

JANUARY, 2022

## DAVID T. WELSH

Arizona State University  
W. P. Carey School of Business  
300 E. Lemon St.  
Tempe, AZ 85287  
Cell: (435) 704-4005  
Office: (480) 727-7344  
[davidwelsh@asu.edu](mailto:davidwelsh@asu.edu)

### ACADEMIC POSITIONS

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**Associate Professor of Management**, Arizona State University, W.P. Carey School of Business  
(2020 – present).

**Assistant Professor of Management**, Arizona State University, W.P. Carey School of Business  
(2015 – 2020).

**Assistant Professor of Management**, University of Washington, Michael G. Foster School of  
Business (2014 – 2015).

### EDUCATION

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**Ph.D.** 2014, Management and Organizations, Eller College of Management, University of  
Arizona, Tucson, Arizona.

**J.D.** 2010, S.J. Quinney College of Law, University of Utah, Salt Lake City, Utah.

**B.S.** 2007, Management, Southern Utah University, Cedar City, Utah.

### REFEREED PUBLICATIONS

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Welsh, D.T., Outlaw, R., †Newton, D., & Baer, M.D. (in press). The social aftershocks of voice:  
An investigation of employees' affective and interpersonal reactions after speaking up.  
*Academy of Management Journal*.

Welsh, D.T., Baer, M.D., †Kim, J., Thiel, C.E., & Smith, I. (in press). Desirable or deceitful?  
How social exchange dynamics shape responses to pro-coworker unethical behavior.  
*Personnel Psychology*.

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† Denotes current or former ASU Ph.D. student

- Baer, M.D., †Sessions, H., Welsh, D.T., & Matta, F.K. (in press) Motivated to “roll the dice” on trust: The relationships between employees’ daily motives, risk propensity, and trust. *Journal of Applied Psychology*.
- †Sessions, H., Nahrgang, J., Baer, M.D., & Welsh, D.T. (in press). From zero to hero...and back to zero: The consequences of status inconsistency between the work roles of multiple jobholders. *Journal of Applied Psychology*.
- †Bush, J.T., Baer, M.D., Welsh, D.T., Outlaw, R. Garud, N., & †Sessions, H. (in press). To what do I owe this visit? The drawbacks and benefits of in-role and non-role intrusions. *Journal of Management*.
- Thiel, C.T., †Bush, J.T., Bonner, J., Welsh, D.T., & Garud, N. (in press). Stripped of agency: The paradoxical effect of employee monitoring on deviance. *Journal of Management*.
- Mai, K.M., Welsh, D.T., Wang, F., †Bush, J.T., & Jiang, K. (in press). Supporting creativity or creative unethicity? Empowering leadership and the role of performance pressure. *Journal of Business Ethics*.
- Thiel, C.E., Bonner, J., †Bush, J.T., & Welsh, D.T. (2021). Rationalize or reappraise? How envy and cognitive reappraisal shape unethical contagion. *Personnel Psychology*, 74, 237-263.
- †Bush, J.T., Welsh, D.T., Baer, M.D., & Waldman, D., (2021). Discouraging unethicity or encouraging ethicality? Unravelling the differential effects of prevention- and promotion-focused ethical leadership. *Personnel Psychology*, 74, 29-54.
- Welsh, D.T., Baer, M., & †Sessions, H. (2020). Hot pursuit: The affective consequences of organization-set versus self-set goals on emotional exhaustion and citizenship behavior. *Journal of Applied Psychology*, 105, 166-185.
- Welsh, D.T., Baer, M., †Sessions, H., & Garud, N. (2020). Motivated to disengage: The ethical consequences of goal commitment and moral disengagement. *Journal of Organizational Behavior*, 41, 663-677.
- Mai, K.M., Ellis, A.P.J., & Welsh, D.T. (2020). How perpetrator gender influences reactions to premeditated versus impulsive unethical behavior: A role congruity approach. *Journal of Business Ethics*, 166, 489-503.
- Fehr, R., Welsh, D.T., Yam, K.C., Baer, M., Wei, W., & †Vaulont, M. (2019). The role of moral decoupling in the causes and consequences of unethical pro-organizational behavior. *Organizational Behavior and Human Decision Processes*, 153, 27-40.

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† Denotes current or former ASU Ph.D. student

- Welsh, D.T., †Bush, J.T., Thiel, C., & Bonner, J. (2019). Reconceptualizing goal setting's dark side: The ethical consequences of learning versus outcome goals. *Organizational Behavior and Human Decision Processes*, *150*, 14-27.
- Thiel, C.E., Hardy, J., Peterson, D., Welsh, D.T. & Bonner, J. (2018). Too many sheep in the flock? Span of control attenuates the influence of ethical leadership. *Journal of Applied Psychology*, *103*, 1324-1334.
- Baer, M., Matta, F., †Kim, J., Welsh, D.T., & Garud, N. (2018). It's not you, it's them: Social influences on trust propensity and trust dynamics. *Personnel Psychology*, *71*, 423-455.
- Welsh, D.T., Mai, K.M., Ellis, A.P.J., & Christian, M.S. (2018). Overcoming the effects of sleep deprivation on unethical behavior: An extension of integrated self-control theory. *Journal of Experimental Social Psychology*, *76*, 142-154.
- Motro, D., Ordóñez, L.D., Pittarello, A., & Welsh, D.T. (2018). Investigating the effects of anger and guilt on unethical behavior: A dual-process approach. *Journal of Business Ethics*, *152*, 133-148.
- Welsh, D.T., Ordóñez, L.D., Snyder, D.G., & Christian, M.S. (2015). The slippery slope: How small ethical transgressions pave the way for larger future transgressions. *Journal of Applied Psychology*, *100*, 114-127.
- Ordóñez, L.D., & Welsh, D.T. (2015). Immoral goals: How goal setting may lead to unethical behavior. *Current Opinion in Psychology* *6*, 93-96.
- Mai, K.M., Ellis, A.P.J., & Welsh, D.T., (2015). The gray side of creativity: Exploring the role of activation in the link between creative personality and unethical behavior. *Journal of Experimental Social Psychology*, *60*, 76-85.
- Welsh, D.T., Ellis, A.P.J., Christian, M.S., & Mai, K.M. (2014). Building a self-regulatory model of sleep deprivation and deception: The role of caffeine and social influence. *Journal of Applied Psychology*, *99*, 1268-1277.
- Welsh, D.T. & Ordóñez, L.D. (2014). Conscience without cognition: The effects of subconscious priming on ethical behavior. *Academy of Management Journal*, *57*, 723-742.
- Welsh, D.T. & Ordóñez, L.D. (2014). The dark side of consecutive high performance goals: Linking goal setting, depletion, and unethical behavior. *Organizational Behavior and Human Decision Processes*, *123*, 79-89.

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† Denotes current or former ASU Ph.D. student

Podsakoff, N.P., Whiting, S.W., Welsh, D.T., & Mai, K.M. (2013). Surveying for artifacts: The susceptibility of the OCB-performance evaluation relationship to common rater, item, and measurement context effects. *Journal of Applied Psychology*, 98, 863-874.

#### **MANUSCRIPTS WITH REVISIONS REQUESTED**

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Campbell, E., Welsh, D.T., & Wang, W. [Motivated moral reasoning]. Revision requested at *Journal of Applied Psychology*.

Welsh, D.T., Barnes, C., Fehr, R., & †Ho, G. [Unethical behavior integrative review]. Review issue proposal accepted at *Journal of Management*.

#### **MANUSCRIPTS UNDER REVIEW**

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†Newton, D.W., †Sessions, H., Lam, C.F., Welsh, D.T., & Wen, W. [Voice experiences]. Under review at *Organization Science*.

#### **SELECTED RESEARCH IN PROGRESS**

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†Ho, G., Welsh, D.T., Baer, M.D., & Bush, J.T., [Types of unethicality].

Baer, M.D., & Welsh, D.T. [Disclosure and trust].

†Ho, G., Welsh, D.T., & Bush, J.T., [Ethical leadership outcomes].

†Ho, G., & Welsh, D.T., [Ethical congruence].

Perkins, B., Podsakoff, N., & Welsh, D.T. [Intrapersonal ethics].

Butts, M., Gabriel, A., Christian, M.S., & Welsh, D.T. [Hunger at work].

Fehr, R., Welsh, D.T., Barnes, C. & Antoine, G. [Moralization of work].

Christian, M.S., Gabriel, A., Butts, M., Welsh, D.T., & Baer, M.D. [Visceral states].

Baer, M.D., Matta, F., Welsh, D.T., & †Sessions, H. [Trust congruence].

Fehr, R., Yam, K.C., Welsh, D.T., & Baer, M.D. [Leadership and moral foundations].

#### **CONFERENCE PRESENTATIONS**

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Thiel, C.E., Bush, J.T., Bonner, J., Welsh, D.T., & Garud, N. *Stripped of agency: The paradoxical effect of employee monitoring on deviance*. Symposium accepted for presentation at the eighty-first annual meeting of the Academy of Management, Virtual

Conference, 2021. Recipient of the OB Division's "Outstanding Practical Implications for Management Paper" Award.

Welsh, D.T., Baer, M.D., Kim, J., Thiel, C.E., & Smith, I. *Desirable or deceitful? How social exchange dynamics shape responses to unethical helping behavior*. Symposium accepted for presentation at the eightieth annual meeting of the Academy of Management, Virtual Conference, 2020.

Newton, D.W., Sessions, H., Lam, C.F., & Welsh, D.T. *"I'd speak up if you didn't make me step up": Voicer regret following supervisor delegation*. Symposium accepted for presentation at the eightieth annual meeting of the Academy of Management, Virtual Conference, 2020.

Belinda, C., Christian, M., Long, E.C., Welsh, D.T., & Slaughter, J. *An integrative self-control framework for unethical behavior*. Symposium accepted for presentation at the eightieth annual meeting of the Academy of Management, Virtual Conference, 2020.

Campbell, E., Welsh, D.T., & Wang, W. *Above the law? Motivated moral reasoning shapes evaluations of star performers*. Symposium presented at the seventy-ninth annual meeting of the Academy of Management, Boston, MA, 2019.

Mai, K.M., Welsh, D.T., Wang, F., Bush, J.T., & Jiang, K. *Empowering creative performance or creative unethicality? The role of performance pressure*. Symposium presented at the seventy-ninth annual meeting of the Academy of Management, Boston, MA, 2019.

Fehr, R., Welsh, D.T., Barnes, C. & Antoine, G. *The moralization of work*. Symposium presented at the seventy-eighth annual meeting of the Academy of Management, Chicago, IL, 2018.

Thiel, C.E., Bonner, J., Bush, J.T., & Welsh, D.T. *Everyday moral heroes reappraise: Remaining morally engaged in the face of unethical social influence*. Symposium presented at the seventy-eighth annual meeting of the Academy of Management, Chicago, IL, 2018.

Butts, M., Christian, M.S., & Welsh, D.T. *The episodic effects of hunger and physical exercise in the workplace*. Symposium presented at the seventy-eighth annual meeting of the Academy of Management, Chicago, IL, 2018.

Welsh, D.T., Bush, J.T., Thiel, C., & Bonner, J. *Reconceptualizing goal setting's dark side: The ethical consequences of learning versus outcome goals*. Symposium presented at the seventy-seventh annual meeting of the Academy of Management, Atlanta, GA, 2017.

Fehr, R., Welsh, D.T., Yam, K.C., Baer, M., & Wei, W. *Whatever it takes: The role of moral decoupling in the causes and consequences of unethical pro-organizational behavior*. Symposium presented at the seventy-seventh annual meeting of the Academy of Management, Atlanta, GA, 2017.

- Butts, M., Gabriel, A., Christian, M.S., & Welsh, D.T. *You're not you when you're hungry: An examination of episodic hunger in the workplace*. Symposium presented at the seventy-seventh annual meeting of the Academy of Management, Atlanta, GA, 2017.
- Yam, K.C., Welsh, D.T., Wu, W., & Bush, J.T. *Tough love: Perceived promotion-focused abusive supervision increases follower job performance*. Symposium presented at the seventy-sixth annual meeting of the Academy of Management, Anaheim, CA, 2016.
- Welsh, D.T., Miller, J., & Cho, K. *The ethical consequences of goal commitment and moral disengagement in the pursuit of high performance goals*. Symposium presented at the seventy-sixth annual meeting of the Academy of Management, Anaheim, CA, 2016.
- Yam, K.C., Fehr, R., Pan, J.Z., & Welsh, D.T. *Does morality trump innovation? The impact of CEO moral identity on firm innovation*. Symposium presented at the seventy-sixth annual meeting of the Academy of Management, Anaheim, CA, 2016.
- Ellis, A.P.J., Mai, K.M., Welsh, D.T., & Christian, M.S. *Feeling powerful or lazy: Critical contingencies in the self-regulatory model of sleep deprivation and unethical behavior*. Symposium presented at the thirty-first annual conference for the Society for Industrial and Organizational Psychologists, Anaheim, CA, 2016.
- Cooke Long, E. D., Christian, M. S., Welsh, D. T., & Slaughter, J. E. *Sleep deprivation and unethical behavior: Examining the role of moral disengagement and moral awareness*. Symposium presented at the seventy-fifth annual meeting of the Academy of Management, Vancouver, B.C., Canada, 2015.
- Motro, D., Ordóñez, L.D., Pittarello, A., & Welsh, D.T. *The effects of anger and guilt on unethical behavior: A self-regulatory approach*. Symposium presented at the seventy-fourth annual meeting of the Academy of Management, Philadelphia, PA, 2014.
- Welsh, D.T., Ellis, A.P.J., Christian, M.S., & Mai, K.M. *Building a self-regulatory model of sleep deprivation and deception: The role of caffeine and social influence*. Symposium presented at the Sleep and Work Conference, Kingston, Ontario, 2014.
- Welsh, D.T., Ellis, A.P.J., Christian, M.S., & Mai, K.M. *Building a self-regulatory model of sleep deprivation and deception: The role of caffeine and social influence*. Symposium presented at the twenty-ninth annual conference for the Society for Industrial and Organizational Psychologists, Honolulu, HI, 2014.
- Welsh, D.T. & Ordóñez, L.D. *The dark side of overprescribed goals: Linking consecutive performance goals, depletion, and unethical behavior*. Symposium presented at the seventy-third annual meeting of the Academy of Management, Orlando, FL, 2013.

- Welsh, D.T., Ordóñez, L.D., Snyder, D.G., & Christian, M.S. *The slippery slope: A self-regulatory examination of the cumulative effect of minor ethical transgressions*. Symposium presented at the Fraud and Ethics Conference, Berkeley, CA, 2013.
- Welsh, D.T., Ordóñez, L.D., Snyder, D.G., & Christian, M.S. *The slippery slope: A self-regulatory examination of the cumulative effect of minor ethical transgressions*. Symposium presented at the seventy-third annual meeting of the Academy of Management, Orlando, FL, 2013.
- Mai, K.M., Welsh, D.T., & Ellis, A.P.J. *The grey side of creativity: Exploring the role of activation in the link between creative personality and unethical behavior*. Symposium presented at the seventy-third annual meeting of the Academy of Management, Orlando, FL, 2013.
- Podsakoff, N.P., Whiting, S.W., Welsh, D.T., & Mai, K.M. *Surveying for artifacts: The susceptibility of the OCB-performance evaluation relationship to common rater, item, and measurement context effects*. Symposium presented at the twenty-eight annual conference for the Society for Industrial and Organizational Psychologists, Houston, TX, 2013.
- Birk, S.J., Welsh, D.T., & Gilliland, S.W. *That feels fair: The subconscious influence of an availability heuristic on reactions to injustice*. Poster presented at the twenty-eight annual conference for the Society for Industrial and Organizational Psychologists, Houston, TX, 2013.
- Welsh, D.T. & Ordóñez, L. *Conscience without cognition: The effects of subconscious priming on automatic ethical behavior*. Symposium presented at the thirteenth biannual meeting of the Behavioral Decision Research in Management Conference, Boulder, CO, 2012.
- Welsh, D.T. & Ordóñez, L. *Conscience without cognition: The effects of subconscious priming on automatic ethical behavior*. Poster presented at the thirty-second annual meeting of the Society for Judgment and Decision Making, Seattle, WA., 2011.
- Welsh, D. T. & Ordóñez, L. *The moderating effect of subconscious priming on goal setting and unethical behavior*. Symposium presented at the seventy-first annual meeting of the Academy of Management, San Antonio, TX., 2011

## **LEGAL PUBLICATIONS**

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- Welsh, D.T. (2011). Procedural justice post 9/11: The effects of procedurally unfair treatment of detainees on perceptions of global legitimacy, *University of New Hampshire Law Review*, 9, 261-296.
- Welsh, D.T. (2009). Racism and the law: Slavery, integration, and modern resegregation in America. *Journal of Law and Family Studies*, 11, 431-439.

Welsh, D.T. (2008). Virtual parents: How virtual visitation legislation is shaping the future of custody law. *Journal of Law and Family Studies*, 11, 215-225.

#### ARTICLES FOR PRACTITIONERS

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Gino, F., Ordóñez, L.D., & Welsh, D.T. (2014). How unethical behavior becomes a habit. *Harvard Business Review Blog*, <http://blogs.hbr.org/2014/09/how-unethical-behavior-becomes-habit/>.

#### MEDIA CITATIONS/INTERVIEWS

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“Dealing with workplace disruptions.” ASU News. November 2, 2021.

<https://news.asu.edu/20211102-discoveries-dealing-workplace-disruptions>

“This is when interruptions help your productivity at work. Fast Company. October 25, 2021.

<https://www.fastcompany.com/90688101/this-is-when-interruptions-help-your-productivity-at-work>

“Are all work interruptions bad?” HR Reporter. October 7, 2021.

<https://www.hrreporter.com/focus-areas/culture-and-engagement/are-all-work-interruptions-bad/360504>

“When performance goals backfire.” Government Executive. October 21, 2019.

<https://www.govexec.com/management/2019/10/when-performance-goals-backfire/160708/>

“She-jerk reaction: Wrongdoing prompts harsher judgment of women than men.” W. P. Carey

News. September 23, 2019. <https://news.wpcarey.asu.edu/20190923-she-jerk-reaction-wrongdoing-prompts-harsher-judgement-women-men>

“The surprising connection between goal-setting and burnout.” Thrive Global. July 15, 2019.

<https://thriveglobal.com/stories/goal-setting-organization-performance-stress-burnout-performance/>

“Could burnout get to you, too?” Psychology Today. July 13, 2019.

<https://www.psychologytoday.com/us/blog/fulfillment-any-age/201907/could-burnout-get-you-too>

“How to motivate employee performance without motivating unethicality.” Science Trends.

February 21, 2019. <https://sciencetrends.com/how-to-motivate-employee-performance-without-motivating-unethicality/>

“How to reverse the unethical consequences of sleep deprivation.” Science Trends. January 18,

2019. <https://sciencetrends.com/how-to-reverse-the-unethical-consequences-of-sleep-deprivation/>

- “So tired you can’t even... make ethical decisions.” ASU Now. November 27, 2018. <https://asunow.asu.edu/20181127-discoveries-sleep-deprivation-effect-ethics>
- “The relationship between ethical leadership and employee performance.” I/O at Work. October 2, 2018. <https://www.ioatwork.com/relationship-between-leadership-and-performance/>
- “ASU professors talk about what motivates academic dishonesty.” The State Press. November 22, 2017. <https://www.statepress.com/article/2017/11/why-do-we-cheat>
- “Anger management: Irate employees more likely to behave badly.” Business News Daily. November 13, 2016. <http://www.businessnewsdaily.com/9564-unethical-angry-employees.html>.
- “Attention, bosses: Why angry employees are bad for business.” UANews. November 8, 2016. <https://uanews.arizona.edu/story/attention-bosses-why-angry-employees-are-bad-business>.
- “Do aggressive goals drive unethical behavior?” W.P. Carey Research. June 28, 2016. <https://research.wpcarey.asu.edu/management-entrepreneurship/do-aggressive-goals-drive-unethical-behavior/>.
- “Why your creative friends and co-workers can be so deceptive.” Psychology Today. July 29, 2015. <https://www.psychologytoday.com/blog/social-instincts/201507/why-your-creative-friends-and-co-workers-can-be-so-deceptive>.
- “The slippery slope is all downhill.” Forbes India, March 27, 2015. <http://forbesindia.com/article/kenanflagler/ethical-indiscretions-and-missteps-the-slippery-slope-is-all-downhill/39779/1>.
- “The slippery-slope effect: Minor misdeeds lead to major ones.” Psychological Science. March 10, 2015. <http://www.psychologicalscience.org/index.php/news/minds-business/the-slippery-slope-effect-minor-misdeeds-lead-to-major-ones.html>.
- “Sleep deprived employees engage in more unethical workplace behavior.” I/O at Work. February 2, 2015. <http://www.ioatwork.com/sleep-deprived-employees-engage-unethical-workplace-behavior/>.
- “Caffeine can help resist pressure to act unethically.” Foster School of Business Research Brief. December 21, 2014. <https://foster.uw.edu/research-brief/caffeine-can-help-resist-pressure-to-act-unethically/>.
- “Ethics and the slippery slope: Why good people do bad things.” Ideas for Leaders. November 30, 2014. <https://www.ideasforleaders.com/ideas/ethics-and-the-slippery-slope-why-good-people-do-bad-things>.

- “Slippery slope: Minor unethical acts can compound into major ones.” Foster School of Business Research Brief. October 22, 2014. <https://foster.uw.edu/research-brief/slippery-slope-minor-unethical-acts-can-compound-into-major-ones/>.
- “A series of unconscionable events: Why do injustices snowball? Research explains.” Psychology Today, October 2014, pp. 18-19.
- “The slippery slope of getting away with small stuff.” BBC News, August 7, 2014. <http://www.bbc.com/capital/story/20140806-the-slippery-slope>.
- “Avoiding the ethical slippery slope.” Workplace Ethics Advice. July 17, 2014. <http://www.workplaceethicsadvice.com/2014/07/avoiding-the-ethical-slippery-slope.html>.
- “The slippery slope in business ethics.” Talking Ethics. July 10, 2014. <http://talkingethics.com/2014/07/10/the-slippery-slope-in-business-ethics/>.
- “Dirty business.” NPR North Carolina. July 10, 2014. <http://wunc.org/post/dirty-business>.
- “Dishonesty does not pay off.” Owner’s Magazine. July 2, 2014. <http://dinoenterprisehosting.com/ownersmagazine/dishonesty-does-not-payoff/>.
- “When tiny fibs create big risks for businesses.” Bloomberg BusinessWeek. June 26, 2014. <http://www.businessweek.com/articles/2014-06-26/how-telling-little-lies-eventually-leads-to-major-ethical-breaches>.
- “Stealing a pen at work could turn you on to much bigger crimes”. Omaha Sun Times. June 26, 2014. <http://omahasuntimes.com/2014/06/stealing-a-pen-at-work-could-turn-you-on-to-much-bigger-crimes/>.
- “Stealing a pen at work could turn you on to much bigger crimes.” Huffington Post. June 26, 2014. [http://www.huffingtonpost.com/2014/06/25/stealing-from-work-corporate-fraud\\_n\\_5530999.html](http://www.huffingtonpost.com/2014/06/25/stealing-from-work-corporate-fraud_n_5530999.html).
- “Small ethical lapses lead to slippery slope, study shows.” Seattle Pi. June 25, 2014. <http://www.seattlepi.com/business/press-releases/article/Small-Ethical-Lapses-Lead-to-Slippery-Slope-5578903.php>.
- “Caution: small ethical lapses lead to a slippery slope.” UNC Kenan-Flagler Business School. June 25, 2014. <http://www.kenan-flagler.unc.edu/news/2014/06/Slippery-Slope>.
- “Make it a venti, you liar.” Bloomberg BusinessWeek. May 15, 2014. <http://www.businessweek.com/articles/2014-05-15/eight-strategies-to-make-you-a-more-ethical-worker>.

- Coffee, naps, and ethical work behavior.” Chicago Tribune. May 9, 2014.  
[http://articles.chicagotribune.com/2014-05-09/business/ct-biz-0512-work-advice-huppke-20140509\\_1\\_behavior-coffee-study](http://articles.chicagotribune.com/2014-05-09/business/ct-biz-0512-work-advice-huppke-20140509_1_behavior-coffee-study).
- “You have a moral obligation to drink coffee.” CKNW News. May 7, 2014.  
<http://www.cknw.com/2014/05/07/the-cknw-morning-news-may-7-2014/>.
- “You have a moral obligation to drink coffee: Science.” The Huffington Post. May 1, 2014.  
[http://www.huffingtonpost.com/2014/05/01/coffee-science-workers\\_n\\_5248187.html?1398966859](http://www.huffingtonpost.com/2014/05/01/coffee-science-workers_n_5248187.html?1398966859).
- “The connection between sleep deprivation, caffeine, and self-control.” I/O at Work. May, 2014.  
<http://www.ioatwork.com/sleep-deprivation-caffeine-and-self-control/>.
- “Can a cup of coffee make workers less likely to lie?” Fast Company. April 18, 2014.  
<http://www.fastcodesign.com/3029284/can-a-cup-of-coffee-make-workers-less-likely-to-lie>.
- “Study: Giving employees more coffee leads to more ethical workplace behavior.” Consumerist. April 16, 2014. <http://consumerist.com/2014/04/16/study-giving-employees-more-coffee-leads-to-more-ethical-workplace-behavior/>.
- “How coffee can keep workers honest.” Fortune. April 16, 2014.  
<http://fortune.com/2014/04/16/how-coffee-can-keep-workers-honest/>.
- “A cup of coffee can help you act ethically at work.” Eller College of Management, University of Arizona. April 3, 2014.  
[http://eller.arizona.edu/news/2014/04/03\\_A\\_cup\\_of\\_coffee\\_can\\_help\\_you\\_act\\_ethically\\_at\\_work.asp](http://eller.arizona.edu/news/2014/04/03_A_cup_of_coffee_can_help_you_act_ethically_at_work.asp).
- “Coffee: Cup o’ ethics.” UNC Kenan-Flagler Business School. April 2, 2014. <http://www.kenan-flagler.unc.edu/news/2014/04/Sleep-study-release>.
- “Setting consecutive difficult goals has a dark side.” Harvard Business Review. February 5, 2014. <http://blogs.hbr.org/2014/02/setting-consecutive-difficult-goals-has-a-dark-side/>.
- “NSF funding supports management research in ethics.” Eller Buzz. February, 2012.  
<http://www.eller.arizona.edu/buzz/2012/feb/research.asp>.
- “Visitation via Skype.” New York Times Motherlode Blog. April 15, 2009.  
[http://parenting.blogs.nytimes.com/2009/04/15/visitation-via-skype/?\\_php=true&\\_type=blogs&\\_r=0](http://parenting.blogs.nytimes.com/2009/04/15/visitation-via-skype/?_php=true&_type=blogs&_r=0).

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## INVITED ADDRESSES

Welsh, D.T. (2017). The effect of goals and incentives on corporate culture. Scottsdale Regional Compliance and Ethics Conference. Scottsdale, AZ.

Ordóñez, L. D, & Welsh, D.T. (2011). Productivity vs. ethics: Winning at both. EthicsPoint (Webinar).

## **AWARDS AND GRANTS**

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Academy of Management OB Division “Outstanding Practical Implications for Management Paper” Award, 2021

Western Academy of Management Ascendant Scholar Award, 2019

Star Teacher in the Undergraduate Program at the University of Washington, Winter, 2015

Star Teacher in the Undergraduate Program at the University of Washington, Fall, 2014

Stephen J. Robbins Doctoral Fellowship Award, \$10,000, 2013

Travel grant, Department of Management and Organizations, 2013.

Center for Leadership Ethics Research Grant, \$8,000, 2012.

Stephen J. Robbins Doctoral Fellowship Award, \$10,000, 2012

Travel grant, Department of Management and Organizations, 2012.

Center for Leadership Ethics Research Grant, \$2,000, 2011.

Stephen J. Robbins Doctoral Fellowship Award, \$10,000, 2011.

Travel grant, Department of Management and Organizations, 2011.

## **TEACHING EXPERIENCE**

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**Instructor**, *LES 582 – Ethical Issues for Managers*, Online MBA Program, Department of Management, Arizona State University, 2021.

**Instructor**, *LES 582 – Ethical Issues for Managers*, Online MBA Program, Department of Management, Arizona State University, 2020.

**Instructor**, *LES 582 – Ethical Issues for Managers*, Online MBA Program, Department of Management, Arizona State University, 2019.

**Instructor**, *LES 582 – Ethical Issues for Managers*, Online MBA Program, Department of Management, Arizona State University, 2018.

**Instructor**, *LES 582 – Ethical Issues for Managers*, Online Executive MPA Program, Arizona State University, 2018.

**Instructor**, *MGT 791 – Design and Analysis of Experimental Research*, Doctoral Seminar, Arizona State University, 2018.

**Instructor**, *LES 582 – Ethical Issues for Managers*, Online MBA Program, Department of Management, Arizona State University, 2017.

**Instructor**, *LES 582 – Ethical Issues for Managers*, Online MBA Program, Department of Management, Arizona State University, 2016.

**Instructor**, *LES 582 – Ethical Issues for Managers*, Evening MBA Program, Department of Management, Arizona State University, 2016.

**Instructor**, *LES 582 – Ethical Issues for Managers*, Online MBA Program, Department of Management, Arizona State University, 2015.

**Instructor**, *Business, Government, and Society*, Department of Management and Organization, University of Washington, 2015, 4.7/5.0 course rating.

**Instructor**, *Business, Government, and Society*, Department of Management and Organization, University of Washington, 2015, 4.6/5.0 course rating.

**Instructor**, *Business, Government, and Society*, Department of Management and Organization, University of Washington, 2014, 5.0/5.0 course rating.

**Instructor**, *Leadership in a Complex World*, Department of Management and Organizations, University of Arizona, 2014, 4.7/5.0 course rating.

**Instructor**, *Integrating Business Fundamentals with Ethics and Law*, Department of Management and Organizations, University of Arizona, 2011, 4.6/5.0 course rating.

## **SERVICE**

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### **Editorial Board Membership**

- Journal of Applied Psychology (2017 to present)
- Personnel Psychology (2020 to present)

### **Ad-hoc Reviewer**

- Academy of Management Journal (2021 to present)
- Academy of Management Review (2020 to present)
- Administrative Science Quarterly (2021 to present)
- Journal of Business Ethics (2015 to present)

- Journal of Experimental Social Psychology (2017 to present)
- Journal of Management (2020 to present)
- Management Science (2016 to present)
- Organizational Behavior and Human Decision Processes (2015 to present)

**Volunteer Reviewer**

- Academy of Management Annual Meeting (2014 to present)

**Professional Associations**

- Academy of Management (2010-Present)