012 *Negotiations*, Organizational Behavior Dept., UNC (4.90/5.00)  
 2011 *Negotiations*, Management and Organizations Dept., Arizona (4.80/5.00)  
 2010 *Organizational Behavior*, Management and Organizations Dept., Arizona (4.70/5.00)  
 2009 *The Human Side of Organizations*, Management and Organizations Dept., Arizona (5.00/5.00)  
 2008 *The Human Side of Organizations*, Management and Organizations Dept., Arizona (4.70/5.00)

## **EXECUTIVE EDUCATION**

2024 *Negotiation and Collaboration*, Army Cyber Command Program  
 2024 *Negotiation and Collaboration*, Army FORSCOM Program  
 2024 *Negotiation and Collaboration*, Army Cyber Command Program  
 2023 *Negotiation and Collaboration*, Textron  
 2023 *Negotiation and Collaboration*, Army Cyber Command Program  
 2023 *Negotiation and Collaboration*, Army Cyber Command Program  
 2023 *Leading Organizational Change*, UNC'S ULEAD Program  
 2022 *Leading Organizational Change*, UNC'S ULEAD Program  
 2019 *Collaboration in Dual & Multi-Party Environments*, American Financial Services Program  
 2018 *Collaboration in Dual & Multi-Party Environments*, American Financial Services Program  
 2017 *Leading Individuals and Teams: Collaboration*, Sunbelt Executive Leadership Program  
 2017 *Collaboration in Dual & Multi-Party Environments*, Air Force Leadership Seminar  
 2016 *Collaboration in Dual & Multi-Party Environments*, UNC Finance & Administration

- 2016 *Collaboration in Dual & Multi-Party Environments*, UNC Finance & Administration  
 2016 *Collaboration in Dual & Multi-Party Environments*, UNC Finance & Administration  
 2016 *Negotiations*, JFK Special Warfare Center Leadership Course

## **INVITED LECTURES AND WORKSHOPS**

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**Negotiation and Collaboration**, *Office of Faculty Affairs and Leadership Development (FALD) Super Power Series*, UNC School of Medicine, October 2024

**Leading Organizational and Group Change**, *CHASE Liquid Fuels Annual Meeting*, Chemistry Department, University of North Carolina, February 2024

**Team Phases and Adaptation**, *Guest lecture for CareerWell Grad Business Fundamentals Course*, University of North Carolina, October, 2023

**Best Practices in Teams**, *A discussion session on teaming for the Office of the Vice Provost for Global Affairs*, University of North Carolina, April, 2023

**Building Trust in Teams: A Workshop for Grad Students and Post-Docs**, *CHASE Liquid Fuels Annual Meeting*, Chemistry Department, University of North Carolina, May 2022

**Building Psychologically Safe Teams: A Workshop for PIs**, *CHASE Liquid Fuels Annual Meeting*, Chemistry Department, University of North Carolina, May 2022

**An Introduction to Team Process**, *CHASE Liquid Fuels Research Review*, Chemistry Department, University of North Carolina, September 2021

**Team Decision Making and Collaboration**, *Undergraduate Business Program Offsite Retreat*, Kenan-Flagler Business School, University of North Carolina, January 2019

**Integrative Negotiation**, *Unified Pediatric Fellows Course*, Children's Hospital of Pittsburgh, UPMC, University of Pittsburgh School of Medicine, March 2015

**Decision Making**, *Unified Pediatric Fellows Course*, Children's Hospital of Pittsburgh, UPMC, University of Pittsburgh School of Medicine, March 2014

**Negotiations: An Introduction**, *Executive Development workshop*, Department of Management, Elon University, July 2012

**Negotiating a Job Offer**, *BSBA Professional Development workshop*, Department of Management, Elon University, March 2012

**Integrative Negotiation**, *Organizational Behavior course*, Department of Organizational Behavior, University of North Carolina at Chapel Hill, October 2011

**Conflict Management**, *Business Administration course*, Department of Management, University of Arizona, March 2011

**Integrative Negotiation**, *Sports Management course*, Department of Education, Ohio State University, November 2010

**Integrative Negotiation**, *Masters of Accounting course*, Department of Accounting, University of Arizona, October 2010

## **AWARDS**

2024	<i>Journal of Applied Psychology</i> Monograph; the journal's highest commendation
2023	Top #1 Most Read and #2 Most Cited in <i>Academy of Management Discoveries</i>
2022	<b>50 Best Undergraduate Professors</b> , Poets and Quants
2020	<b>Teaching All-Star</b> , MBA Teaching Award (MBA 822)
2019	<b>Teaching All-Star</b> , MBA Teaching Award (MBA 822)
2018	<i>Personnel Psychology</i> Best Article Award
2018	<b>Teaching All-Star</b> , MBA Teaching Award (MBA 822)
2010	<b>Graduate and Professional Student Council Travel Grant</b>
2010	<b>Graduate and Professional Student Council Travel Grant</b>
2009	<b>Dean's Teaching Award</b> , Eller College of Management
2009	<b>Dean's Service Award</b> , Eller College of Management
2007	<b>Rosa Cahn Hartman Award in Psychology for Outstanding Academic Achievement</b> , School of Science and Engineering, Tulane University
2003-2007	<b>Tulane University Distinguished Honors Merit Scholarship</b>

## **PROFESSIONAL SERVICE: TO DISCIPLINE**

2024-	<b>Editorial Board</b> , <i>Academy of Management Discoveries</i>
2015-	<b>Ad Hoc Reviewer</b> , <i>Academy of Management Journal</i> , <i>Journal of Business Ethics</i>
2008-	<b>Ad Hoc Reviewer</b> , Academy of Management, OB & RM Divisions
2009-2011	<b>Graduate Student Representative</b> , University of Arizona

## **PROFESSIONAL SERVICE: TO UNIVERSITY**

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### Committees and Service

2024	Search Committee for Clinical Professor
2024	Provost's Wellbeing Days Committee
2024	OB Area Diversity Task Force (co-chair)
2023-	E/W/CLT MBA Academic Ineligibility Committee
2023	OB Area Diversity Task Force (chair)
2022	Lab Director
2022	Search Committee for Postdoctoral Research Fellow (chair)
2020-2021	OB Area Diversity Task Force (chair)
2021	Faculty Hiring Committee
2021	Search Committee for Postdoctoral Research Fellow
2020-	Team Science Consultant for Center for Hybrid Approaches in Solar Energy to Liquid Fuels
2020	Search Committee for Postdoctoral Research Fellow
2019	Search Committee for Postdoctoral Research Fellow
2015-2023	PhD. Teaching Coordinator for OB Area
2015-2022	Organizational Behavior Area course planner and scheduler

### Ph.D. Student Placements

2023	Benjamin Rogers, Boston College
2023	Ricky Burgess, University of Pittsburgh

### Dissertation Committees

2023	Natalie Croitoru, Organizational Behavior, UNC, <i>The dark side of resilience</i>
2022	Ricky Burgess, Organizational Behavior, UNC, <i>Adaptations to leadership changes</i> (co-chair)
2022	Tracy Barbera, Organizational Behavior, UNC, <i>Mental health in the workplace</i> (co-chair)
2022	Benjamin Rogers, Organizational Behavior, UNC, <i>Meaningfulness at work</i> (co-chair)

Second-Year Doctoral Student Paper Reader

- 2021 Natalie Croitoru, Organizational Behavior, UNC, *The Psychological Experience of Returning to Work* (chair)
- 2020 Ricky Burgess, Organizational Behavior, UNC, *Prevention Focus and Team Unethical Behavior*
- 2018 Benjamin Rogers, Organizational Behavior, UNC, *Growth Mindset and Job Outcomes* (chair)
- 2017 Tracy Barbera, Organizational Behavior, UNC, *Team Learning Orientation and Team Thriving*
- 2015 Hanna Kalmanovich, Organizational Behavior, UNC, *Leadership Transitions in Teams*
- 2014 Jamie Kohn, Organizational Behavior, UNC. *Emotional States and Team Cognition*

Undergraduate Thesis Committees

- 2024 Dishita Sen, UNC, *Taking the high road: Moral identity and individual-specific determinants of prosocial purchasing behavior*
- 2022 Ritika Khosla, UNC, *The effects of sleep, fatigue, and substances on unethical decision-making* (chair)
- 2021 Rebecca Black, UNC, *Gender Biases in the Automotive Industry and Female Experiences*
- 2019 Christina Penland, UNC, *Commodifying Cult Fitness Through Tribalism*
- 2016 Tyler Powell, UNC. *Factors Influencing Pediatric Health Choices*
- 2014 Caitlin Williamson, UNC. *The Effect of Family-Work Biases on Women's Promotions.*

Former Undergraduate Research Assistants in Doctoral Programs

Elena Wong, University of Arizona

**PROFESSIONAL AFFILIATIONS**

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American Psychological Association, Academy of Management