CURRICULUM VITA

# Donald H. Kluemper

**Professor of Management**

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## ACADEMIC EXPERIENCE

Professor, Summer: 2022 – Present
John B. Walker Endowed Professor of Business: 2023 - Present
Area Coordinator: 2022-Present
Area of Management, Texas Tech University

Associate Professor, Fall 2017 – Summer 2022 (Full Professor approved in Summer 2022)
Director, UIC Institute for Leadership Excellence and Development (iLEAD) - 2015 - 2022
Assistant Professor, Fall 2013 – Summer 2017
Department of Management, University of Illinois at Chicago

Assistant Professor, Fall 2010 – Summer 2013 (Associate with Tenure approved in Spring 2013)
Department of Management, Northern Illinois University

Robert & Patricia Hines Professor and Assistant Professor, Spring 2008 – Spring 2010
Assistant Professor, Fall 2006 – Spring 2008
Rucks Department of Management, Louisiana State University

Visiting Assistant Professor, Fall 2005 – Summer 2006
Department of Management, Oklahoma State University - Tulsa

## EDUCATION

Ph.D.   Oklahoma State University, May 2006

Major: Organizational Behavior
Minor: Research Methods and Statistics

Dissertation Title: An examination of ability-based emotional intelligence in the structured employment interview.
Committee: Mark Gavin, *Chair (Chair of record);* Tim DeGroot, *Member (Unofficial Chair)*; Debra Nelson, *Member*; Gary Frankwick, *Member*

M.S.   Indiana State University, August 2000
        Major: Criminology

B.S.   Indiana State University, December 1993
        Major: Management

# RESEARCH

## Publications

Total citations on Google Scholar exceed 4500:
http://scholar.google.com/citations?hl=en&user=R3iVJCcAAAAJ

*Denotes work with doctoral students

1. Pathki, C., Swab, R. G., Johnson, P., & **Kluemper, D. H**. Yes, opposites attract! Effect of leader-follower trait hypercompetitiveness dissimilarity on relationship and performance outcomes. In Press at *Group and Organization Management*.

2. Lu, X., **Kluemper, D. H.,** Tu, Y., & Zhou, H. Goal Orientation, Time Pressure, and Job Crafting Profiles: An Integration of Job Demands-Resources Model and Approach-avoidance Perspective. In Press at the *Journal of Vocational Behavior*.

3. *Yin, J., Wu, Y., Liden, R, **Kluemper, D. H.,** *Gu, J, & Sauerwald, S. The Interactive Effects of Abusive CEOs and Philanthropic Corporate Social Responsibility on Organizational Innovation and Performance. In Press at the *Academy of Management Journal*.

4. Yates, V., Vardaman, J., McLarty, B., **Kluemper, D. H.**, & Pollack, J. Getting along (but only to get ahead): A network perspective on narcissism and venture success. In press at *Journal of Small Business Management*.

5. *Buis, B., **Kluemper, D. H.,** Weisman, H., & *Tao, S. (2023). Your employees are calling: How organizations help or hinder living a calling and how employees react. *Journal of Vocational Behavior*. https://doi.org/10.1016/j.jvb.2023.103958.

6. *Sun, U.Y., *Xu, H., **Kluemper, D.H.**, McLarty, B.D., & Yun, S. (2024). Ethical Leadership and Knowledge Sharing: A Social Cognitive Approach Investigating the Role of Self-Efficacy as a Non-Moral Mechanism. In press *Journal of Business Research*.

7. Huang, J. L., Bowling, N. A., McLarty, B. D., **Kluemper, D. H.,** & Wang, Z. (2024). Confounding effects of insufficient effort responding across survey sources: The case of personality predicting performance. In press at *Organizational Research Methods*.

8. *Sun, U. Y., *Xu, H., & **Kluemper, D. H.**, Yun, S. (2024). What Does Leaders' Abuse Mean to Me? Psychological Empowerment as the Key Mechanism Explaining the Relationship Between Abusive Supervision and Taking Charge. *Group & Organization Management*.

9. **Kluemper, D. H.,** Sun, J., Eun Lee, Y., Wayne, S. J., Anderson, E., Billings, C., Koopman, J., & Rosen, C. (2023). An experience sampling analysis of the impact of video monitoring technology and in-person sitters on nurse burnout: The moderating effect of nurse commitment and mediating effect of emotional labor. *Western Journal of Nursing Research*.

10. Lu, X., **Kluemper, D.H.,** Tu, Y. (2023). When Hindrance Appraisal Strengthens the Effect of Challenge Appraisal? The Role of Performance-approach Goal Orientation. *Journal of Organizational Behavior*, 44 (9), 1464–1485.

11. Wayne, S. J., *Sun, J., **Kluemper, D. H.,** Cheung, G. *Ubaka, A. (2023). The Cost of Managing Impressions for Black Employees: An Expectancy Violation Theory Perspective. *Journal of Applied Psychology*.

12. Taylor, S. G., Locklear, L. R., **Kluemper, D. H.,** & Lu, X. (2022). Beyond targets and instigators: Examining workplace incivility in dyads and the moderating role of perceived incivility norms. *Journal of Applied Psychology*. Advance online publication. https://doi.org/10.1037/apl0000910

13. *Pathki, C. S., **Kluemper, D. H.**, Meuser, J. D., McLarty, B. D. (2022). The Org-B5: Development of a Short Work Frame-of-Reference Measure of the Big Five. *Journal of Management*. June 2021. doi:10.1177/01492063211002627

14. *Masterson, C., *Sun, J., Wayne, S., **Kluemper, D. H.** (2021). The roller coaster of happiness: An investigation of interns' happiness variability, LMX, and job-seeking goals. In press at the *Journal of Vocational Behavior*.

15. McLarty, B.D., Whitman, D.S., **Kluemper, D.H.,** & *Tao, S. (2021). An identity and reputation approach to understanding the Dark Triad in the workplace. In press at the *Journal of Organizational Behavior*.

16. Richardson, H., **Kluemper, D. H.,** Taylor, S. G., (2021). Too Little and Too Much Authority-sharing: Differential Relationships with Psychological Empowerment and In-role and Extra-Role Performance. *Journal of Organizational Behavior, 42( 8), 1099– 1119. https://doi.org/10.1002/job.2548*

17. *Smallfield, J., **Kluemper, D. H.** (2021) An Explanation of Personality Change in Organizational Science: Personality as an Outcome of Workplace Stress. *Journal of Management*. March 2021. doi:10.1177/0149206321998429
*Authors contributed equally.

18. **Kluemper, D. H.** (2021). *Survey Design*. In Oxford Encyclopedia of Business and Management. Oxford University Press. doi: 10.1093/acrefore/9780190224851.013.233

19. Davison, H. K., **Kluemper, D. H.,** *Tao, S., Stewart, D, & Bing, M. N. (2021) Incremental Validity of Conscientiousness Beyond Cognitive Ability: Does Faking Matter? *International Journal of Selection and Assessment*. http://doi.org/10.1111/ijsa.12319

20. *Smallfield, J., Hoobler, J., & **Kluemper, D. H.** (2020). How team helping influences abusive supervision and empowering leadership: The role of team affective tone and performance. *Journal of Organizational Behavior, 41*, 757-781. DOI:10.1002/job.2450

21. **Kluemper, D. H.,** Taylor, S., Bowler, M., Bing, M. N., & Halbesleben, J. (2019). How leaders perceive employee deviance: Excusing favorites while blaming victims. *Journal of Applied Psychology, 7,* 946-964. http://dx.doi.org/10.1037/apl0000387

22. **Kluemper, D. H.,** Mossholder, K., Ispas, D., Bing, M. N., Illie, A., & Iliscu, D. (2019). When core self-evaluations influence employees' deviant reactions to abusive supervision: The moderating role of cognitive ability. *Journal of Business Ethics, 159, 435-453.* https://doi.org/10.1007/s10551-018-3800-y

23. Jawahar, I. M., Stone, T. H., & **Kluemper, D. H.** (2019). When and why leaders trust followers: LMX as a mediator and empowerment as a moderator of the trustworthiness-trust relationship. *Career Development International, 24*, 702-716.

24. Gilley, K.M., Weeks, K.P., Coombs, J.E., Bell, M.P., & **Kluemper, D. H.** (2019) "Board Gender Diversity, Social Performance, and CEO Compensation." *Journal of Business Strategies, 36*, 1-27.

25. **Kluemper, D. H.** (2017). Social media in Selection. In S. Rogelberg (Ed), *Encyclopedia of Industrial/Organizational Psychology* (2nd ed). Thousand Oaks, CA: Sage.

26. **Kluemper, D. H.,** *Mitra, A., & *Wang, S. (2016) Social media and HRM. M. Ronald Buckley, Halbesleben, Jonathon R. B. & Wheeler, Anthony R. (Eds.) *Research in Personnel and Human Resource Management (Volume 34)*. Emerald Group Publishing Ltd., p. 153-207.
Winner: Outstanding Author Contribution in the 2017 Emerald Literati Network Awards for Excellence.

27. Davison, H. K., Bing, M. N., **Kluemper, D. H.**, & Roth, P. (2016). Social media as a personal selection and hiring resource: Reservations and recommendations. *Using social media in employee selection: Theory, practice, and future research.* Landers, R. N. & Schmidt, G. (Eds.) Springer. New York, NY.

28. **Kluemper, D., H.**, *McLarty, B., & Bing, M. N. (2015). Acquaintance ratings of the Big Five personality traits: Incremental validity beyond and interactive effects with self-reports in the prediction of workplace deviance. Journal of Applied Psychology, 100, 237-248. DOI: http://dx.doi.org/10.1037/a0037810

29. **Kluemper, D. H.**, *McLarty, B. Bishop, T., & *Sen, A, (2015). Interviewee selection test and evaluator assessments of general mental ability, emotional intelligence and extraversion: Relationships with structured behavioral and situational interview performance. Journal of Business and Psychology, 30, 543-563.

30. **Kluemper, D. H.**, Davison, H. K., *Cao, A., & *Wu, B. (2015). Social networking websites and personnel selection: A call for academic research. *Current Issues in Work and Organizational Psychology: Employee Recruitment, Selection, and Assessment.* Ioannis Nikolaou and Janneke Oostrom and (Eds.). Psychology Press. Hove, U.K.

31. **Kluemper, D. H.** (2013). Social network screening: Pitfalls, possibilities, and parallels in employment selection. *Advanced Series in Management, Volume 12, Social Media in Human Resource Management.* Tanya Bondarouk and Miguel Olivas-Lujan (Eds.). Bingly, UK: Emerald Group Publishing Ltd.

32. **Kluemper, D. H.**, DeGroot, T., & *Choi, S.  (2013). Emotion management ability: Predicting task performance, citizenship, and deviance. Journal of Management, 39, 878-905. DOI: 10.1177/0149206311407326

33. Little, L., **Kluemper, D, H.**, Nelson, D. & Ward, A. (2013). More than happy to help? Customer-focused emotion management strategies. Personnel Psychology, 66, 261-286. DOI: 10.1111/peps.12010

34. *Choi, S, **Kluemper, D. H.** & Sauley, K. (2013). Assessing emotional self-efficacy: Evaluating validity and dimensionality with cross-cultural samples. Applied Psychology: An International Review; 62, 97-123. DOI: 10.1111/j.1464-0597.2012.00515.x

35. *Taylor, S. G., & **Kluemper, D. H.** (2012). Linking perceptions of role stress and incivility to workplace aggression: The moderating role of personality. Journal of Occupational Health Psychology, 17, 316-329. DOI: 10.1037/a0028211

36. *Taylor, S., Bedeian, A., & **Kluemper, D. H.** (2012). Linking workplace incivility to citizenship performance: A moderated mediation study. Journal of Organizational Behavior, 33, 878-893. DOI: 10.1002/job.773

37. **Kluemper, D. H.**, Rosen, P. A., Mossholder, K. W. (2012). Social networking websites, personality ratings, and the organizational context: More than meets the eye? Journal of Applied Social Psychology, 42, 1143-1172. doi: 10.1111/j.1559-1816.2011.00881.x
Article featured on the JASP website from February through May 2012.
See Media section for details about the extensive media attention this article received.

38. Little, L. M., **Kluemper, D. H.**, Nelson, D. & Gooty, J. (2012). Development and validation of the Interpersonal Emotion Management Scale. Journal of Occupational and Organizational Psychology, 85, 407-420. DOI: 10.1111/j.2044-8325.2011.02042.x

39. *Choi, S. & **Kluemper, D. H.** (2012). The relative utility of differing measures of emotional intelligence: Other-rated EI as a predictor of social functioning. European Review of Applied Psychology, 93, 270-277. DOI: 10.1016/j.erap.2012.01.002

40. Stone, T., Kismore, J., **Kluemper, D. H.**, & Jawahar, I. M. (2012). Whistle-blowing in the classroom. Journal of Higher Education Theory and Practice, 12, 11-26.

41. Bing, M., **Kluemper, D. H.**, Davison, K., *Taylor, S., & Novicevic, M. A. (2011). Overclaiming as a measure of faking. Organizational Behavior and Human Decision Processes, 116, 148-162. DOI: 10.1016/j.obhdp.2011.05.006

42. DeGroot, T., Aime, F., Johnson, S., & **Kluemper, D. H.** (2011). Does talking the talk help walking the walk? An examination of the effect of vocal attractiveness in leader performance. <u>Leadership Quarterly</u>, 22, 680-689. DOI: 10.1016/j.leaqua.2011.05.008

43. *Choi, S., **Kluemper, D. H.**, Sauley, K. (2011). What if we fake emotional intelligence? A test of criterion validity attenuation. <u>Journal of Personality Assessment</u>, 93, 270-277. DOI: 10.1080/00223891.2011.558870

44. *Liguori, E., *Taylor, S, *Choi, S., **Kluemper, D. H.** & Sauley, K. (2011). Testing measures of equity sensitivity for resistance to response distortion. <u>Journal of Managerial Issues</u>, 23, 46-51.

45. *Taylor, S., & **Kluemper, D. H.**, Mossholder, K. (2010). Linking Personality to Interpersonal Citizenship Behavior: The Moderating Effect of Empathy. <u>Journal of Occupational and Organizational Psychology</u>, 83, 815-834. DOI: 10.1348/096317909X475794

46. **Kluemper, D. H.**, Little, L., & DeGroot, T. (2009). State or Trait: Effects of State Optimism on Job-related Outcomes. <u>Journal of Organizational Behavior</u>, 30, 209-231. DOI: 10.1002/job.591

47. **Kluemper, D. H.** & Rosen, P. (2009). Future employment selection methods: Evaluating social networking websites. <u>Journal of Managerial Psychology</u>, 24, 567-580. DOI: 10.1108/02683940974134

48. *Taylor, S., **Kluemper, D. H.**, & Sauley, K. (2009). Equity sensitivity revisited: Contrasting unidimensional and multidimensional approaches. <u>Journal of Business and Psychology</u>, 24, 299-314. DOI: 10.1007/s10869-009-9108-02

49. **Kluemper, D. H.** (2008). Trait Emotional Intelligence: The Impact of Core-self Evaluations and Social Desirability. <u>Personality and Individual Differences</u>, 44(6), 1402-1412. DOI: 10.1016/j.paid.2007.12.008

50. DeGroot, T. & **Kluemper, D. H.** (2007). Evidence of predictive and incremental validity of personality factors, vocal attractiveness and the situational interview. <u>International Journal of Selection and Assessment</u>, 15(1), 30-39.

**Manuscripts Accepted for Revision**

Lu, X., Tu, Y., & **Kluemper, D.H.** Does dynamic demand-abilities fit increase job crafting? It depends on change patterns and trait anxiety Preparing for second review at the *Journal of Management.*

Mitra, A., Wang, S., & Kluemper, D. H. SOCIAL MEDIA USE IMPACTING EMPLOYEES: A THEORETICAL ROADMAP. Revise and resubmit at *Group and Organization Management*.

**Manuscripts Under Journal Review**

Lu, X., **Kluemper, D. H.,** & Tu, Y. Does Dynamic Demand-Abilities Fit Increase Job Crafting? It Depends on Change Patterns and Trait Anxiety. Under review at the *Journal of Management.*

**Manuscripts (with full data) Being Prepared for Journal Submission**

**Kluemper, D. H.,** McLarty, B., MacAbee, S., & Bing, M., Bridging the Gap: The Role of Entrepreneurs' Structural Hole Occupancy in Venture Performance. Preparing for submission to *Personnel Psychology.*

*Lu, X., *Mitra, A., **Kluemper, D. H.** Proactive Teams and Knowledge Sharing: Unpacking the Magic Behind Team Configurations and Motives. Preparing for submission to Personnel Psychology.

*Yan, Z, Gardner, W., **Kluemper, D. H.,** & *Ge, S. Linking Subordinate Humor and Supervisor-Subordinate Guanxi: A Moderated Mediation Model.

Lu, X. & **Kluemper, D.H.** Revisiting the literature of faultlines research: Conceptualization, measurement, and theorizing.

*Shukla, J., Pathki, C. S., **Kluemper, D. H.** When Does Speaking up Lead to Lashing Out? How LMX Influences Voice-Deviance Relationship Over Time.

*Lu, X., **Kluemper, D. H.,** & Dimotakis, N. The Role of Time in Time Pressure: Investigating Dual Pathways between Time Pressure and Engagement.

Pathki, C. & **Kluemper, D. H.** I Am Impacted by Your Motives, Not by Your Abuse! Effects of Abusive Supervision on Functional and Dysfunctional Voice Behaviors.

Yin, J., Hu, J., Tao, S., Wu, Y., Liden, R., & **Kluemper, D. H.** The Effects of Leader-Team Proactive Personality Similarity on Team Performance: An Exploration of Dual Processes.

Meuser. J. D., Liden, R.C., **Kluemper, D.H.**, & Yung, W.Y. Biting the hand that feeds you (too little or too much): The role of LMX prototype.

*Masterson, C., Liden, R. C., & **Kluemper, D. H.** Peeling back the layers: A multimethod examination of organizational pride.

*Lu, X., **Kluemper, D. H.** & Malter, A. Big Five personality and team performance trajectory.

*Tao, S., McLarty, B., & **Kluemper, D. H**. Metaperceptions of personality

**Conference Presentations / Symposia**

1. Lu, X. & **Kluemper, D.H.** How Performance Pressure Predicts Change in Proactive Personality? A Regulatory Focus Perspective. Presented at the Academy of Management Annual Conference. July 2025 Copenhagen, Denmark

2. Wang, S. & **Kluemper, D. H.** The impact of leader work competence on employees: From a social structure perspective. Presented at the Academy of Management Annual Conference. July 2025 Copenhagen, Denmark

3. Aiken, J., Thomas, S., Francavilla, J., Lee, J., Her, D., & **Kluemper, D.H.** Exploring Leader-Follower Relationships: New Perspectives and Empirical Insights. Symposium at the Academy of Management Annual Conference. July 2025 Copenhagen, Denmark

4. Aiken, J., **Kluemper, D.H**. For the Love of Leadership: Leadership Doctoral Student Consortium. PDW at the Academy of Management Annual Conference. July 2025 Copenhagen, Denmark

5. Aiken, J.J., Thomas, S.R., & **Kluemper, D.H.** The narcissist's dance with charismatic leadership, trust, and self-monitoring: A longitudinal multi-level multi-source investigation. Rawls Research Conference. February 2025 Lubbock, TX.

6. Tsai, Chia-Yun & **Kluemper, D.H.** From Silent Suffering to Retaliation: Exposing How Discrimination Leads Restaurant Employees to Service Sabotage. WFCHRIE conference, Denton, TX, February 2025.

7. **Kluemper, D.H.,** & Anderson, E. Revolutionizing Nurse Well-Being: How Video Monitoring Reduces Burnout Over In-Person Sitters. October 2024 AvaSure Webinar.

8. **Kluemper, D., H.** Methodological considerations when designing a study using surveys - Professional Development Institute (PDI). Presented at the 2024 Southern Management Association Annual Meeting, San Antonio, TX.

9. **Kluemper, D., H.** & Allen, J. The essentials of self-defense. Presented at the 2024 Southern Management Association Annual Meeting, San Antonio, TX.

10. Thomas, S., Cogliser, C., Gooty, J, Carsten, M., & **Kluemper, D., H.** The crisis in LMX research: An SMA PDI calling for help! Presented at the 2024 Southern Management Association Annual Meeting, San Antonio, TX.

11. **Kluemper, D.H.,** & Anderson, E. Reducing nurse burnout: Insights from the impact of video monitoring versus in-person sitters. AvaSure Symposium. Grand Rapids Michigan, October 2024.

12. *Wang, S. & **Kluemper, D. H.** Leader work competence impacts how leaders are treated by followers. Presented at the 2024 Academy of Management, Chicago, IL.

13. Antwi-Gyamfi, N. Y. (**Kluemper, D. H.** & Panel) Professional Development Workshop. Demystifying Theory Development and Publication: How to Write a Theory Paper and Where to Submit It. Presented at the 2024 Academy of Management, Chicago, IL.

14. *Lu, X. & **Kluemper, D.H.** Does Dynamic Person-Job Fit or Misfit Increase Job Crafting? It Depends on The Change Patterns. Presented at the 2024 Academy of Management, Chicago, IL.

15. *Lu, X. & **Kluemper, D.H.** Goal Orientation, Time Pressure, and Job Crafting Profiles" Presented at the 2024 Academy of Management, Chicago, IL.

16. Lee, Y. E., Koopman, J., Rosen, C., **Kluemper, D. H.,** Wayne, S. J., & X, *Sun, J. Symposium entitled Rethinking organizational citizenship behavior: Debunking long-held beliefs & revealing new findings - Receiving Help Begets Incivility? The Unexpected Outcome of Receiving Help. Presented at the 2023 Academy of Management, Boston, MA.

17. Lu, X., & **Kluemper, D. H**. Is A Heterogeneous Configuration Favorable for Agentic Traits? Presented at the 2023 Academy of Management, Boston, MA.

18. Buis, B., & **Kluemper, D. H**. Symposium entitled What's New on Calling: Multi-Method Insights on its Predictors and Outcomes - Examining motivational priors of callings with HR practices and implications for performance. Presented at the 2023 Academy of Management, Boston, MA.

19. Dennerlein, T., & **Kluemper, D. H.,** Solomon, B. Organizers: OB Research Incubator. Presented at the Academy of Management Annual Conference, August, 2022, Seattle, WA.

20. Pathki, C. & **Kluemper, D. H.** I Am Impacted by Your Motives Than Your Abuse: Effects of Abusive Supervision on Dysfunctional Voice Behaviors. Presented at the Academy of Management Annual Conference, August, 2022, Seattle, WA.

21. **Kluemper, D., H.** Study Design - Professional Development Institute (PDI). Southern Management Association Annual Meeting, October 2022, Little Rock, AR.

22. Huang, J. L., Bowling, N. A., McLarty, B. D., **Kluemper, D. H.,** & Wang, Z. (2022). Confounding effect of insufficient effort responding in informant-reported measures. Presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

23. **Kluemper, D. H.** What if stress could change your personality? Emotional well-being conference: On behalf of The Conference Board. June 2021, Virtual.

24. Meuser. J.D., Harms, P.D., **Kluemper, D.H.,** McLarty, B.D., Pathki, C.S., Smallfield, J., & Perrewé, P.L. (2021, November). Innovations in Personality Research. Panel symposium held at the annual meeting of the Southern Management Association, New Orleans, LA.

25. Pathki, C., Swab, R. G., Johnson, P., & **Kluemper, D. H.** Hypercompetitiveness and the LMX Relationship: A Process Addressing Competitive Congruence on OCBs and Task Performance. Presented at the Southern Management Association Annual Conference, October, 2021, New Orleans, LA.

26. Lu, X., **Kluemper, D. H**. & Tu, Y. How Challenge and Hindrance Appraisal Jointly Affect Employee Performance? Presented at the Academy of Management Annual Conference, August, 2021, Virtual.

27. Buis, B., **Kluemper, D. H.,** Tao, S., & Weisman, H. Your employees are calling: How organizations help or hinder living a calling and how employees react. Presented at the Academy of Management Annual Conference, August, 2021, Virtual.

28. Schloemer, H., & **Kluemper, D. H.**, Solomon, B. Organizers: OB Research Incubator. Presented at the Academy of Management Annual Conference, August 2021, Virtual.

29. Yates, V. A., Vardaman, J., **Kluemper, D. H.,** McLarty, B. D., & Pollack, J. M. Getting ahead over getting along: Social perspectives on a narcissistic entrepreneurial advantage. Presented at the Southern Management Association Annual Conference, October 2020, St.Petersburg, FL.

30. Pathki, C., Gooty, J., Williams, C., **Kluemper, D. H.,** & Little, L. M. The Role of a LMX Defining Memory and Relationship Emotions in Leader-Follower Relationships. Presented at the Academy of Management Annual Conference, August 2020, Vancouver, Canada. *Best Paper Proceedings.

31. Lu, X., & **Kluemper, D. H.** The Role of Time in Time Pressure: Investigating Dual Pathways between Time Pressure and Engagement. Presented at the Academy of Management Annual Conference, August 2020, Vancouver, Canada.

32. Masterson, C., Sun, J., Wayne, S., **Kluemper, D. H.** The roller coaster of happiness: An investigation of interns' happiness variability, LMX, and job-seeking goals. Presented at the Academy of Management Annual Conference, August 2020, Vancouver, Canada.

33. Schloemer, H., Kong, D., & **Kluemper, D. H.** Organizers: OB Research Incubator. Presented at the Academy of Management Annual Conference, August 2020, Vancouver, Canada.

34. Meuser, J.D., Smallfield, J., **Kluemper, D.H.,** & Cervone, D. A Servant Leadership Development Workshop. Professional development workshop at the 2020 Servant Leader Summit, June 2020, Milwaukee, WS.

35. Meuser, J.D., **Kluemper, D.H.,** & Liden, R.C. A Dual Process Model of Servant Leadership: A Greenleaf Scholars Project. Paper at the 2020 Servant Leader Summit, June 2020, Milwaukee, WS.

36. Pathki, C., **Kluemper, D. H.,** & Meuser, J. A review of work frame-of-reference personality measurement and introduction of the ORG-B5. Presented at the Southern Management Association Annual Conference, October 2019, Norfolk, VA.

37. Lu, X., **Kluemper, D. H.,** & Malter, A. How Team Personality Presentation Predicts Team Performance Trajectory: A Social-Analytic Perspective. Presented at the Southern Management Association Annual Conference, October 2019, Norfolk, VA.

38. Sun, U. Xu, H., & **Kluemper, D. H.**, Yun, S. Do you mind your abusive supervisor? A social information processing approach to Abusive supervision. Presented at the Southern Management Association Annual Conference, October 2019, Norfolk, VA.

39. Schloemer, H., Kong, D., & **Kluemper, D. H.** Organizers: OB Research Incubator. Presented at the Academy of Management Annual Conference, August 2019, Boston, MA.

40. Taylor, S. G., **Kluemper, D. H.,** & Locklear, L. Is incivility really tit-for-tat? Experienced and instigated incivility in dyadic relationships. Presented at the Academy of Management Annual Conference, August 2018, Chicago, IL.

41. Kong, D., Schloemer, H., & **Kluemper, D. H.** Organizers: OB Research Incubator. Presented at the Academy of Management Annual Conference, August 2018, Chicago, IL.

42. **Kluemper, D. H.** Personality research in family business. Panel Professional Development Workshop. Presented at the Academy of Management Annual Conference, August 2018, Chicago, IL.

43. Wang, S., **Kluemper, D. H.,** & Williams, M. Leader work competence impacts how they are treated by followers. Presented at the Southern Management Association Annual Conference, November 2017, St. Petersburg, FL.

44. Masterson, C., Liden, B., & **Kluemper, D. H.** Peeling back the layers: A multi-method investigation of organizational pride. Presented at the Academy of Management Annual Conference, August 2017, Atlanta, GA. Best paper proceedings.

45. Jawahar, I. M., Stone, T. H., & **Kluemper, D. H.** Isn't our relationship better? LMX as a mediator of the trustworthiness-trust relationship. Presented at the Academy of Management Annual Conference, August 2017, Atlanta, GA.

46. Williams, M., **Kluemper, D. H.,** & Wang, S. Being known: The positive direct and moderating effects of received leader perspective taking on follower performance and discretionary behavior. Presented at the Positive Organizational Scholarship (POS) Research Conference, May 2017, Ann Arbor, MI.

47. Taylor, S. G., **Kluemper, D. H.,** Bing, M. N., Bowler, W. M., & Halbesleben, J. R. Leaders blame victims and forgive favorites when assessing employee deviance. Presented at the Society for Industrial and Organizational Psychology Conference, April 2017, Orlando, FL.

48. **Kluemper, D. H.,** McLarty, B. D., & Bing, M. N. The validity of friend, family, and coworker ratings of personality. Presented at the Society for Industrial and Organizational Psychology Conference, April 2017, Orlando, FL.

49. McLarty, B. D., **Kluemper, D. H.,** & Whitman, D. S. The dark side of personality and its impact on performance. Presented at the Society for Industrial and Organizational Psychology Conference, April 2017, Orlando, FL.

50. McLarty, B. D., Whitman, D. S. & **Kluemper, D. H.** Identity or reputation? Differing perspectives of the dark triad and their impact on job performance. Presented at the 2016 Southern Management Association Annual Meeting, October 2016, Charlotte, NC.

51. *Wu, B., **Kluemper, D. H.,** Taylor, S. G., & Bowler, W. M. When social comparisons lead to turnover intentions: The impact of relative leader member exchange and network influence through uncivil behavior. Presented at the Southern Management Association Conference, October 2016 Charlotte, NC.

52. Smallfield, J., Hoobler, J., & **Kluemper, D. H.** How teams influence leader behaviors: A moderated mediation model. Presented at the Academy of Management Conference, August, 2016, Anaheim, CA.

53. Smallfield, J. & **Kluemper, D. H.** Epigenetic set-point adjustment model of personality change. Presented at the Society for Industrial and Organizational Psychology, April, 2016, Anaheim, CA.

54. Yuan, Y., Bing, M. N., Hou, N., Zheng, L., Hack, E., Davison, H. K., Vance, C., & **Kluemper, D. H.** A laboratory investigation of validities of four faking measures. Presented at the Society for Industrial and Organizational Psychology, April, 2015, Philadelphia, PA.

55. **Kluemper, D. H.** How social networking websites affect employment: Implications for theory and practice. Panel Symposium Chair and Panelist presented at the Academy of Management Conference, August, 2014, Philadelphia, PA.

56. McLarty, B., **Kluemper, D. H.,** & Rosen, P. Social networking websites and organizational relevance: Exploring relationships with LinkedIn adoption and use. Presented at the Southern Management Association Conference, October, 2013, New Orleans, LA.

57. **Kluemper, D. H.** & McLarty, B. Acquaintance ratings of personality and workplace deviance: Incremental validity beyond self-reports. Presented at the Academy of Management Conference, August, 2013, Orlando, Fl.

58. **Kluemper, D. H.,** Stewart, D. W., & Bing, M. N. Incremental validity of conscientiousness beyond cognitive ability: Does faking matter? Presented at the Academy of Management Conference, August, 2013, Orlando, Fl.

59. **Kluemper, D. H.** Personnel selection using social networking websites: Implications for theory and practice. Panel Symposium Chair and Panelist presented at the Academy of Management Conference, August, 2013, Orlando, Fl.

60. **Kluemper, D. H.,** McLarty, B. & Rosen, P. What can LinkedIn tell us about potential job applicants?: Exploring the relationship between individual characteristics and LinkedIn use. To be presented at the Society for Industrial and Organizational Psychology meeting, April 2013, Houston, TX.

61. Gowen, C. R., **Kluemper, D. H.,** & McFadden, K. L. Implementation of medical checklists, communication, and teamwork initiatives for greater patient safety in healthcare organizations. Presented at the 19th International Conference of the Israel Society for Quality, October, 2012, Jerusalem, Israel.

62. Gowen, C. R., **Kluemper, D. H.,** & McFadden, K. L. An examination of continuous quality improvement, six sigma, lean management, goal setting, and knowledge management to enhance healthcare organizations. Presented at the 19th International Conference of the Israel Society for Quality, October, 2012, Jerusalem, Israel

63. **Kluemper, D. H.** & McLarty, B. D. Beyond self and coworker ratings of the Big Five: Can family and friend personality ratings predict task performance? Presented at the Southern Management Conference, October, 2012, Ft. Lauderdale, FL.

64. **Kluemper, D. H.** Self- and other-rated personality in employment selection: Promise, limitations, and directions for future research. Keynote presentation at the Dutch-Flemish Network for Recruitment and Selection Research. October, 2012, Amsterdam, Netherlands.

65. **Kluemper, D. H.** Social network screening: Pitfalls, possibilities, and parallels in employment selection. Keynote presentation at seminar entitled "Modern assessment 2012: Co-creation in the cloud?" hosted by the Dutch Foundation for Psychological Aptitude-Testing Apparatus (NSvP). October, 2012, Amsterdam, Netherlands.

66. **Kluemper, D. H.,** Bowler, W. M., & Halbesleben, J. Workplace aggression, victimization, and third party perceptions. Presented at the Academy of Management Conference, August, 2012, Boston, MA.

67. Taylor, S. G., Cole, M. S., Bedeian, A. G., & **Kluemper, D. H.** Do the Dynamic Effects of Incivility Depend on Personality? Presented at the Society for Industrial and Organizational Psychology meeting, April 2012, San Diego, CA.

68. **Kluemper, D. H.,** Bowler, W. M., Taylor, S. G., Halbesleben, J. Decomposing the reciprocal nature of workplace mistreatment: A social network perspective. Presented at the Southern Management Association meeting, November 2011, Savannah, GA.

69. Taylor, S. G., & **Kluemper, D. H.** How subordinate core self-evaluations and cognitive ability influence perceptions of deviant reactions to abusive supervision. Presented at the Southern Management Association meeting, November 2011, Savannah, GA.

70. Stone, T. H., Kisamore, J. L., **Kluemper, D. H.,** & Jawahar, I. M. Whistle blowing in the classroom. Presented at the Southern Management Association meeting, November 2011, Savannah, GA.

71. Taylor, S. G, **Kluemper, D. H.,** & Collins, B. J. Contextual determinants of workplace incivility, its effect on deviance and personality moderators. Presented at the Academy of Management Conference, August, 2011, San Antonio, TX.

72. Choi, S. **Kluemper, D. H.,** & Mossholder, K. W. Do emotionally smart employees have less conflict with abusive supervisors? Presented at the Academy of Management Conference, August, 2011, San Antonio, TX.

73. Gooty, J., **Kluemper, D. H.,** Little, L. & Yammarino, F. Trust in interpersonal relationships: Emerging concepts and future directions. Symposium presented at the Academy of Management Conference, August, 2011, San Antonio, TX.

74. Stone, T., **Kluemper, D. H.,** Kisamore, J. L., & Jawahar, I. J. Forms of academic cheating and counterproductive work behavior. Presented at the Administrative Sciences Association of Canada Annual Conference, July, 2011, Montreal, CA.

75. Bell, M., Coombs, J, Gilley, M, & **Kluemper, D. H.** Board gender diversity, stakeholder performance, and CEO compensation. Presented at the Southern Management Association meeting, November 2010, St. Petersburg, FL.

76. Ledoux, J. & **Kluemper, D. H.** An examination of potential antecedents and organization-based outcomes of metaperception accuracy. Presented at the Academy of Management Conference, August, 2010, Toronto, CA.

77. Choi, S. & **Kluemper, D. H.** The relative utility of differing measures of EI: Other-rated EI as a predictor of social functioning. Presented at the Academy of Management Conference, August, 2010, Toronto, CA.

78. Little, L., **Kluemper, D. H.** Ward, A., & Nelson, D. Managing customer emotions. Symposium presented at the Academy of Management Conference, August, 2010, Toronto, CA.

79. Ledoux, J. & **Kluemper, D. H.** An examination of potential correlates of social skill meta-accuracy. Presented at the 31st Annual Industrial Organizational / Organizational Behavior Graduate Student Conference, March 2010, Houston, TX.

80. **Kluemper, D. H.,** Liguori, E., Mossholder, K., Rosen, P. & Sauley, K. Other rated personality in employment selection: The use of social networking websites. Presented at the Southern Management Association meeting, November 2009, Asheville, NC.

81. **Kluemper, D. H.,** Sen, A., & DeGroot, T. The relative importance of actual versus perceived personality and cognitive traits: Impact on interviewer judgments of performance. Presented at the Southern Management Association meeting, November, 2009, Asheville, NC.

82. Taylor, S., **Kluemper, D. H.,** & Bedeian, A. Linking incivility to organizational citizenship: A moderated mediation study. Presented at the Southern Management Association meeting, November, 2009, Asheville, NC.

83. Bing, M., **Kluemper, D. H.,** Davison, K., Sauley, K., & Novicevic, M. A measurement of individual differences in faking that enhances personality test validity: Overclaiming and its suppression effect. Presented at the Academy of Management Conference, August 2009, Chicago, IL.

84. Little, L. M., **Kluemper, D. H.,** & Nelson, D. Emotion regulation of others in the workplace: Measurement development and field study validation. Presented at the Academy of Management Conference, August 2009, Chicago, IL.

85. Taylor, S., **Kluemper, D. H.,** & Sauley, K. Are indirect measures more effective and harder to fake than direct measures? The case for equity sensitivity. Presented at the Academy of Management Conference, August 2009, Chicago, IL.

86. Choi, S., **Kluemper, D. H.,** Sauley, K. What If We Fake Emotional Intelligence?: Social Desirability and the Investigation of Attenuation Hypothesis. Presented at the Southern Management Association Conference, October 2008, St. Petersburg, FL.

87. **Kluemper, D. H.,** Choi, S, & Sauley, K. Emotional Intelligence: An investigation of the dimensionality of self-perceived EI. Presented at the Academy of Management Conference, August 2008, Anaheim, CA.

88. **Kluemper, D. H.** & Rosen, P. A new method of employment selection: The use of social networking websites in hiring. Presented at the Academy of Management Conference, August 2008, Anaheim, CA.

89. Rosen, P. & **Kluemper, D. H.** The impact of the big five personality traits on the acceptance of social networking websites. Presented at the 14th Americas Conference on Information Systems, August, 2008, Toronto, ON.

90. Choi, S. & **Kluemper, D. H.,** & Sauley, K. Self-reported measures of emotional intelligence: The impact of faking and social desirability.  Presented at the Southern Management Association Conference, October, 2007, Nashville, TN.

91. Rosen, P. & **Kluemper, D. H.** Social networking profiles: Pondering the possibilities and pitfalls. Presented at the Midwest Academy of Management Conference, October, 2007, Kansas City, MO.

92. **Kluemper, D. H.** & Degroot, T. An examination of ability-based emotional intelligence and job performance.  Presented at the Academy of Management Conference, August 2007, Philadelphia, PA.

93. **Kluemper, D. H.** & Little, L. State or trait: Effects of state optimism on job-related outcomes.  Presented at the Academy of Management Conference, August 2007, Philadelphia, PA.

94. **Kluemper, D. H.** & Taylor, S. Linking personality to organizational citizenship behavior: The moderating effect of empathy.  Presented at the Academy of Management Conference, August 2007, Philadelphia, PA.

95. DeGroot, T., **Kluemper, D. H.,** Frazier, L., Johnson, P., & Bolton, J.  An Examination of Computerized Versus Paper-and-Pencil Data Gathering Techniques in the Assessment of Personality, Vocal Attractiveness, and Job Performance. Presented at the Southern Academy of Management Conference, October 2006; Clearwater, Florida

96. **Kluemper, D. H.,** Stone, T., & Jawahar, I.M.  Can Hardiness Predict Stress and Job Performance Beyond the Big-5 Personality Factors. Presented at the Southern Academy of Management Conference, October 2006; Clearwater, Florida

97. **Kluemper, D. H.** & DeGroot, T.  Self-report Emotional Intelligence: Not much more than Social Desirability and Self-concept – Symposium at Academy of Management Conference, August 2006, Atlanta, GA.

98. **Kluemper, D. H.** & DeGroot, T.  Ability-based Emotional Intelligence and its Impact on Emotional Labor and Psychological Distress Symptoms - Symposium at Academy of Management Conference, August 2006, Atlanta, GA.

99. **Kluemper, D. H.,** Gilley, K.M. & Coombs, J.  The Effects of Board Gender Diversity and Corporate Social Performance on CEO Compensation. Presented at the Academy of Management Conference, August 2005; Honalulu, Hawaii.

100.    Gavin, M., & **Kluemper, D. H.**  Agreement as a Moderator of Relationships Between Individual/Team Antecedents and Helping Behavior.  Presented at the Academy of Management Conference, August 2004; New Orleans, Louisiana.

101.    **Kluemper, D. H.,** DeGroot, T., & Phillips, M.  Assessing Personality, Interview Performance, and Job Performance Through Vocal Characteristics Only.  Presented at the Academy of Management Conference, August 2004; New Orleans, Louisiana.


## PROFESSIONAL EXPERIENCE

**Teaching**

Courses taught at TTU
    Organizational Behavior (STEM MBA)
    Negotiations & Conflict Management (MS in HRM and Professional MBA)
    Organizational Behavior (PhD)

Courses taught at UIC:
      Advanced Research Methods and Statistics (PhD)
      Personality and Mistreatment in Organizations (PhD)
      Personality in Organizations (PhD)
      Organizational Behavior (PhD)
      PhD Pro Seminar (PhD)
      Talent Management (MBA)
      Organizational Behavior (MBA)
      Managerial Consulting (Undergraduate / Graduate)

Courses taught at NIU:
      Management Consulting (Undergraduate)
      Human Resource Management (Undergraduate)
      Organizational Behavior (Professional MBA)

Courses taught at LSU
      Organizational Behavior (PhD)
      Organizational Behavior (MBA)
      Organizational Behavior (Undergraduate)
      Employee Selection and Assessment (Undergraduate)

Courses taught at OSU (All undergraduate):
      Organizational Behavior
      Human Resource Management
      Diversity in Business
      Strategic Management

Teacher evaluations ranging from 4.06 to 5.00 on a 1-5 scale.

**Awards / Achievements**

UIC College of Business *Faculty Impact Award*, 2018

Outstanding Author Contribution in the 2017 Emerald Literati Network Awards for Excellence.

UIC Department of Managerial Studies *Excellence in Teaching Award*, 2014

*Tiger Athletic Foundation Undergraduate Teaching Award* (University-wide award), 2009

Academy of Management OB Division *Outstanding Reviewer,* 2008

*William S. Spears award for outstanding instruction*, 2005

*College of Business Administration outstanding graduate teaching associate* award, 2004

**Grants**

NSF S-STEM Grant ($955,000). *Facilitating Undergraduate Success in Science, Technology, Engineering, and Mathematics Through Improved Student Competencies.* UIC College of Business collaboration with the College of Liberal Arts and Science to provide skills training to underrepresented minority groups. 2021-2024

University of Mississippi Excellence in Community Engagement Awards: 2021 Finalist With Distinction for Community-Engaged Service, "LeadershipServ's™: Excellence in Servant Leadership Program," April, 2021, $3000.

University of Mississippi Excellence in Community Engagement Awards: 2020 Finalist for Community-Engaged Service, "LeadershipServ's™: Excellence in Servant Leadership Program," May, 2020, $1000.

Managerial Studies Dept Research and Development Fund. *The criterion-related validity of self-versus meta-perceptions of the Big Five personality traits* ($2,667). Funded Spring 2014. End date: December 2015.

Recipient of Northern Illinois University's University-wide Research and Artistry Award, entitled. *What can LinkedIn tell us about potential job applicants? Individual characteristics, LinkedIn use, and person-organization fit* ($9,500). Summer 2013

Recipient of Northern Illinois University's University-wide Research and Artistry Award, entitled. *Workplace aggression and victimization: Reciprocal mistreatment and supervisor evaluations* ($6,500). Summer 2012

**Professional Service Contributions – Management Profession**

Invited Presentations

Community Outreach – Lubbock Chamber of Commerce 'Level Up' Speaker Series – Developing and sustaining a healthy company culture

Research Presentation – Texas Tech University – Topic: The dark side of leadership: Downsides of positive leadership and broader implications of negative leadership behaviors - November 2021, Lubbock, TX

Meuser, J.D., Smallfield, J., Kluemper, D.H., & Cervone, D. (2020, February). LeadershipServ's™: Excellence in Servant Leadership Program: A Servant Leadership Development Workshop. Professional development workshop held at Leadership Lafayette, Oxford, MS.

Research Presentation – Mississippi State University – Topic: How worklace stress impacts organizationally relevant personality traits – October 2019, Starkville, MS.

Research Methods Training – Mississippi State University – Topic: Field Research Methods – October 2019, Starkville, MS.

Research Presentation – University of Mississippi – Topic: How worklace stress impacts organizationally relevant personality traits – October 2019, Oxford, MS.

Research Methods Training – University of Mississippi – Topic: Field Research Methods – October 2019, Oxford, MS.

Journal of Management Editor Selection Committee - 2019

Research Presentation – Northern Illinois University - How leaders perceive employee deviance: Blaming victims while excusing favorites – October 2018, DeKalb, IL

Research Presentation – University of Memphis – Future directions in personality theory and measurement in organizational science – March 2018, Memphis, TN

Research Presentation – University of Pretoria - How leaders perceive employee deviance: Excusing favorites while blaming victims – June 2017, Pretoria South Africa

Research Methods Training - University of Pretoria PhD Program – Topic: Field Research Methods – June 2017, Pretoria South Africa

Professional Development Workshop Presentation – Topic: Field Research Methods - Management Scholars Professional Development Workshop, April 2016, Tulsa, OK

Keynote presentation at the Dutch-Flemish Network for Recruitment and Selection Research. October, 2012, Amsterdam, Netherlands

Keynote presentation at seminar entitled "Modern assessment 2012: Co-creation in the cloud?" hosted by the Dutch Foundation for Psychological Aptitude-Testing Apparatus (NSvP). October, 2012, Amsterdam, Netherlands

Academy of Management
  OB Division – Making connections committee – 2017-2022
  HR Division – Annual survey committee – 2014

Emonet – International Conference on Emotions and Worklife
  Doctoral Consortium facilitator - 2018

Southern Management Association
- Doctoral Consortia Coordinator – 2018 - 2022
- Board Member, 2014-2017
  o Registration committee
  o Website committee
  o Succession planning committee

- o Doctoral consortium nominating committee
  o Division of labor task force
- Communications Coordinator, 2008 – 2014
  - o Serve as an officer of the SMA Board of Governors
  - o Publish newsletter twice annually
  - o Update SMA website
  - o Coordinate annual member satisfaction survey
  - o Developed a document management system
- Early stage doctoral consortium – Speaker – 2014, 2017, 2018
- Late stage doctoral consortium – Speaker – 2015, 2017, 2018
- Faculty consortium – Panelist – 2024
- Administrator consortium – Panelist - 2024

**Professional Service Contributions – University**

Texas Tech University

University
Chair's Council – 2022-present
Chair Advancement Network Executive Council – 2024-present
Dean Belnap TTUCR 5-year review committee member – 2024-2025

College
Coordinating Council – 2022-present
Leadership Council – 2022-present
Search Committee -Assistant Director-Snyder Center of Business Communications – Spring 2022

Area
P, T, & CA Policy Committee (Ex Officio) – 2022-present
Teaching Excellence Committee (Ex Officio) – 2022-present
Curriculum Review Committee (Ex Officio) – 2022-present
Faculty Recruiting Standing Committee (Ex Officio) – 2022-present
Institute for Leadership Research (Ex Officio) – 2022-present
PhD & Comprehensive Exam Committee (Ex Officio) – 2022-present
Research Committee (Ex Officio) – 2022-present
Search Committee Chair - Area of Management Unit Manager - 2022
Search committee – Senior Director for the Alderson-Griffin Family Business and Entrepreneurship Center - 2022
Search Committee Chair - Area of Management Unit Manager - 2023
Search committee Chair – Senior Director for the Alderson-Griffin Family Business and Entrepreneurship Center – 2023

PhD Program
    Dissertation Committee Member
        • Haimanti Ghosh

- Zhen Yan
- Chia Yun Tsai (RHIM)

Specialty Paper Committee Member
- Zhen Yan – 2023
- Hiamanti Ghosh – 2023-present

Second Year Paper Committee Member
First Year Paper Committee Member
- Sophia Thomas – 2023-present
- Joscelin Zapoli – 2023-present

University of Illinois at Chicago
- Director of the Institute for Leadership Excellence and Development – 2015-present
- Director of Undergraduate Studies for the B.S. in Human Resource Management – 2021-present
- College of Business Administration Executive Committee – 2020-present
- Undergraduate Academic Program Committee (UAPC) – 2020-present
- College Bylaws Committee – 2020
- Advisor for the UIC student chapter of SHRM – 2019-present
- Managerial Studies Faculty Advisory Committee (FAC) – 2015-present
- Curriculum Development Committee – M.S. in HRM – 2020-present
- Curriculum Development Committee – B.S. in HRM – 2017-2019
- Co-Chair of Management Curriculum Review – 2018/19
- Presenter at College of Business Dean's Advisory Council – iLEAD – May 2015
- Business Scholars Faculty Mentor – 2016, 2017, 2018
- Guest lecturer – PDP program – Emotional intelligence – November 18, 2015
- Guest lecturer – MBA Open House – Developing your leadership potential: Improving employee performance and well-being – March 18, 2014
- Guest lecturer – Honors college lecture – Emotional intelligence – April 1, 2014
- iLEAD/Career Services task force – 2014 – 2015

Search Committee Chair
- OB/HR faculty search committee – Fall 2018

Search Committee Member
- OB/HR faculty search committee – Fall 2014/Spring 2015
- OB/HR PhD student selection committee – Spring 2014-present

Dissertation Chair
- Brittany Buis – Fall 2022
- Xinxin Lu – Spring 2021
- Chandu Pathki – Spring 2021

Dissertation Committee Member
- Suzanne Stone – University of Pretoria PhD student
- Meng Zhong – Spring 2021
- Jaiqing (Kathy) Sun – Spring 2021
- Arjun Mitra – Spring 2020
- Eric Michel – Spring 2018
- Jarvis Smallfield – Spring 2018

- Siting Wang – Spring 2018
- Junfeng Wu – Spring 2017
- Courtney Masterson – Spring 2016
- Haesang Park – Spring 2016
- Jeremy Meuser – Summer 2016
- Aarn Cao – Fall 2015

Comprehensive Examination Committees
- Brittany Buis – Spring 2021
- Ui Young Sun – Spring 2021
- Howie Xu – Spring 2020
- Adaora Ubaka – Spring 2020
- Chaudu Pathki – Spring 2019
- Xinxin Lu – Spring 2019
- Meng Zhong – Spring 2018
- Siting Wang – Spring 2018
- Arjun Mitra – Spring 2018
- Jiaqing (Kathy) Sun – Spring 2017
- Jarvis Smallfield – Spring 2016
- Eric Michel – Spring 2015
- Haesang Park – Spring 2015
- Courtney Masterson – Spring 2014
- Jeremy Meuser – Fall 2014
- Aarn Cao – Fall 2014/Spring 2015
- Hae Sang Park – Fall 2014

Qualifying Paper Chair
- Siyi Tao - 2022
- Brittany Buis - 2020
- Xinxin Lu – 2018
- Chandu Pathki – 2018
- Siting Wang – Fall 2017
- Jarvis Smallfield – Spring 2016

Qualifying Paper Reader
- Bingqing Wu – Spring 2015
- Jiaqing Kathy Sun – Fall 2016

Capstone Project Reader
- Reem Kieso – MPH/MBA – Spring 2015

Independent Studies Overseen
- Xinxin Lu – PhD Student – Spring 2018
- Janet Moulis – MBA Student – Spring 2016
- Jarvis Smallfield – PhD Student – Spring 2015
- Azar Hosseini – MBA Student - Spring 2014

Northern Illinois University
- A-Team – College level assessment committee – 2012 – 2013
- Management Department research center committee – 2012 – 2013
- Management Department research committee – 2011 – 2013

- ELC Subject Matter Expert – McDonald's recruiting project – Fall 2011
- Research Mentor for PhD student Nita Hasniaty – Center for Southeast Asian Studies
- BSBA scholarship committee - 2011

Independent Studies Overseen
- Lauren Lang – MBA Student - 2012

Louisiana State University

Dissertation chair – Management - Sungwon Choi – Defended Spring 2010
Faculty at Yonsei University South Korea

Dissertation committee member
- Shannon Taylor – Management – Defended Spring 2010
  o Faculty at University of Central Florida (UCF)
- Jen Tsai – Management – Defended Spring 2013

Dean's representative on dissertation committee
- Margot Hasha – Department of Social Work - 2009
- Jean Meyer – Human Resource Development - 2007

College Undergraduate Curriculum Committee: 2008
Management Department OB/HR recruitment committee - 2008
Management Department OB/HR/Labor Curriculum committee: 2006 – 2010
Management Department Social committee: 2006 - 2010

Comprehensive Examination Committee
- 2010 – Jared Ledoux – Industrial/Organizational Psychology – PhD student
- 2010 – Brad Mendow - Kinesiology
- 2009 – Meri Thompson – Management - PhD student
- 2009 – Emily Baehl - Kinesiology
- 2009 – Scotty Hutton - Kinesiology
- 2008 – Hunter Geisman - Kiniesiology
- 2008 – Will Stafford – Kiniesiology
- 2008 – Geoffrey Pritchard - Kinesiology
- 2007 - Melissa Stoltz – Kinesiology

Independent Studies Overseen
- Eric Liguori – Management – PhD Student - 2009
- Jared LeDoux – Industrial/Organizational Psychology – PhD Student - 2009
- Shannon Taylor – Management – PhD Student - 2007
- Christopher Chaney – Management – Undergraduate - 2009

## Professional Service Contributions - Community

Presentation at the Lubbock Chamber of Commerce, Level Up Speaker Series, Developing and sustaining a healthy company culture, May. 2023

Presentation at the AvaSys Symposium entitled: How Video Monitoring and Data are Being Used to Keep Nurses Engaged and Safe, Grand Rapids, Mi., Sept. 2018.

Presentation at the AvaSys Symposium entitled: The Impact of Video Monitoring on Nurse Well-being, Grand Rapids, Mi., Sept. 2017.

Presentation at the Human Resource Management Association of Chicago (HRMAC) to the International Interest Group on an expert panel discussing "Social media in the global workplace", February 7, 2013

Presentation at NIU Department of Management Advisory Board on social media in employment selection, June 11, 2012

Presentation at Avant Resources (Approved HRCI credit for SHRM PHR, SPHR, & GPHR) – Social network screening: Pitfalls, possibilities, and parallels in employment selection, April 17, 2012

Presentation at NIU Department of Management Advisory Board on overclaiming as a measure of personality test faking, November 15, 2011

Presentation to the LSU chapters of SIFE (Students in Free Enterprise) on the impact of Facebook in employment selection, 2009

Presentation to the LSU chapter of Zeta Tau Alpha on the impact of Facebook in employment selection, 2009

Presentation to the LSU chapters of SIFE (Students in Free Enterprise) and SPE (Sigma Pi Epsilon) on the impact of Facebook in employment selection, 2008

Presentation to the LSU chapter of the Society of Human Resource Management on the impact of Facebook in employment selection, 2007

Presentation to Tulsa Area Human Resource Association (TAHRA) on structured interview techniques, 2005

**Associate Editor Role in Academic Journals:**

Group and Organization Management – 2020 - 2022

**Academic Journal Editorial Boards:**

Journal of Applied Psychology – 2019 – present
Personnel Psychology – 2018 - present
Journal of Management – 2017 - present
Journal of Business and Psychology – 2012 - present
Journal of Management Scientific Reports – 2022-present
Journal of Organizational Behavior – 2012 – 2019

**Ad-hoc reviewer: Peer reviewed journals (Excludes reviews as Editorial Board member)**

Journal of Small Business Management – 2022
Journal of Organizational Behavior, best 2018 paper committee, 2020 (2), 2021
Journal of Business Research, 2007, 2020
Journal of Applied Psychology, 2017, 2017, 2018
Journal of Management, 2012, 2014 (2), 2015 (3), 2016, 2017 (5)
Journal of Business Ethics, 2017
Journal of Occupational and Organizational Psychology, 2017
Personality and Individual Differences, 2007, 2008, 2010, 2017 (2)
Academy of Management Review, 2014, 2015
Personnel Psychology, 2014, 2015, 2017, 2018, 2018

Human Resource Management Review, 2015 (2)
Work and Stress, 2015
Group and Organization Management, 2014 (2), 2015
Career Development International, 2009, 2010, 201 (2), 2012, 2013, 2014
Sage Open, 2014
Journal of Business and Psychology, 2007, 2008, 2009, 2012
Personnel Review, 2012
Organization Science / INFORMS Dissertation Proposal Competition, 2011
Applied Psychology: An International Review, 2008, 2008, 2009, 2009, 2010

**Reviewing for conferences**

Southern Management Association best HR/RM paper committee, 2019
Southern Management Association best OB doctoral student paper committee, 2017
Southern Management Association best doctoral student paper committee, 2016
Academy of Management Annual Meeting (AOM), Reviewer, 2004 – present
Southern Management Association Annual Meeting (SMA), Reviewer, 2003 - present
Society of Industrial and Organizational Psychology Meeting (SIOP), Reviewer, 2007 – 2010, 2015 - 2019
Southern Management Association Pre-Doctoral Student Best Paper Award, Reviewer, 2014
Academy of Management OB Division Best Paper Award, Reviewer, 2009
Southern Management Association OB Division Best Paper Award, Reviewer, 2009

**Other conference activity**

Session chair/Discussant: 2019 Southern Management Association
- Fresh Perspectives on Personality and Dispositions
Discussant: 2015 Society for Industrial and Organizational Psychology
- Data cleansing time! Insufficient effort responding in concurrent validation studies.
Presenter – 2014 Southern Management Association, Savannah, GA.
- Early stage doctoral student consortium
Discussant/Facilitator: 2014 Southern Management Association, Savannah, GA.
- OB: Insights into desirable individual differences
Track Chair: 2013 Southern Management Association, New Orleans, LA.
- Human Resources / Careers
- Research Methods
Session Chair: 2010 Southern Management Association, St. Petersburg, FL.
- Work Family Conflict
Session Chair: 2007 Southern Management Association, Nashville, TN.
- Organizational Behavior in Cyberspace
Session Chair: 2006 Symposium at Academy of Management Conference, Atlanta, GA.
- Self-report Measurement Issues in Micro Organizational Research
Discussant: 2004 Southern Management Association, San Antonio, TX.
- Symposium on Emotional Intelligence

**Training and Consortia**

Center for the Advancement of Research Methods and Analysis (CARMA) short course:
Introduction to R, January 3-6, 2023
Faculty Consortia, Southern Management Association Meeting, Philadelphia, PA, 2007
Organizational Behavior New Faculty Consortia, Academy of Management Meeting, Atlanta,
      GA, 2006
Organizational Behavior Doctoral Consortia, Academy of Management Meeting, New Orleans,
      LA, 2004

## Academic Affiliations

Southern Management Association Fellow – 2025-present
Academy of Management, 2002 - present
Southern Management Association, 2004 – present
Society for Industrial and Organizational Psychology – 2006 -2010, 2015-present
American Psychological Association – 2007–2010, 2015

## Professional Affiliations

UIC iLEAD – Member – 2013 - 2022
HRMAC – Human Resource Management Association of Chicago – 2011 – 2013
Wabash Valley Human Resources Association, 1998 - 2001
Society for Human Resource Management, 1998 – 2001

## Media

July 2024 – Abusive CEOs Derail Innovation and Performance. Academy of Management
Insights. https://journals.aom.org/doi/10.5465/amj.2022.0380.summary

January 2024 – Unraveling the dynamics of abusive supervision. Stevens Institute of Technology
https://www.stevens.edu/news/unraveling-the-dynamics-of-abusive-supervision

November 2023 – What 74 Providence nurses think about virtual sitting
Becker's Hospital Review
https://www.beckershospitalreview.com/digital-health/what-74-providence-nurses-think-about-virtual-sitting.html

December 2023 – Virtual sitting a resource gain for nurses. Healthcare NOW Radio
https://www.healthcarenowradio.com/virtual-sitting-a-resource-gain-for-nurses/

November 2023 - Having a bad boss makes you a worse employee – Stevens Institute of
Technology
https://www.stevens.edu/news/having-a-bad-boss-makes-you-a-worse-employee

November 2023 - Ambitious workers are the first to get worse at their jobs under a toxic, abusive
boss, study suggests – Fortune Magazine
https://fortune.com/2023/11/08/ambitious-workers-most-impacted-by-bad-toxic-boss/

I/O at Work article summaries

- Self-promotion has unique consequences for black employees (summary of 2022 JAP)
- Examining uncivil behaviors within dyads at work (summary of 2021 JAP)
- When do leaders blame the victims of workplace rudeness? (summary of 2019 JAP)
- How customer service should deal with difficult customers (summary of 2013 PPsych)
- What social media says about a job applicant's personality (summary of 2012 JASP)
- What you can learn about job applicants from social media (summary of 2009 JMP)
- Using Facebook profiles to assess personality (summary of 2012 JASP)

"The Cost of Managing Impressions for Black Employees: An Expectancy Violation Theory Perspective" was featured in several media outlets:

- Forbes - 2022 – New study finds that black employees are penalized for self-promotion (https://www.forbes.com/sites/janicegassam/2022/10/04/new-study-finds-that-black-employees-are-penalized-for-self-promotion/?sh=59cfd8466d67).
- MSN.com 2023 - Black employees face backlash from white managers when they self-promote at work https://www.msn.com/en-us/lifestyle/career/black-employees-face-backlash-from-white-managers-when-they-self-promote-at-work/ar-AA17kkA7
- HuffPost - 2023 – Black employees face backlash from white managers when they self-promote at work.https://www.huffingtonpost.co.uk/entry/black-employees-career-white-managers-self-promotion_1_63dbfeebe4b01a4363932538

Academic Times, Mashable, and Reddit 2021- "An Explanation of Personality Change in Organizational Science: Personality as an outcome of workplace stress." was featured in the Academic Times (https://academictimes.com/chronic-work-stress-can-change-our-personalities/), Mashable (https://mashable.com/article/work-stress-personality-change/) and "trended" on Reddit (https://www.reddit.com/r/science/comments/mqf265/chronic_work_stress_can_change_our_personalities/).

CBS This Morning 2019 – What managers should do about rudeness in the workplace. Editor-in-Chief of LinkedIn discussing victim blaming research (HBR and JAP articles). https://www.cbsnews.com/news/what-managers-should-do-about-rudeness-in-the-workplace/

Harvard Business Review article in 2019 entitled "Why people get away with being rude at work" (co-authored with Shannon Taylor – UCF, Matt Bowler – Oklahoma State, and Jonathon Halbesleben – University of Alabama). https://hbr.org/2019/07/why-people-get-away-with-being-rude-at-work

Quoted in Newsday, March 13, 2016, in an article entitled "Checking with social media to screen job applicants". http://www.newsday.com/business/columnists/jamie-herzlich/social-media-to-screen-job-applicants-1.11568991

Interviewed on NPR National's All Things Considered, April 2014, by Yuki Noguchi for a story entitled "Can't ask that? Some job interviewers go to social media instead".

http://www.npr.org/blogs/alltechconsidered/2014/04/11/301791749/cant-ask-that-some-job-interviewers-go-to-social-media-instead

Quoted in The Atlantic magazine, December 2013, in an article entitled "They're Watching You at Work". http://www.theatlantic.com/magazine/archive/2013/12/theyre-watching-you-at-work/354681/

The manuscript entitled "Future employment selection methods: Evaluating social networking websites" published in the Journal of Managerial Issues in 2009 received media attention in the Evansville Courier Press in 2009, HR Magazine in 2010, and I/O at Work in 2012.

The manuscript entitled "Social networking websites, personality ratings, and the organizational context: More than meets the eye?" published in the Journal of Applied Social Psychology in 2012 received extensive media attention. Authors include Don Kluemper of Northern Illinois University, Peter Rosen from the University of Evansville, and Kevin Mossholder of Auburn University. The article "went viral", leading to over 35 personal media interviews, appearing in (according to the news tracking service Cision) well over 1000 news websites, over 400 blogs, radio, television, etc., reaching tens if not hundreds of millions of people across the globe. Notable media outlets include TIME (three times), Forbes (twice), Fox News National television, MSNBC, TODAY, CNN Headline News, USA Today, the Wall Street Journal (twice), the Chicago Tribune, the L.A. Times, National Public Radio, WGN; and international outlets including the Financial Times, CBC, Canadian HR Reporter, Vancouver Sun, Toronto Star, and Sheridan Sun (Canada), Iradio (Ireland), Drishtikone (India), NineMSN, The Age, and the Brisbane Times (Australia), GMA News (Phillipines), Zimbabwe Guardian, the Times of India, Equipos and Talento (Spain), and Hindustan Times and The Guardian (UK). The popularity of the story is also evidenced by over 8,800 email shares, 17,000 tweets, 19,100 Facebook and LinkedIn shares, 67,000 Facebook likes, over 1,400 comments to media reports, and was listed as #10 on NIU Today's top stories of 2012. A 22 page document detailing all media sources is available upon request.

**Applied Research / Technical Reports**

BMO Harris Bank (15,000 financial service employees in the U.S.) (2017-18 with Sandy Wayne, Kathy Sun, and Adaora Ubaka) – Project evaluating the upward mobility of minorities and women. To provide a feedback report, presentation, and recommendations.

AvaSure (iLEAD project with Sandy Wayne and Kathy Sun) – Produces video monitoring technology for hospitals. Coordination of a 3-phase research study including qualitative interviews, a survey of nurses, and a pre-post-post control group design field experiment to assess the impact of video monitoring technology on nurse burnout and well-being.

Wheaton Park District (500 employees, iLEAD project with Bob Liden, Siting Wang, and Jeremy Meuser). Administer in-person surveys to employees and supervisors each spring. Provide annual feedback report of a wide range of indicators of job performance.

Cook County, IL. (23,000 employee municipal organization). (2014). Supervise student consulting teams to develop a performance management system and training program for 600 upper level employees.

Kishwaukee Hospital, DeKalb, IL. (2013, with Amanda Ferguson, Bart Sharp, Terrence Bishop, Chuck Gowen, and Mahesh Subramony). Helped to develop a company survey, analyze data, and present findings to IS department.

Sikich, Naperville, IL. (Top 50 CPA firm). (2013). Supervise student consulting teams to perform management consulting projects consisting of the development of a leadership development program and a performance management system.

DeAngelo's Pizza, Baton Rouge, LA. (2010, with Shannon Taylor). Validation of personality assessment and unit level analysis of co-worker treatment using social networking analysis.

Big Buddy, Baton Rouge, LA (2009, with Shannon Taylor). Helped design and analyze an employee survey which provided feedback to management regarding workplace attitudes.

Gibault, Inc., Terre Haute, IN. (2004 – 2007). Validation of a structured employment interview and personality assessment for service workers in a treatment center.

**Professional Experience**

Director of Business Operations
Gibault, Inc., Terre Haute, IN. (2000 – 2001). Directed all human resource and financial operations for an organization of 250 employees with a $13 million annual operating budget. Responsibilities included involvement in board meetings, supervision of staff, administrative collaboration, budgeting, banking, investments, insurance, compensation, performance management, and training programs.

Director of Human Resources
Gibault, Inc., Terre Haute, IN. (1997 – 2000). Responsibilities included board involvement, administrative collaboration, supervision of staff, staying abreast of labor laws, recruitment, selection, screening, orientation, and disciplinary action.

Director of Quality Assurance
Gibault, Inc., Terre Haute, IN. (1996 – 1997). Responsibilities included board involvement, administrative collaboration, managing organization-wide accreditation process, and assessing organizational effectiveness.

Aftercare Coordinator, Independent Living Coordinator, Direct Care Worker
Gibault, Inc., Terre Haute, IN. (1993 – 1996). Various positions tasked to provide counseling, skills training, and behavior modification toward the goal of positively impacting the lives of troubled youth.

**Boards of Directors**

Community Coordinated Child Care of the Wabash Valley, Board of Directors, Treasurer, 2000 – 2001

American Red Cross of the Wabash Valley, Board of Directors, Vice President, 1999 – 2001