Michael D. Baer

Department of Management & Entrepreneurship
W. P. Carey School of Business | Arizona State University
P.O. Box 874006 | Tempe, AZ 85287-4006
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Education

Ph.D. University of Georgia (2015)

M.B.A Brigham Young University (2010)

B.A. Brigham Young University (2003)

Academic Employment

Arizona State University, W. P. Carey School of Business
Dean's Council Distinguished Professor (2023 – present)
Associate Professor & Dean's Council Distinguished Scholar (2021 – 2023)
Associate Professor (2019 – 2021)
Assistant Professor (2015 – 2019)

Journal Articles [† ASU PhD student at project start; †† PhD student at another university]

Wellman, N., Sonday, L., Luciano, M. M., **Baer, M. D.**, Gill, P., Kang, J., & Dent, R. *Conditional Accept*. Rooted yet responsive: Identity stretching and adherence in personalized leader identity work. ***Academy of Management Journal***.

Sabey, T., ††Shanklin, B., Colquitt, J. A., & **Baer, M. D.** 2025. The approach-inhibition theory of power: A meta-analytic test and synthesis. ***Psychological Bulletin***, 151: 1245–1279.

Outlaw, R., & **Baer, M. D.** 2024. What you say matters: Moving beyond gossiping extent to explore the positive effects of gossip truthfulness and gossip interestingness. ***Personnel Psychology***, 77: 527–554.

†Sessions, H., **Baer, M. D.**, Nahrgang, J., & ††Pychlau, S. 2023. From free pastures to penned in: The within-person effects of psychological reactance on side-hustlers' hostility and initiative in full-time work. ***Journal of Applied Psychology***, 108: 1979–1997.

*Welsh, D., *Outlaw, R., †*Newton, D., & ***Baer, M. D.** 2022. The social aftershocks of voice: An investigation of employees' affective and interpersonal reactions after speaking up. ***Academy of Management Journal***, 65: 2034–2057.
all authors contributed equally; authors are listed in reverse alphabetical order

Baer, M. D., †Sessions, H., Welsh, D., & Matta, F. K. 2022. Motivated to "roll the dice" on trust: The relationships between employees' daily motives, risk propensity, and trust. ***Journal of Applied Psychology***, 107: 1561–1578.

†Sessions, H., Nahrgang, J., **Baer, M. D.**, & Welsh, D. 2022. From zero to hero and back to zero: The consequences of status inconsistency between the work roles of multiple jobholders. ***Journal of Applied Psychology***., 107: 1369–1384.

Welsh, D., **Baer, M. D.**, †Kim, J. K., Thiel, C., & Smith, I. 2022. Desirable or deceitful? How social exchange dynamics shape responses to pro-coworker unethical behavior. ***Personnel Psychology***, 75: 619–644.

†Kim, J. K., LePine, J. A., Zhang, Z., & **Baer, M. D.** 2022. Sticking out versus fitting in: A social context perspective of ingratiation and its effect on social exchange quality with supervisors and teammates. ***Journal of Applied Psychology***, 107: 95–108.

†Bush, J. T., **Baer, M. D.**, Welsh, D. T., Outlaw, R., Garud, N., & †Sessions, H. 2022. To what do I owe this visit? Drawbacks and benefits of in-role and non-role intrusions. ***Journal of Management***, 48: 1888–1917.

Baer, M. D., ††Frank, E., Matta, F. K., Luciano, M. M., & Wellman, N. 2021. Undertrusted, overtrusted, or just right? The fairness of (in)congruence between trust wanted and trust received. ***Academy of Management Journal***, 64: 180–206.

Zipay, K. P., Mitchell, M. S., **Baer, M. D.**, †Sessions, H., & Bies, R. J. 2021. Lenient reactions to misconduct: Examining the self-conscious process of being lenient to others at work. ***Academy of Management Journal***, 64: 351–377.

†Bush, J., Welsh, D., **Baer, M. D.**, & Waldman, D. 2021. Discouraging unethicality versus encouraging ethicality: Unraveling the differential effects of prevention- and promotion-focused ethical leadership. ***Personnel Psychology***, 74: 29–54.

*Welsh, D., ***Baer, M. D.**, & †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.

equal contribution; order randomly determined

Welsh, D., **Baer, M. D.**, †Sessions, H., & Garud, N. 2020. Motivated to disengage: The ethical consequences of goal commitment and moral disengagement in goal setting. ***Journal of Organizational Behavior***, 41: 663–677.

Outlaw, R., Colquitt, J. A., **Baer, M. D.**, & †Sessions, H. 2019. How fair versus how long: An integrative theory-based examination of procedural justice and procedural timeliness. ***Personnel Psychology***, 72: 361–391.

- *One of 3 finalists for the Personnel Psychology 2021 Best Paper Award*

Fehr., R., Welsh, D., Yam, K. C., **Baer, M. D.**, Wu, 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.

Baer, M. D., van der Werff, L., Colquitt, J. A., Rodell, J. B., ††Zipay, K. P., & Buckley, F. 2018. Trusting the "look and feel": Situational normality, situational aesthetics, and the perceived trustworthiness of organizations. ***Academy of Management Journal***, 61: 1718–1740.

Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R. K., Colquitt, J. A., ††Zipay, K. P., ††Burgess, L. R., & Outlaw, R. 2018. Pacification or aggravation? The effects of talking about supervisor unfairness. ***Academy of Management Journal***, 61: 1764–1788.

Baer, M. D., Matta, F., †Kim, J. K., Welsh, D., & Garud, N. 2018. It's not you, it's them: Social influences on trust propensity and trust dynamics. ***Personnel Psychology***, 71: 423–455.

Baer, M. D., Bundy, J., †Kim, J. K., & Garud, N. 2018. The benefits and burdens of organizational reputation for employee well-being: A conservation of resources approach. ***Personnel Psychology***, 71: 571–595.

Mitchell, M. S., **Baer, M. D.**, Ambrose, M. L., Folger, R., & Palmer, N. F. 2018. Cheating under pressure: A self-protection model of workplace cheating behavior. ***Journal of Applied Psychology***, 103: 54–73.

Rodell, J. B., Colquitt, J. A., & **Baer, M. D.** 2017. Is adhering to justice rules enough? The role of charismatic qualities in perceptions of supervisors' overall fairness. ***Organizational Behavior and Human Decision Processes***, 140: 14–28.

Baer, M. D., ††Dhensa-Kahlon, R. K., Colquitt, J. A., Rodell, J. B., Outlaw, R., & Long, D. M. 2015. Uneasy lies the head that bears the trust: The effects of feeling trusted on emotional exhaustion. ***Academy of Management Journal***, 58: 1637–1657.

Long, D. M., **Baer, M. D.**, Colquitt, J. A., Outlaw, R., & ††Dhensa-Kahlon, R. K. 2015. What will the boss think? The impression management implications of supportive relationships with star and project peers. ***Personnel Psychology***, 68: 463–498.

Colquitt, J. A., **Baer, M. D.**, Long, D. M., & Halvorsen-Ganepola, M. D. K. 2014. Scale indicators of social exchange relationships: A comparison of relative content validity. ***Journal of Applied Psychology***, 99: 599–618.

Articles with Revise-and-Resubmit

Baer, M. D., Burgess, R., Colquitt, J. A., & †Yoon, S. (Revise-and-Resubmit). New drivers of trust. ***Academy of Management Journal***.

Editorials and Book Chapters

Baer, M. D., & Kouchaki, M. 2026. A guide to preregistration: Enhancing transparency while allowing for discover. ***Organizational Behavior and Human Decision Processes***, 194: 104495.

Baer, M. D., & Kouchaki, M. 2026. Responsible collaboration with artificial intelligence in organizational scholarship: OBHDP's governance framework for authors and reviewers. ***Organizational Behavior and Human Decision Processes***, 193: 104480.

Baer, M. D. 2025. The *Reviewer's PACT*: A guide and commitment to high-quality reviewing. ***Organizational Behavior and Human Decision Processes***, 190: 104450.

Baer, M. D., & Kouchaki, M. 2025. OBHDP's adoption of Level 2 Transparency and Openness Promotion guidelines. ***Organizational Behavior and Human Decision Processes***, 186: 104389.

Baer, M. D., & Kouchaki, M. 2024. Reinforcing OBHDP's mission and our commitment to helping authors produce science of the highest quality. ***Organizational Behavior and Human Decision Processes***, 180: 104311.

Colquitt, J. A., & **Baer, M. D**. 2023. Foster trust through ability, benevolence, and integrity. In E. A. Locke (Ed.), *Handbook of principles of organizational behavior* (Vol. 3). Malden, MA: Blackwell.

Baer, M. D., & Colquitt, J. A. 2018. Why do people trust? Moving toward a more comprehensive consideration of the antecedents of trust. In S. Sitkin, R. Searle, and A.-M. Nienaber (Eds.), *The Routledge Companion to Trust*. New York: Routledge.

Works in Progress

Baer, M. D., †Yu, M., Burgess, R., & †Flake, D. Relative importance of trustworthiness cues. (Data analysis/writing).

Baer, M. D., †Yoo, C., Kim, J. K. Verbal expressions of trust. (Data collection).

Kim, J. K., LePine, J. A., **Baer, M. D.**, & Yoon, S. Impression management (Data collection).

†Yoo, C., **Baer, M. D.**, & Session, H. Trust variations. (Data analysis).

†Cannon, M., Welsh, D., †Yoo, C., & **Baer, M. D.** Lesser evils. (Data analysis).

Conference Presentations (Papers, Symposia, PDWs, Discussant)

Baer, M. D. (2025, August). Presenter in *Reviewing in the Rough* (PDW). Annual meeting of the Academy of Management. Copenhagen, Denmark.

Baer, M. D. (2025, August). Discussant for *Putting Reputation Back in the Spotlight* (symposium). Symposium accepted at the annual meeting of the Academy of Management. Copenhagen, Denmark.

Baer, M. D. (2025, August). Presenter in *OB Doctoral Consortium Editors' Panel* (PDW). Annual meeting of the Academy of Management. Copenhagen, Denmark.

Baer, M. D. (2025, August). Presenter in *Unlocking the Revise and Resubmit Process* (PDW). Annual meeting of the Academy of Management. Copenhagen, Denmark.

Baer, M. D., Burgess, R., Colquitt, J. A., & †Yoon, S. (2025, August). Can't stop, won't stop… trusting? Building trusting identity into models of trust. Symposium accepted at the annual meeting of the Academy of Management. Copenhagen, Denmark.

Baer, M. D., †Yu, M., Burgess, R., & †Flake, D. (2024, August). Weighing the evidence: How individual differences in trustworthiness salience impact trust. Symposium accepted at the annual meeting of the Academy of Management. Chicago, IL.

Baer, M. D. (2024, August). Presenter in *Unlocking the Revise and Resubmit Process* (PDW). Annual meeting of the Academy of Management. Chicago, IL.

Baer, M. D. (2024, August). Facilitator in *The Elephant in the room: A PDW on enhancing scientific rigor in organizational behavior* (PDW). Annual meeting of the Academy of Management. Chicago, IL.

Baer, M. D. (2023, August). Facilitator in *OB Research Roundtables* (PDW). Annual meeting of the Academy of Management.

†Ho, G. C. C., Welsh, D., **Baer, M. D.**, & †Bush, J. (2022, August). Compliant not courageous. Paradoxical ethical consequences of focusing on values versus compliance. Symposium accepted at the annual meeting of the Academy of Management. Seattle, Washington.

†Sessions, H., **Baer, M. D.**, & Nahrgang, J. (2022, August). The effects of psychological reactance on side-hustlers' daily hostility and initiative. Symposium accepted at the annual meeting of the Academy of Management. Seattle, Washington.

Baer, M. D. (2022, August). Discussant for *Daily goal regulation in various work contexts: Different theoretical perspectives* (Symposium). Symposium accepted at the annual meeting of the Academy of Management. Seattle, Washington

Baer, M. D. (2021, August). Experience sampling methodology in ethics research. Presented in the Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session (PDW). Annual meeting of the Academy of Management. Online.

Matta, F. K., Hill, E., **Baer, M. D.**, †Frank, E. L., & Wilson, K. S. (2021). Exchanging the same favor: The role of resource distinctions and affect in leader–follower exchanges. Paper presented at the annual meeting of the Academy of Management. Online.

Matta, F. K., Hill, E., **Baer, M. D.**, †Frank, E. L., & Wilson, K. S. (2021). To feel good, you have to give what you get: A study of resource exchanges. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.

* SIOP Top 10 Poster (Top 2% of Accepted Submissions)

Baer, M. D., †Frank, E., Matta, F. K., Luciano, M., & Wellman, N. (2020, August). Under trusted, over trusted, or just right? The fairness of (in)congruence between trust wanted and trust received. Symposium accepted at the annual meeting of the Academy of Management. Vancouver, Canada.

Outlaw, R., †Newton, D., & **Baer, M. D.** (2020, August). The dynamic affective and behavioral consequences of employee voice. Symposium accepted at the annual meeting of the Academy of Management. Vancouver, Canada.

Welsh, D., **Baer, M. D.**, †Kim, J. K., Thiel, C., & Smith, I. (2020, August). Desirable or deceitful? How social exchange dynamics shape responses to unethical helping behavior. Symposium accepted at the annual meeting of the Academy of Management. Vancouver, Canada.

Baer, M. D. (2020, August). Preparing for the job market. Presentation for *Halfway there, but now what? Advice for pre-dissertation doctoral students* (11th annual). PDW conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

Zipay, K., Mitchell, M. S., **Baer, M. D.**, †Sessions, H., & Bies, R. (2019, August). Lenient reactions to misconduct: Examining the role of self-conscious emotions. Symposium conducted at the annual meeting of the Academy of Management. Boston, MA.

Baer, M. D. (2019, August). Panel participant for *The road to nowhere: Knowing when to call it quits with papers, projects, and people*. PDW conducted at the annual meeting of the Academy of Management. Boston, MA.

Baer, M. D. (2019, August). Preparing for the job market. Presentation for *Halfway there, but now what? Advice for pre-dissertation doctoral students* (10th annual). PDW conducted at the annual meeting of the Academy of Management. Boston, MA.

Kim, J. K., LePine, J., Zhang, Z., & **Baer, M. D.** (2019, August). The role of team context in how ingratiation affects social exchange quality with targets and observers. Paper session conducted at the annual meeting of the Academy of Management. Boston, MA.

Baer, M. D. (2018, August). Preparing for the job market. Presentation for *Halfway there, but now what? Advice for pre-dissertation doctoral students* (9th annual). PDW conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Baer, M. D. (2018, August). Loving and converting your R&Rs. Presentation for *The productivity process: Research tips and strategies from prolific junior faculty*. PDW conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Mitchell, M. S., **Baer, M. D.**, Zipay, K., & Bies, R. (2018, August). Have mercy! Observer reactions to mercy granted from coworker misconduct. Symposium conducted at the annual meeting of the Academy of Management. Chicago, IL.

Baer, M. D., Bundy, J., Kim, J., & Garud, N. (2017, August). Two sides to every coin: The benefits and burdens of organizational reputation on employees. Paper session conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Baer, M. D. (2017, August). Why do people trust? Presentation at PDW conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Baer, M. D. (2017, August). Preparing for the job market. Presentation for *Halfway there, but now what? Advice for pre-dissertation doctoral students* (8th annual). PDW conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Bush, J. T., **Baer, M. D.**, Welsh, D., Garud, N., Outlaw, R., Matta, F., K., & Sessions, H. (2017, August). Thanks for stopping by! A daily examination of the costs and benefits of workplace intrusions. Paper session conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Baer, M. D., van der Werff, L., Colquitt, J. A., Rodell, J. B., Zipay, K. P., & Buckley, F. (2016, August). The effects of supervisor trust in employees on supervisor role overload and emotional exhaustion. In P. Schilpzand & J. Cho (Chairs), *Trust in organizations: Novel directions and new frontiers*. Symposium conducted at the annual meeting of the Academy of Management. Anaheim, CA.

Baer, M. D., Yang, M., & Cui, T. (2016, August). A longitudinal study of the effects of early impressions on trust in one's organization. In A. Klotz & S. Park (Chairs), *New perspectives on impression management at work*. Symposium conducted at the annual meeting of the Academy of Management. Anaheim, CA.

Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R. K., Colquitt, J. A., & Outlaw, R. (2015, August). Pacification or aggravation? The effects of talking about supervisor unfairness. In M. Lensges, S. Masterson, and J. Koopman (Chairs), *Exploring alternative questions: Established vs. emerging issues in justice research*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

Mitchell, M. S., Zipay, K. P., **Baer, M. D.**, & Bies, R. J. (2105, August). The injustice of granting mercy: A third-party perspective. In M. F. Saldanha, and L. J. Barclay (Chairs), *New insights into forgiveness and mercy: Antecedents, outcomes, and the role of third parties*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

Baer, M. D., Dhensa-Kahlon, R. K., Colquitt, J. A., Rodell, J. B., Outlaw, R., & Long, D. M. (2014, August). Uneasy lies the head that bears the trust: The effects of being trusted on emotional exhaustion. In N. P. Podsakoff (Chair), *Changing conversations in management research*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.

Colquitt, J. A., Outlaw, R., & **Baer, M. D.** (2014, May). Beyond justice: The effects of procedural convenience on trust and citizenship. In J. A. Colquitt and R. Bobocel (Chairs), *Expanding the boundaries of the justice literature*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Honolulu, HI.

Mitchell, M. S., **Baer, M. D.**, Ambrose, M. L., Folger, R. G., & Palmer, N. F. (2013, August). Unethical and self- interested behavior in organizations: Antecedents of workplace cheating behavior. In M. S. Mitchell (Chair), *Theoretical and empirical developments on the consequences of abusive supervision**. Symposium conducted at the annual meeting of the Academy of Management. Orlando, FL.
*Winner of the OB division Best Symposium award

Long, D. M., **Baer, M. D.**, & Colquitt, J. A. (2013, August). Rising stars and perceived projects: A field investigation of peer mentoring with coworkers. Paper session conducted at the annual meeting of the Academy of Management. Orlando, FL.

Rodell, J. B., Colquitt, J. A., **Baer, M. D.**, Crossley, C., & Mitchell, M. S. (2013, April). Anticipatory justice and affect in organizational change circumstances. In J. Greenberg (Chair), *Moderating established justice effects: New twists and varied contexts.* Paper session conducted at the annual meeting of the Society of Industrial & Organizational Psychology. Houston, TX.

Rodell, J. B., Colquitt, J. A., & **Baer, M. D.** (2012, April). From justice to injustice to ajustice: What else explains fairness? In J. A. Colquitt and M. D. Baer (Chairs), *Affective and*

cognitive perspectives on fairness. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. San Diego, CA.

Judge, T. A., Buckman, B. R., Koopmann, J. M., Rubenstein, A. L., & **Baer, M. D.** (2012, April) Uncovering the motives behind work goals: A self-determination theory perspective. In B. Erdogan (Chair), *Whistle while you work: Happiness and the workplace*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. San Diego, CA.

Colquitt, J. A., Long, D. M., Halvorsen-Ganepola, M. D. K., & **Baer, M. D.** (2011, August). The relative effectiveness of trust as an operationalization of social exchange. In M. L. Frazier (Chair), *Trust in interpersonal relationships: Emerging concepts and future directions*. Symposium conducted at the annual meeting of the Academy of Management. San Antonio, Texas.

Chaired & Organized Conference Sessions

Baer, M. D., Chawla, N., Hussain, I., & Welsh, D. (2022, August). The productivity process: Research tips and strategies from prolific junior faculty. PDW conducted at the annual meeting of the Academy of Management. Seattle, Washington.

Baer, M. D., Campbell, E. M., Chawla, N., & Welsh, D. (2021, August). The productivity process: Research tips and strategies from prolific junior faculty. PDW conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

Baer, M. D., Campbell, E. M., & Welsh, D. (2020, August). The productivity process: Research tips and strategies from prolific junior faculty. PDW conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

Baer, M. D., Campbell, E. M., Stoverink, A., & Welsh, D. (2019, August). The productivity process: Research tips and strategies from prolific junior faculty. PDW conducted at the annual meeting of the Academy of Management. Boston, MA.

Baer, M. D., Dimotakis, N. E., Djurdjevic, E., & Koopman, J. (2018, August). Halfway there, but now what? Advice for pre-dissertation doctoral students (10th annual). PDW conducted at the annual meeting of the Academy of Management. Chicago, IL.

Baer, M. D., Kuenzi, M., Whiting, S. (2017, August). Halfway there, but now what? Advice for pre-dissertation doctoral students (9th annual). PDW conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Baer, M. D., Kuenzi, M., Wellman, E., & Zapata, C. (2016, August). Halfway there, but now what? Advice for pre-dissertation doctoral students (8th annual). PDW conducted at the annual meeting of the Academy of Management. Anaheim, CA.

Baer, M. D. (2013, August). *The mind, gender and others: New directions in justice research*. Session conducted at the annual meeting of the Academy of Management. Orlando, FL.

Selected Media Citations

"Venting won't make you feel better." *Harvard Business Review*, July–August, 2019: 29–30.

"Science says: Complaining about your bad boss will make it worse." Shondaland, March 26, 2018. https://www.shondaland.com/live/a19577655/complaining-about-work-makes-things-worse/

"Is your workplace encouraging employees to cheat?" *FastCompany.com*, November 8, 2017. https://www.fastcompany.com/40492512/is-your-workplace-encouraging-employees-to-cheat

"Venting about boss? Research says choose co-workers carefully." *NPR* (*KJZZ*), October 31, 2017. http://kjzz.org/content/559421/venting-about-boss-research-says-choose-co-workers-carefully

"Why do people cheat at work?" *NPR* (*KJZZ*), October 17, 2017. http://kjzz.org/content/552762/why-do-people-cheat-work

"Performance standards could be leading to more workplace cheating." *Arizona Horizon*, *PBS*, October 19, 2017. https://azpbs.org/horizon/2017/10/asu-researcher-says-performance-standards-leading-workplace-cheating/

"The delicate balancing act of placing trust in your best staff." *Financial Times*, January 11, 2016. http://www.ft.com/intl/cms/s/0/b4a7e2fe-b7a0-11e5-bf7e-8a339b6f2164.html#axzz48CtKE3qQ

"The surprising danger of feeling trusted by your boss." *Business Insider*, January 7, 2016. http://www.businessinsider.com/the-downside-of-feeling-trusted-by-your-boss-2016-1

"Why the boss's trust can leave you exhausted." *Psychology Today*, December 22, 2015. https://www.psychologytoday.com/blog/worklife-matters/201512/why-the-bosss-trust-can-leave-you-exhausted

"The surprising downside to having an awesome boss." *Men's Health*, January 9, 2015. http://www.menshealth.com/guy-wisdom/surprising-downside-awesome-boss

"The downside of feeling trusted by your boss at work." *New York Magazine*, December 21, 2015. http://nymag.com/scienceofus/2015/12/downside-of-feeling-trusted-by-your-boss.html

AWARDS

2026 Early- to Mid-Career Award, OB Division of Academy of Management (awarded to one faculty member globally)

2024 Excellence in Teaching Award, Professional MBA Program, W. P. Carey School of Business (awarded to one faculty member in the college)

2022 Outstanding Graduate Teaching Award, W. P. Carey School of Business, ASU (awarded to one faculty member in the college)

2020 W. P. Carey Early-Career Research Award, Arizona State University (awarded to one faculty member in the college)

2020 Best Reviewer Award, *Journal of Applied Psychology*

2021 Dean's List for Teaching Impact, W. P. Carey School of Business, ASU

2020 Dean's List for Teaching Impact, W. P. Carey School of Business, ASU

2018 Best Reviewer Award, *Academy of Management Journal*

2016 Excellence in Research Award, University of Georgia

2013 OB Division Best Symposium Award

Invited University Presentations

Cornell University (2026)
UC–Riverside (2026)
Imperial College London (2026)
CEIBS (2026)
Durham University (2025)
National University of Singapore (2024)
Temple University (with Wharton, Villanova, Rutgers; 2024)
University of Minnesota (2024)
University of Maryland (2022)
Brigham Young University (2022)
Tulane University (2019)

Invited Online Presentations/PDWs/Classes

University of Central Florida, AI usage in research (2025)

University of Minnesota, Multilevel theory and methods seminar (2024)

Journal of Applied Psychology, Paper development workshop (2023)

Brigham Young University, Pre-PhD Seminar (2022–2026)

Teaching Experience (Courses Taught)

Organizational Behavior
Leadership
Human Resource Management
Trust, Justice, & Ethics (PhD)
Research Capabilities (PhD)

Mentoring Experience

Dissertation Committee Member

- Ji Kim (graduated 2019, placed at Texas A&M University)
- Hudson Sessions (graduated 2019, placed at University of Oregon)
- John Bush (graduated 2020, placed at University of Missouri)
- Grace Ho (graduated 2025, placed at Southern Methodist University)

Soohyun Yoon (graduated 2025, placed at Hong Kong Baptist)

Assigned advisor for PhD students (pre-dissertation proposal)
- Christine Yoo (primary advisor)
- Devin Flake (primary advisor)
- Eunjeong Kwon (secondary advisor)
- Min Yu (secondary advisor)

Honors thesis advisor (undergraduate)
- Devin Molinar (defended Spring 2016)
- Jessarra Harrington (defended Fall 2017)
- Courtney Farkas (defended Fall 2018)
- Chase Petersen (defended Spring 2019)
- Henry Mackey (defended Spring 2019)
- Joshua Rosen (defended Spring 2019)
- Raina Gagliano (defended Spring 2020)

Honors enrichment contracts (more than 100; 2015–2025)

Editorial Service

Organizational Behavior and Human Decision Processes

Editor-in-Chief: 2023–present

Associate Editor: 2022–2023

Editorial Board Member

Academy of Management Journal (2016–2023)

Journal of Applied Psychology (2018–2023)

Organizational Behavior and Human Decision Processes (2021–2023)

Personnel Psychology (2017–2023)
- Member of Best Paper Committee (2022)

Ad Hoc Reviewer

Academy of Management Review

Administrative Science Quarterly

Organization Science

Management Science

Journal of Management

Journal of Experimental Social Psychology

Journal of Organizational Behavior

Journal of Trust Research

Motivation & Emotion

Organizational Psychology Review

Professional Organizational Memberships

Academy of Management
Society for Industrial and Organizational Psychology

Department/College Service

PhD Committee (2022–present)
PhD Student Selection Committee (2016–2026)
Personnel Committee (2021–2023)
OB Hiring Committee (2020, 2021, 2022, 2023, 2024 [chaired], 2025, 2026)
Annual Review Committee (2020, 2025)
Co-chair of Micro-Meets-Macro committee (2020, 2022)
Distinguished Chair Search Committee (2020)
Micro-Meets-Macro committee (2019)
Comprehensive Exam Committee (2017, 2020–present)
Starbucks Outreach Worker Initiative (2022)
Chaired committee for new MIM 501 online course (2017)
Northern Trust Outreach seminar (2023)
Ivy Exec Webinar for W. P. Carey Professional MBA Programs, ASU (October, 2020)
W. P. Carey Back to School Info Session, ASU (June, 2020)
Proflex MBA Panel, ASU (June, 2020)
Sparky's Virtual Experience, ASU (July, 2020)
Summer Send-Off for High School Seniors, ASU (July, 2020)

Profession Service

Academy of Management, OB Division, Making Connections Committee (2015–2022)

- Organizer: "Halfway there, but now what? Career advice for pre-dissertation doctoral students" (2016, 2017, 2018)
    - Presented in 2017, 2018, 2019, 2020
- Organizer: "The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty" (2019, 2020, 2021, 2022)
    - Presented in 2018
- Organizer: Assistant Professor Cohort Dinner (2015–2020)

Work Experience

Hewlett Packard (2009)—Executive Leadership Development group

Publishing and online education (2004–2008)

Utah Valley Homes, Owner/Operator (Custom home construction; 1998–2004)

EXECUTIVE EDUCATION & CONSULTING †*Fortune 500* company

American Express†

Starbucks†

USAA†

Avnet†

Applied Materials†

Harvard University – Learning and Innovations Laboratory (Chief Learning Officers at *Fortune 500* companies)

BlueCross BlueShield

SRP (*Salt River Project*, utility company)

APS (*Arizona Public Service*, utility company)

Arizona Department of Education

United States Army

Mesa Police Department

Tempe Police Department

Lallemand Baking

ASU Enterprise Partners

Native American Finance Officers Association

Advanced Leadership Initiative (ASU)

Leadership Academy (ASU)

Center for Education Through eXploration (ASU)

ASU Office of Human Resources—Mastering Leadership Series (ASU)

AchieveUnite Inc.

Arizona Relocation Alliance

Piper Charitable Trust

Society of Human Resource Management