**B. Parker Ellen III**

Assistant Professor

Management and Organizational Development Group

D’Amore-McKim School of Business

Northeastern University

|  |  |
| --- | --- |
| 112 Hayden Hall  360 Huntington Avenue  Boston, MA 02115-5000 | Email: p.ellen@northeastern.edu  Phone: 617.373.2828  Fax: 617.373.2491 |

**Education**

Ph.D. Business Administration

Florida State University, 2015

Primary Area: Organizational Behavior and Human Resources Management

Support Area: Statistics/Research Methods

M.S. Managerial Sciences

Georgia State University, 2007

Primary Area: Organizational Development and Change

B.S. Civil Engineering

Auburn University, 2002

Primary Area: Traffic and Transportation

Support Area: Business Administration

**Research Interests**

General areas: Organizational Behavior; Social Influence

Specific topics: Organizational Politics; Leadership

**Employment History**

2015 – Present Assistant Professor, Management and Organizational Development

D’Amore-McKim School of Business

Northeastern University

2011 – 2015 Research/Teaching Assistant, Department of Management

College of Business

Florida State University

2010 Special Projects

Office of the Chief Financial Officer

Kimley-Horn and Associates, Inc.

2008 – 2010 Assistant Business Manager

Southeast Region

Kimley-Horn and Associates, Inc.

2008 – 2010 Co-Director

Consultant Training

Kimley-Horn and Associates, Inc.

2006 – 2008 Office Coordinator

Atlanta-Midtown

Kimley-Horn and Associates, Inc.

2004 – 2006 Project Manager

Atlanta-Midtown

Kimley-Horn and Associates, Inc.

2002 – 2004 Analyst

Atlanta-North

Kimley-Horn and Associates, Inc.

2001 – 2002 Research Assistant, Civil Engineering Department

Samuel Ginn College of Engineering

Auburn University

**RESEARCH**

Citations: 372 h-index: 12 i10-index: 13

**Journal Publications**

18. Steffensen, D.S., Jr., Ellen, B.P., III, Wang, G., & Ferris, G.R. (in press). Putting the “management” back in human resource management: A review and agenda for future research. *Journal of Management.*

17. Ferris, G.R., Ellen, B.P. III, McAllister, C.P., & Maher, L.P. (2019). Reorganizing organizational politics research: A review of the literature and identification of future research directions. *Annual Review of Organizational Psychology and Organizational Behavior, 6,* 299-323.

16. Wang, G., Deghetto, K., Ellen, B.P., III, & Lamont, B.T. (2019). Board antecedents of CEO duality and the moderating role of country-level managerial discretion: A meta-analytic investigation. *Journal of Management Studies, 56*(1), 172-202.

15*.* McAllister, C.P.,Ellen, B.P., III, Ferris, G.R. (2018). Social influence opportunity recognition, evaluation, and capitalization: Increased theoretical specification through political skill’s dimensional dynamics. *Journal of Management, 44*(5), 1926-1952.

14. Russell, Z.A., Steffensen, D.S., Ellen, B.P., III, Zhang, L., Bishoff, J., & Ferris, G.R. (2018). High performance work practice implementation and follower impressions of line manager leadership. *Human Resource Management Review, 28*(3), 258-270*.*

13. Ellen, B.P., III, Kiewitz, C, Hochwarter, W.A., & Garcia, P. (2017, online). Dealing with the full-of-self boss: Interactive effects of supervisor narcissism and subordinate resource management ability on work outcomes. *Journal of Business Ethics.* doi: 10.1007/s10551-017-3666-4

12. Wihler, A., Blickle, G., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (2017). Personal initiative and job performance evaluations: The role of political skill in opportunity recognition and capitalization. *Journal of Management, 43*(5), 1388-1420.

11. Ellen, B.P., III (2016). Politics and pigskins: Leader Political Support and Doug Williams’s Termination from Grambling State University*. Journal of Applied Sport Management, 8*(3), 71-92*.*

10. Kets de Vries, M. F., Sexton, J. C., & Ellen, B. P., III (2016). Destructive and Transformational Leadership in Africa. *Africa Journal of Management*, *2*(2), 166-187.

9. Epitropaki, O., Kapoutsis, I., Ellen, B.P., III, Ferris, G.R. Drivas, K., & Ntotsi, A. (2016). Navigating uneven terrain: Political skill, LMX differentiation, and employee outcomes. *Journal of Organizational Behavior, 37*, 1078-1103*.*

8. Baur, J.E., Ellen, B.P., III, Buckley, M.R., Ferris, G.R., Allison, T.H., McKenny, A.F., & Short, J.C. (2016). More than one way to articulate a vision: A configurations approach to leader charismatic rhetoric and influence*. The Leadership Quarterly, 27*(1), 156-171*.*

7. McAllister, C.P., Ellen, B.P., III, Perrewé, P.L., Ferris, G.R., & Hirsch, D.J. (2015). Checkmate: Using political skill to recognize and capitalize on opportunities in the “game” of organizational life. *Business Horizons, 58*(1), 25-34.

6. Ellen, B.P., III (2014). Considering the positive possibilities of leader political behavior. *Journal of Organizational Behavior, 35*(6), 892-896*.*

5. Hochwarter, W.A., Ellen, B.P., III, & Ferris, G.R. (2014). Examining the interactive dynamics of accountability, politics, and voice. *Career Development International, 19*(4), 358-380*.* **Selected by the journal’s editorial team as a Highly Commended Paper of 2014.**

4. Gentry, W.A., Leslie, J.B., Gilmore, D.C., Ellen, B.P., III, Ferris, G.R., & Treadway, D.C. (2013). Personality and political skill as distal and proximal predictors of leadership evaluations. *Career Development International, 18*(6), 569-588*.*

3. Ellen, B.P., III, Ferris, G.R., & Buckley, M.R. (2013). Leader political support: Reconsidering leader political behavior. *The Leadership Quarterly, 24*(6), 842-857*.*

2. Mackey, J., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (2013). Subordinate social adaptability and the consequences of abusive supervision perceptions in two samples. *The Leadership Quarterly, 24*(5)*,* 732-746*.*

1. Ewen, C., Wihler, A., Blickle, G., Oerder, K., Ellen, B.P., III, Douglas, C., & Ferris, G.R. (2013). Further specification of the leader political skill – leadership effectiveness relationships: Transformational and transactional leader behavior as mediators. *The Leadership Quarterly, 24*(4)*,* 516-533*.*

**Manuscripts Under Review and Revise-and-Resubmit Decisions**

Brees, J.R., & Ellen, B.P., III (revise and resubmit, 1st round). Unaccounted for no more: Exploring managers’ role in accountability enactment. *International Journal of Management Reviews.*

Ellen, B.P., III, Ferris, G.R., & Buckley, M.R. (under initial review). Towards a more political perspective of leader effectiveness: Leader political skill, leader political support, and leader effectiveness. *Journal of Applied Psychology.*

Ellen, B.P., III, Mattson, T., & Sutton, T. (revise and resubmit, 1st round). Revisiting the strategic core theory of teams: Task interdependence and resource and skill gaps as boundary conditions. *Human Resource Management.*

Ellen, B.P., III, Rosen, C.C., DeOrtentiis, P.S., Johnson, R.E., Lee, H.W., Gabriel, A.S., & Koopman, J. (revise and resubmit, 1st round). Employee see, employee do: Understanding the contagious nature of political behavior. *Academy of Management Journal.*

Mackey, J. D., McAllister, C. P., Ellen III, B. P., & Carson, J. E. (revise and resubmit, 1st round). Interpersonal and organizational workplace deviance: A meta-analytic examination from a social exchange perspective. *Journal of Management*.

McAllister, C.P., Mackey, J.D., Carson, J. E., Bigelow, B., Ellen, B. P., III, & Bennett, R.J. (under initial review). A quarter-century of workplace deviance: A review, synthesis, and agenda for future research. *Journal of Organizational Behavior*.

**Manuscripts in Preparation for Journal Submission**

Ellen, B.P., III, Frieder, R.K., Kapoutsis, I., & Hochwarter, W.A. (drafting manuscript). Task and contextual performance as a multiplicative function of political motivation, political ability, and political context. *Journal of Applied Psychology.*

Ellen, B.P., III\*, Lam, C-F\*, McAllister, C.P., Wu, W., Lee, C., & Zhang, L. (analyzing data). Challenge accepted: The role of social skill in managerial endorsement of challenging voice behavior. *Journal of Applied Psychology.*

Ellen, B. P., III, Mackey, J. D., & McAllister, C. P., (collecting second sample). Why abusive supervision leads to workplace deviance: A theoretical integration and extension. *Academy of Management Journal.*

Ellen, B.P. III, McAllister, C.P.,& Mackey, J.D. (collecting more data) Are small measures big problems? A meta-analysis of frequently used brief Big Five inventories*. Journal of Applied Psychology.*

Ellen, B.P. III, McAllister, C.P., Mackey, J.D., & Maher, L.P. (collecting data). A meta-analytic examination of the antecedents of political skill*. Academy of Management Journal*.

Ellen, B.P., III, & Watkins, M.B. (editing for submission). Why a little diversity does not go a long way: A collective moral licensing explanation for homosocial reproduction. *Academy of Management Review.*

Mackey, J.D., Ellen, B.P. III., & McAllister, C.P**.** (collecting data). Destructive leadership meta-analysis. *Journal* *of Applied Psychology*.

McAllister, C.P.,Ellen, B.P. III, & Mackey, J.D. (collecting data) A dimensional meta-analysis on political skill outcomes. *Journal of Applied Psychology*.

McAllister, C.P., Mackey, J.D., & Ellen, B. P., III (editing for submission). Completing the Cycle of Workplace Deviance: Post-Deviance Responses at the Individual and Organizational Levels. *Academy of Management Review*.

Silvester, J., Wyatt, M, Ellen, B.P., III, & Ferris, G.R. (editing for submission). Influence intentions as a mediator of the political skill-performance relationship. *Organizational Behavior and Human Decision Processes.*

**Research Volume Contributions and Book Chapters**

6. Ellen, B.P., III (2016). Transformational leadership. In A. Farazmand (Ed.) *Global encyclopedia of public administration and public policy.* New Delhi, India: Springer.

5. Ellen, B.P., III, Ferris, G.R., & Buckley, M.R. (2016). Political is the new pro-social: Leaders’ support of followers through political behavior. In E. Vigoda-Gadot, & A. Drory (Eds). *Handbook of organizational politics* (2nd ed., pp. 95-112)*.* Northampton, MA: Edward Elgar Publishing.

4. Ferris, G.R., Harris, J.N., Russell, Z.A., Ellen, B.P., III, Martinez, A.D., & Blass, F.R. (2014). Reputation in the organizational sciences: A multi-level review, construct assessment, and research directions. In M.R. Buckley, A.R. Wheeler, & J.R.B. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 32, pp. 241-303). Bingley, UK: Emerald Group Publishing Ltd. **Selected by the editorial team as an Outstanding Author Contribution in the 2015 Emerald Literati Network Awards for Excellence.**

3. Treadway, D.C., Douglas, C., Ellen, B.P., III, & Ferris, G.R. (2014). Leader political skill and team effectiveness: The positioning of political skill in the framework of leader competencies. In R.E. Riggio & S.J. Tan (Eds.), *Leader interpersonal and influence skills: The soft skills of leadership* (pp. 173-206). New York: Taylor and Francis.

2. Baur, J.E., Ellen, B.P., III, DeOrtentiis, P.S., Buckley, M.R., & Ferris, G.R. (2013). Meta-analysis as received wisdom in the organizational sciences: Is it meeting its intended objectives? In D. Svyantek & K. Mahoney (Eds.), *Received wisdom, kernels of truth, and boundary conditions in organizational studies* (pp. 331-353) (A volume in the series, *Research in the Organizational Sciences*). Charlotte, NC: Information Age Publishing.

1. Ellen, B.P., III, Douglas, C., Ferris, G.R., & Perrewé, P.L. (2013). Authentic and political leadership: Opposite ends of the same continuum? In D. Ladkin & C. Spiller (Eds.), *Reflections on authentic leadership: Concepts, coalescences, and clashes* (pp. 231-236). Cheltenham, UK: Edward Elgar Publishing.

**Peer Reviewed Academic Presentations, Workshops, and Symposiums**

22. Wang, G., Lamont, B.T., Deghetto, K., & Ellen, B.P., III (2019). *Does absolute power corrupt absolutely? Meta-analytic Insights from Relations of CEO duality with Firm-, Board-, and Individual-CEO outcomes*. Paper presented at the 4th Interdisciplinary Perspectives on Leadership Symposium, Corfu, Greece, May 15-18, 2019.

21. Ellen, B.P., III, Rosen, C.C., DeOrtentiis, P.S., Johnson, R.E., Lee, H.W., Gabriel, A.S., & Koopman, J. (2019). Political contagion. In A. Thomas and S. Hill (Chairs), *Do you perceive it?: Perceptual Issues Surrounding Organizational Politics.* Symposium presented in at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C., April 4-6, 2019.

20. Ellen, B.P., III\*, Lam, C-F\*, McAllister, C.P., Wu, W., Lee, C., & Zhang, L. (2018). Challenge accepted: The role of social skill in managerial endorsement of challenging voice behavior. In W. Liu, S. Tangirala, & C. Lee (Chairs), *Voice Heard and Voicers Killed? New Directions for Exploring the Consequences of Voice Behavior*. Symposium presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL, August 12-14, 2018.

19. Ellen, B.P., III, Mattson, T., & Sutton, T. (2017). Revisiting the strategic core theory of teams: Task interdependence and resource and skills gaps as boundary conditions. Paper presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL, October 24-28, 2017

18. Ellen, B.P., III (2017). Leader Political Support: Measure Development and Construct Validation. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA, August 6-8, 2017.

17. Ellen, B.P., III, Frieder, R.K., Kapoutsis, I., & Hochwarter, W.A. (2017). Employee task and contextual performance as a multiplicative function of political motivation, ability, and context. In A. Wihler, J. Bentley, & B.P. Ellen III (Chairs), *Political Skill and Political Will in Organizations: New Insights for Effects on Job Performance*. Symposium presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA, August 6-8, 2017.

16. Wihler, A., Bentley, J., & Ellen, B.P., III (2017). *Political Skill and Political Will in Organizations: New Insights for Effects on Job Performance*. Symposium presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA, August 6-8, 2017.

15. Ellen, B.P., III, Kietwitz, C., Hochwarter, W.A., & Ferris, G.R. (2017). The Negative Effects of Employee Loyalty in Political Environments. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL, April 27-29, 2017.

14. Deghetto, K., Wang, G., & Ellen, B.P., III (2015). *A meta-analytic review of the nomological network of CEO duality*. Paper presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL, October 27-31, 2015.

13. Silvester, J., Wyatt, M, Ellen, B.P., III, & Ferris, G.R. (2015). *Political skill and campaign effectiveness: A study of Parliamentary candidates in the 2010 general election*. Paper presented at the Political Studies Association 65th Annual International Conference, Sheffield, England, March 30 – April 1, 2015.

12. Ellen, B. P., III (2014). The psychological costs of authentic leadership. In D. Ladkin & C. Spiller (Co-Chairs), *Critical Perspectives on Authentic Leadership.* Symposium presented at the Academy of Management, 74th Annual Meeting, Philadelphia, PA, August 1-5, 2014.

11. Ellen, B.P., III, Kane-Frieder, R.E., & Hochwarter, W.A. (2014). *A political perspective of the MAC model of performance*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.

10. Ellen, B.P., III, & Sutton, T. (2014). *Revisiting the strategic core theory of teams: Implications of increased interdependence*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.

9. McAllister, C.P., Ellen, B.P., III, & Ferris, G.R. (2014).*Unpacking political skill: Using opportunity recognition and capitalization to explain dimensional process dynamics*. Paper presented at the Southern Management Association Annual Meeting. Savannah, GA, November 11-15, 2014.

8. Wihler, A., Blickle, G., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (2014). *Personal initiative and job performance evaluations: Role of political skill*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.

7. Ellen, B.P., III, Burns, S.K., & Hochwarter, W.A. (2013). *Dealing with supervisor narcissism: The mitigating role of resource management ability.* Manuscript presented at the Southern Management Association Annual Meeting. New Orleans, LA, November 5-9, 2013.

6. Ellen, B.P., III, & Ferris, G.R. (2013). *Leader political support: reconsidering leader political behavior.* Manuscript presented at the Southern Management Association Annual meeting. New Orleans, LA, November 5-9, 2013.

5. Ellen, B.P., III, Mackey, J., Hochwarter, W.A., & Ferris, G.R. (2013). *Social adaptability as a resource buffering abusive supervision perceptions.* Poster presented in the 28th Annual Conference of the Society for Industrial and Organizational Psychology. Houston, TX, April 11-13, 2013. **John C. Flanagan Award Recipient for Outstanding Student Contribution** and for **Featured Top Rated Poster displayed at the all-conference reception.**

4. Ferris, G.R., Ellen, B.P., III, Harris, J.N., & Martinez, A.D. (2013). The role of reputation in organizational science: A multi-level review and construct assessment. In J.B. Rodell & J.W. Lynch (Co-chairs). *Employee reputation: What we know and where we are headed*. Symposium presented at the 73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL, August 9-13, 2013.

3. Hochwarter, W.A., Ellen, B.P., III, & Ferris, G.R. (2013). *Dynamics of accountability, voice, and political environments across two samples*. Paper presented in the 73rd Annual Meeting of the Academy of Management. Lake Buena Vista, FL, August 9-13, 2013.

2. Sexton, J.C., & Ellen, B.P., III. (2012). *The impact of CEO tenure and BOD conflict on incremental and radical innovation.* Paper presented in the Strategic Management Society 32st Annual International Conference entitled “Strategy in Transition.” Prague, Czech Republic, October 6-9, 2012.

1. Treadway, D.C., Douglas, C., Ellen, B.P., III, & Ferris, G.R. (2012). *The positioning of political skill in the framework of “soft” leader competencies: Implications for team leadership.* Paper presented in the 21st Annual Kravis-de Roulet Leadership Conference entitled “Understanding and assessing soft leader skills.” Claremont College, Claremont, CA, February 24-25, 2012.

**TEACHING**

**D’Amore-McKim School of Business, Northeastern University**

*Undergraduate Education*

ORGB 3201: Organizational Behavior

MGMT 3302: Negotiating in Business

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Course Name | Semester | Enrollment | Class GPA | Overall Rating |
| Organizational Behavior | Spring 2019 | 24 | TBD/4.0 | TBD /5.0 |
| Organizational Behavior | Spring 2019 | 24 | TBD /4.0 | TBD /5.0 |
| Negotiating in Business | Spring 2019 | 40 | TBD /4.0 | TBD /5.0 |
| Organizational Behavior | Spring 2018 | 20 | 3.47/4.0 | 4.8/5.0 |
| Organizational Behavior | Spring 2018 | 24 | 3.24/4.0 | 4.7/5.0 |
| Negotiating in Business | Fall 2017 | 38 | 3.37/4.0 | 5.0/5.0 |
| Organizational Behavior | Fall 2017 | 19 | 3.26/4.0 | 4.8/5.0 |
| Organizational Behavior | Spring 2017 | 24 | 2.94/4.0 | 4.4/5.0 |
| Organizational Behavior | Spring 2017 | 24 | 3.18/4.0 | 4.7/5.0 |
| Organizational Behavior | Spring 2016 | 18 | 2.82/4.0 | 4.6/5.0 |
| Organizational Behavior | Spring 2016 | 18 | 3.22/4.0 | 4.6/5.0 |
| Organizational Behavior | Fall 2015 | 19 | 2.70/4.0 | 4.5/5.0 |
| Organizational Behavior | Fall 2015 | 16 | 3.19/4.0 | 4.5/5.0 |

Note: Mean scores for effectiveness ratings on a scale of 1 = “Poor” to 5 = “Excellent.”

*Graduate Education*

Full-Time MBA Program

Getting to Know your Classmates Orientation Session (2018)

Difficult Conversations Skills Session (2017, 2018)

Effective Teams Skills Session (2017)

Full-Time MS Finance Program

Getting to Know your Classmates & Effective Project Orientation Session (2018)

Part-Time MBA Program

Getting to Know your Classmates & Effective Project Orientation Session (2018)

*Executive Education*

Social Influence in Organizations

**College of Business, Florida State University**

*Undergraduate Courses*

MAN 3240: Organizational Behavior

MAN 4143: Contemporary Leadership Challenges

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Course Name | Semester | Enrollment | Class GPA | Overall Rating |
| Contemporary Leadership | Spring 2015 | 40 | 3.21/4.0 | 4.5/5.0 |
| Contemporary Leadership | Fall 2014 | 59 | 3.28/4.0 | 4.9/5.0 |
| Contemporary Leadership | Summer 2014 | 29 | 3.00/4.0 | 4.9/5.0 |
| Contemporary Leadership | Spring 2014 | 55 | 3.23/4.0 | 4.8/5.0 |
| Organizational Behavior | Fall 2013 | 39 | 3.12/4.0 | 4.5/5.0 |
| Organizational Behavior | Summer 2013 | 49 | 3.39/4.0 | 4.8/5.0 |
| Organizational Behavior | Summer 2012 | 43 | 2.99/4.0 | 4.3/5.0 |

The above table provides a summary of the mean scores for my overall course ratings. Student responses are presented on a scale of 1 = “Poor” to 5 = “Excellent.”

**SERVICE**

**Students Supervised**

Undergraduate Theses

* Jacqueline Gaertner (2018 – 2019)

Independent Studies

* Christian Cherau (Spring 2018)
* Anna Wendt (Fall 2017)

**Service to the Group, School, and University**

Management and Organizational Development Group

* Search Committee Member (Fall 2016)
* Speaker Series Coordinator (Spring 2016 – Spring 2018)

D’Amore-McKim School of Business

* Faculty Advisor, Future Business Leaders of America (Fall 2018 – present)
* Teaching and Learning Committee Member (Fall 2018 – present)
* Teaching and Learning Seminar Panelist (Spring 2017)

Northeastern University

* Undergraduate Commencement Marshall (Spring 2016, Spring 2017)

**Professional Associations**

Academy of Management (AOM)

* OB Division Ambassador (2016 – 2017)
* OB Division Adopt-A-Member Mentor (2015 – 2017)
* OB Division Session Chair (2016)
* OB Division Reviewer (2012 – present)
  + 2014 Outstanding Reviewer Award

Society for Industrial and Organizational Psychology (SIOP)

* Graduate Student Scholarship Subcommittee (2018)
* Student Travel Award Subcommittee (2017, 2018)
* Annual Conference reviewer (2014 – present)

Southern Management Association (SMA)

* Session Facilitator (2016, 2017)
* OB Track Reviewer (2012 – present)

**Editorial Review Boards**

*Journal of Organizational Behavior* (2017 – present)

* 2017 Best Paper Committee
* 2017 Best Reviewer Award

*Journal of Leadership & Organizational Studies* (2012 – present)

**Ad-Hoc Reviewer**

National Science Foundation, Science of Organizations Division (2016)

*Africa Journal of Management (2018)*

*European Management Journal* (2017)

*Human Resource Management Review* (2013, 2016)

*International Journal of Management Reviews* (2014, 2016)

*Journal of Business Ethics* (2014-2016)

*Journal of Business Research* (2016)

*Journal of Managerial Psychology* (2015, 2017, 2018)

*Journal of Organizational Behavior* (2015 – 2017)

*Journal of Organizational and Occupational Psychology* (2014)

*Journal of Vocational Behavior* (2018)

*The Leadership Quarterly* (2013 – 2017)

**Research Assistants Supervised and Mentored**

*Northeastern University*

Lindsey Yonish (Spring 2018 – Spring 2019)

* Worked on Workplace Deviance meta-analysis
* Worked on Big 5 meta-analysis
* Worked on Social Desirability meta-analysis

Nataliya Potapotenko (Spring 2018; Spring 2019)

* Worked on Political Skill meta-analysis
* Worked on Workplace Deviance meta-analysis
* Worked on Social Desirability meta-analysis

Wilhelmina Zwennes (Summer 2018)

* Worked on Workplace Deviance meta-analysis

Tomas Pueyo Riga (Summer 2018; Fall 2018)

* Worked on Workplace Deviance meta-analysis

Julia Crawford (Spring 2018)

* Worked on Workplace Deviance meta-analysis

Sami Berrada (Fall 2017 – Spring 2018)

* Worked on POPs review database
* Worked on Political Skill meta-analysis
* Worked on Workplace Deviance meta-analysis

*Florida State University*

* ???
* ???

**PROFESSIONAL DEVELOPMENT**

Paper Development “Hackathon” Workshop, *Academy of Management Review,* Barcelona, Spain, February 22-23, 2019

Paper Development Workshop, *Academy of Management Review,* Berkeley, CA, February 2018

Organizational Behavior Division Junior Faculty Workshop, Academy of Management Annual Meeting, Anaheim, CA, 2016

Case Method Teaching Seminar – Part I, Harvard Business Publishing, Boston, MA, 2016

Late Stage Doctoral Student Consortium, Southern Management Association Annual Meeting, Savannah, GA, 2014

Organizational Behavior Doctoral Student Consortium, Academy of Management Annual Meeting, Philadelphia, PA, 2014

1st University of Houston Doctoral Symposium in Leadership, Department of Management, C.T. Bauer College of Business, University of Houston, 2012

Early Stage Doctoral Student Consortium, Southern Management Association Annual Meeting, Savannah, GA, 2011

**MEDIA MENTIONS**

“Advantage Pelosi in the shutdown negotiations: Experts say President Trump’s business negotiation skills don’t translate to politics,” *U.S. News and World Report*. <https://www.usnews.com/news/politics/articles/2019-01-16/pelosi-has-the-advantage-against-trump-in-the-shutdown-negotiations> January 16, 2019, by Susan Milligan.

“Business school professor: Trump’s shutdown strategy is a. masterclass in how not to negotiate,” *Inc.*. https://www.inc.com/jessica-stillman/trump-wall-shutdown-negotiation-lessons.html

January 11, 2019, by Jessica Stillman.

“Leadership lessons from White House turnover,” *News@Northeastern*. <http://news.northeastern.edu/2017/08/leadership-lessons-from-white-house-turnover/>

August 2, 2017, by Molly Callahan.

“Brand identity, Trump boycotts, and social media backlash,” *News@Northeastern*. <http://news.northeastern.edu/2017/02/brand-identity-trump-boycotts-and-social-media-backlash/>, February 16, 2017, by Greg St. Martin.

“How the Democratic Party’s email fiasco will affect the presidential race,” *News@Northeastern.*

<http://www.northeastern.edu/news/2016/07/how-the-democratic-partys-email-fiasco-will-affect-the-presidential-race/>, July 26, 2016, by Jason Kornwitz.

“Six habits of the best conversationalists: Becoming a god conversationalist requires having a certain set of skills in your communication toolbox,” *Fast Company*,

<http://www.fastcompany.com/3058579/your-most-productive-self/six-habits-of-the-best-conversationalists>, April 6, 2016, by Stephanie Vozza.

**KNOWLEDGE SHARING**

“The science of the deal: A negotiation expert explains how Trump and the Democrats could both end the shutdown with a win,” *The Conversation,* https://theconversation.com/the-science-of-the-deal-a-negotiation-expert-explains-how-trump-and-the-democrats-could-both-end-the-shutdown-with-a-win-109564, January 9, 2019

Republished by: *Business Insider, The Raw Story, Bozeman Daily Chronicle, Houston Chronicle, Seattle Post-Intelligencer, Casper Star-Tribune,* and *Idaho Press-Tribune.*

“Neutralizing the negative effects of a narcissistic boss,” *Leaders at Work*, <http://www.damoremckimleadersatworkblog.com/neutralizing-the-negative-effects-of-a-narcissistic-boss/>, October 4, 2017.

“Who benefits when the boss treats followers differently?” *Leaders at Work,*

<http://www.damoremckimleadersatworkblog.com/who-benefits-when-the-boss-treats-followers-differently/>, November 17, 2016.

“Recognizing, evaluating, and capitalizing on influence opportunities at work,” *Leaders at Work*, <http://www.damoremckimleadersatworkblog.com/recognizing-evaluating-and-capitalizing-on-influence-opportunities-at-work/>, January 28, 2016.

**HONORS AND AWARDS**

Ronald Copeland Best Paper Award Nominee

*D’Amore-McKim School of Business*

2019

Ronald Copeland Best Paper Award Nominee

*D’Amore-McKim School of Business*

2018

Best Reviewer Award

*Journal of Organizational Behavior*

2017

FSU Fellows Society

The Graduate School, Florida State University

2015 Inductee

Highly Commended Paper Recipient

*Career Development International*

2015

Outstanding Author Contribution

*Research in Personnel and Human Resources Management*

2015

Graduate Research and Creativity Award Finalist

The Graduate School, Florida State University

2015

Meredith P. Crawford Fellowship in Industrial-Organizational Psychology

Human Resources Research Organization

2014

Graduate Scholar Award

Phi Kappa Phi, Florida State University

2014

Outstanding Reviewer

Academy of Management, Organizational Behavior Division

2014

Outstanding Teaching Assistant Award Nominee

College of Business, Florida State University

2014

SIOP Conference Student Travel Award

Society for Industrial and Organizational Psychology

2014

Dissertation Research Grant

The Graduate School, Florida State University

2013-2014

John C. Flanagan Award for Outstanding Student Contribution

Society for Industrial and Organizational Psychology, 28th Annual Conference

2013

Featured Top Rated Poster

Society for Industrial and Organizational Psychology, 28th Annual Conference

2013

Phi Kappa Phi

Florida State University

2013

Carl A. Bramlette, Jr. Scholastic Achievement Award

Department of Managerial Sciences, Georgia State University

2007