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# MARIE S. MITCHELL

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University of North Carolina at Chapel Hill  
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## PROFESSIONAL EXPERIENCE

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### **University of North Carolina at Chapel Hill, Kenan-Flagler School of Business**

*Edward M. O'Herron Scholar, 2022–present*  
*Professor of Organizational Behavior, 2022–present*

### **University of Georgia, Terry College of Business**

*I. W. Cousins Professorship of Business Ethics, 2020–2022*  
*Professor of Management, 2019–2022*  
*Associate Professor of Management (with Tenure), 2014–2019*  
*Assistant Professor of Management, 2009–2014*

### **University of Nebraska, College of Business Administration**

*Assistant Professor of Management and Harold and Esther Edgerton Research Fellow, 2009*  
*Assistant Professor of Management, 2006–2008*

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## EDUCATION

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### **Ph.D. Business Administration, University of Central Florida, May 2006**

*Major:* Management, Organizational Behavior  
*Minor:* Industrial and Organizational Psychology  
*Dissertation:* Understanding Employee Behavioral Reactions to Aggression in Organizations  
*Committee:* Maureen L. Ambrose (Chair), Rebecca J. Bennett, Robert Folger, and Marshall Schminke

### **M.A. Human Resource Management, Rollins College, with High Honors, May 1998**

### **B.A. George Mason University, August 1993**

*Major:* Political Science  
*Minor:* English Literature

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## HONORS AND AWARDS

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2021, Terry College of Business Research Excellence Award, University of Georgia  
2020, IG Best Paper Award, Strategic Management Society, 2020 Annual Conference  
2020, Executive MBA Teacher of the Year Award, Terry College of Business, University of Georgia  
2020, Best Reviewer Award, *Academy of Management Journal*

2019, Best Symposium Award, MOC Division, Academy of Management, Boston, MA  
2019, Executive MBA Teacher of the Year Award, Terry College of Business, University of Georgia  
2018, Teaching Excellence Award, Terry College of Business, University of Georgia  
2017, Best Symposium Award, OB Division, Academy of Management, Atlanta, GA  
2017, Executive MBA Teacher of the Year Award, Terry College of Business, University of Georgia  
2017, Outstanding Teacher Award, Terry College of Business, University of Georgia  
2015, Outstanding Reviewer Award, *Academy of Management Journal*  
2015, Outstanding Reviewer Award, OB Division, Academy of Management, Vancouver, CA  
2014, Summer Research Grant Award, Terry College of Business, University of Georgia  
2013, Best Symposium Award, OB Division, Academy of Management, Orlando, FL  
2013, Outstanding Reviewer Award, OB Division, Academy of Management, Orlando, FL  
2013, Summer Research Grant Award, Terry College of Business, University of Georgia  
2012, Summer Research Grant Award, Terry College of Business, University of Georgia  
2010, Best Paper Award, *Journal of Management*  
2009, Outstanding Reviewer Award, OB Division, Academy of Management, Chicago, IL  
2009, Harold and Esther Edgerton Junior Faculty Award and Research Fellow, University of Nebraska  
2006, Outstanding Reviewer Award, OB Division, Academy of Management, Atlanta, GA  
2004, Graduate Student Teaching Award, College of Business, University of Central Florida  
2004, Graduate Student Travel Award, College of Business, University of Central Florida  
2004, Ph.D. Research Award, College of Business, University of Central Florida  
2003, Best Reviewer Award, OB Division, Southern Management Association, Clearwater, FL  
2003, Graduate Student Teaching Award, College of Business, University of Central Florida  
2002, Graduate Student Travel Award, College of Business, University of Central Florida

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## RESEARCH INTERESTS

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Research focuses on social and ethical issues in OB and HR, with emphasis in: (i) exclusionary and inclusionary factors at work, (ii) behavioral ethics, and (iii) the self (e.g., self-regulation, self-protection). Specific attention is given to how leader-follower interactions and organizational factors promote and diminish destructive, exclusionary, and unethical behaviors in organizations, as well as how organizations might promote functional, inclusive, and ethical behavior.

**Total citations: [Google Scholar](#) = 21681 and Scopus = 9564**

Underline denotes student coauthor at the time of submission

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## PEER REVIEWED JOURNAL PUBLICATIONS

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Dang, C., & Mitchell, M. S. (Forthcoming). The positive spillover of managers' ally work: Perceptions of manager liberalism and its effect on employee volunteering. *Journal of Business and Psychology*.

Mitchell, M. S., Hetrick, A. L., Mawritz, M. B., Edwards, B. D., & Greenbaum, R. L. (In press, 2023). Oh the anxiety! The anxiety of supervisor bottom-line mentality and the mitigating effects of ethical leadership. *Journal of Management*. <https://doi.org/10.1177/01492063231196553>

- Mitchell, M. S., Rivera, A. G. M., & Treviño, L. K. (2023). Unethical leadership: A review, analysis, and research agenda. *Personnel Psychology*, 76(2), 547-583. <https://doi-org.libproxy.lib.unc.edu/10.1111/peps.12574>
- Hetrick, A. L., Mitchell, M. S., Sullivan, T. E., & Villarosa-Hurlocker, M. C. (2022). The consequences of unethical leader behavior to employee well-being: Does support from the organization mitigate or exacerbate the stress experience? *Human Performance*, 35(5), 323-344. <https://doi.org/10.1080/08959285.2022.2123486>
- Choi, H., Yoon, H., Siegel, D., Waldman, D. A., & Mitchell, M. S. (2022). Assessing differences between university and federal laboratory postdoctoral scientists in technology transfer. *Research Policy*, 51(3), 104456. <https://doi.org/10.1016/j.respol.2021.104456>
- Priesemuth, M., Schminke, M., †Bigelow, B., & Mitchell, M. S. (2022). A light at the end of the tunnel: How workplace structure can finally break the destructive cycle of abusive supervision. *Human Performance*, 35(2), 71-93. <https://doi.org/10.1080/08959285.2021.2023875>
- Hill, E. T., Matta, F. K., & Mitchell, M. S. (2021). Seeing the glass as half full or empty: The role of affect-induced optimistic and pessimistic states on justice perceptions and outcomes. *Academy of Management Journal*, 64(4), 1265-1287. <https://doi.org/10.5465/amj.2018.1282>  
\* Featured in *Academy of Management Journal's* thematic issue of **Best Research Practices** in the field of management.
- Zipay, K., 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(2), 351-377. <https://doi.org/10.5465/amj.2018.0123>
- Hetrick, A., & Mitchell, M. S. (2020). Help *not* wanted! Examining factors that influence concerns with help acceptance. *Human Performance*, 33(4), 258-281. <https://doi.org/10.1080/08959285.2020.1731813>
- Mitchell, M. S., Greenbaum, R. L., Vogel, R. M., Mawritz, M. B., & Keating, D. J. (2019). Can you handle the pressure? The effect of performance pressure on stress appraisals, self-regulation, and behavior. *Academy of Management Journal*, 62(2), 531-552. <https://doi.org/10.5465/amj.2016.0646>
- Sheridan, S., Crossley, C., Vogel, R. M., Mitchell, M. S., & Bennett, R. J. (2019). Intending to leave but no place to go: An examination of the behaviors of reluctant stayers *Human Performance*, 32(2), 53-68. <https://doi.org/10.1080/08959285.2019.1578964>
- 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(1), 54-73. <https://psycnet.apa.org/doi/10.1037/apl0000254>
- Dang, C., Umphress, E. E., & Mitchell, M. S. (2017). Leader social accounts of subordinates' unethical behavior: Examining observer reactions to leader social accounts with moral disengagement language. *Journal of Applied Psychology*, 102(10), 1448-1461. <https://psycnet.apa.org/doi/10.1037/apl0000233>

- Vogel, R. M., & Mitchell, M. S. (2017). The motivational effects of diminished self-esteem for employees who experience abusive supervision. *Journal of Management*, 43(7), 2218–2251. <https://doi-org.libproxy.lib.unc.edu/10.1177/0149206314566462>
- Guay, R. P., Oh, I. S., Choi, D., Mitchell, M. S., Mount, M. K., & Shin, K. H. (2016). Why people harm the organization and its members: Relationships among personality, organizational commitment, and workplace deviance. *Human Performance*, 29(1), 1–15. <https://doi.org/10.1080/08959285.2015.1120305>
- Mitchell, M. S., Vogel, R. M., & Folger, R. (2015). Third-parties' reactions to the abusive supervision of coworkers. *Journal of Applied Psychology*, 100(4), 1040–1055. <https://psycnet.apa.org/doi/10.1037/apl0000002>
- Tepper, B. J., Mitchell, M. S., Haggard, D. L., Kwan, H. K., & Park, H. (2015). On the exchange of hostility with supervisors: An examination of self-enhancing and self-defeating perspectives. *Personnel Psychology*, 68(4), 723–758. <https://doi.org/10.1111/peps.12094>
- Vogel, R. M., Mitchell, M. S., Tepper, B. J., Restubog, S. L. D., Hu, C., & Hua, W., & Huang, J-C. (2015). A cross-cultural examination of subordinates' perceptions of and reactions to abusive supervision. *Journal of Organizational Behavior*, 36(5), 720–745. <https://doi.org/10.1002/job.1984>
- Thau, S., Derfler-Rozin, R., Pitesa, M., Mitchell, M. S., & Pillutla, M. (2015). Unethical behavior for the sake of the group: Risk of social exclusion and unethical behavior in groups. *Journal of Applied Psychology*, 100(1), 98–113. <https://psycnet.apa.org/doi/10.1037/a0036708>
- \*Jennings, P. L., \*Mitchell, M. S., & Hannah, S. T. (2015). The moral self: A review and integration of the literature. *Journal of Organizational Behavior*, 36(S1), S104–S168. \* Denotes shared authorship; authors listed alphabetically. <https://doi.org/10.1002/job.1919>
- Guay, R. P., Oh, I. S., Choi, D., Mitchell, M. S., Mount, M. K., & Shin, K. H. (2013). The interactive effect of conscientiousness and agreeableness on job performance dimensions in South Korea. *International Journal of Selection and Assessment*, 21(2), 233–238. <https://doi.org/10.1111/ijsa.12033>
- Mitchell, M. S., & Ambrose, M. L. (2012). Employees' reactions to supervisor aggression: An examination of individual and situational factors. *Journal of Applied Psychology*, 97(6), 1148–1170. <https://psycnet.apa.org/doi/10.1037/a0029452>
- Thau, S., & Mitchell, M. S. (2010). Self-gain or self-regulation impairment? Tests of competing explanations of the supervisor abuse and employee deviance relationship through perceptions of distributive justice. *Journal of Applied Psychology*, 95(6), 1009–1031. <https://psycnet.apa.org/doi/10.1037/a0020540>
- Brown, M. E., & Mitchell, M. S. (2010). Ethical and unethical leadership: Exploring new avenues for future research. *Business Ethics Quarterly*, 20(4), 583–616. <https://doi.org/10.5840/beq201020439>
- Umphress, E. E., Bingham, J. B., & Mitchell, M. S. (2010). Unethical behavior in the name of the company: The moderating effect of organizational identification and positive reciprocity

beliefs influencing unethical pro-organizational behavior. *Journal of Applied Psychology*, 95(4), 769–780. <https://psycnet.apa.org/doi/10.1037/a0019214>

Thau, S., Bennett, B. J., Mitchell, M. S., & Marrs, M. B. (2009). How management style moderates the relationship between abusive supervision and workplace deviance: An uncertainty management perspective. *Organizational Behavior and Human Decision Processes*, 108(1), 79–92. <https://doi.org/10.1016/j.obhdp.2008.06.003>

Mitchell, M. S., & Ambrose, M. L. (2007). Abusive supervision and workplace deviance and the moderating effects of negative reciprocity beliefs. *Journal of Applied Psychology*, 92(4), 1159–1168. <https://psycnet.apa.org/doi/10.1037/0021-9010.92.4.1159>

Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review of conceptual and definitional issues. *Journal of Management*, 31(6), 874–900. <https://doi.org.libproxy.lib.unc.edu/10.1177/0149206305279602>. **2010 Journal of Management Best Paper Award winner; identified as the paper with the highest quality and impact of any article published in 2005.**

Neubaum, D. O., Mitchell, M. S., & Schminke, M. (2004). Firm newness, entrepreneurial orientation, and ethical climate. *Journal of Business Ethics*, 52(4), 335–347. <https://doi.org/10.1007/s10551-004-1532-7>

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## OTHER JOURNAL PUBLICATIONS

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Mitchell, M. S., Reynolds, S. J., & Treviño, L. K. (2020). The study of behavioral ethics in organizations: A special issue introduction. *Personnel Psychology*, 73(1), 10–13. (Editorial) <https://doi.org/10.1111/peps.12381>

Mitchell, M. S., Mawritz, M., Greenbaum, R. L., & Vogel, R. M. (2019). How to encourage better performance without straining employees. *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2019/07/18/how-to-encourage-better-performance-without-straining-employees/>

Haggard, D., Mitchell, M. S., & Tepper, B. J. (2016). People feel much better when they get right back at an abusive boss. *LSE Business Review*. <http://blogs.lse.ac.uk/businessreview/2016/04/25/people-feel-much-better-when-they-get-right-back-at-an-abusive-boss/>

Schminke, M., & Mitchell, M. S. (2003). From the editors: In the beginning. *Academy of Management Journal*, 46(3), 279–282. (Editorial) <https://doi.org/10.5465/amj.2003.10112846>

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## BOOK CHAPTERS

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Priesemuth, M., Mitchell, M. S., & Folger, R. (2017). Witness reactions to workplace aggression. In N. A. Bowling & M. S. Herscovis (Eds.), *Research and theory on workplace aggression* (pp. 156–185). NY, NY: Cambridge University Press.

- Mitchell, M. S., Vogel, R. M., & Folger, R. (2012). Beyond the consequences to the victim: The impact of abusive supervision on third-party observers. In R. A. Giacalone & M. Promislo (Eds.), *Handbook of unethical work behavior: Implications for well-being* (pp. 21–43). Armonk, NY: M. E. Sharpe.
- Cropanzano, R., & Mitchell, M. S. (2012). Social exchange theory. In E. Kessler (Ed.), *Encyclopedia of management theory* (pp. 722–726). Thousand Oaks, CA: Sage.
- Mitchell, M. S., Cropanzano, R., & Quisenberry, D. (2012). Social exchange theory, exchange resources and interpersonal relationships: A modest resolution of theoretical difficulties. In K. Törnblom & A. Kazemi (Eds.), *Handbook of social resource theory: Theoretical extensions, empirical insights, and social applications* (pp. 99–118). NY, NY: Springer.
- Mitchell, M. S., & Palmer, N. F. (2010). Understanding the managerial relevance of ethical efficacy. In M. Schminke (Ed.), *Managerial ethics: Managing the psychology of morality* (Vol. 2, pp. 89–108). NY, NY: Routledge.
- Cropanzano, R., & Mitchell, M. S. (2007). Social exchange theory. In S. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (Vol. 2, pp. 733–735). Thousand Oaks, CA: Sage.
- Sullivan, D. M., Mitchell, M. S., & Uhl-Bien, M. (2003). The new conduct of business: How LMX can help capitalize on diversity. In G. Graen (Ed.), *Dealing with diversity: LMX, the Series* (pp. 183–218). Greenwich, CT: IAP.

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## MANUSCRIPTS UNDER REVIEW AND WITH RESIVIONS

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### **Titles removed to maintain the integrity of the review process.**

- Lin, S.-H., Woodall, J. P., Mitchell, M. S., Johnson, R., & Chi, N. W. (1<sup>st</sup> revision, under review). [Gender and leader behavior]. *Journal of Applied Psychology*.
- Kim, J., Mitchell, M. S., Waldman, D. A., & Siegel, D. (1<sup>st</sup> revision, under review). [Gender and reactions to leader behavior] *Journal of Management*.
- Mitchell, M. S., Sharma, S., Zipay, K., Bies, R. J., & Croitoru, N. (Revision requested, 2<sup>nd</sup> round). [Leniency]. *Journal of Applied Psychology*.
- Wellman, N., Lee, S. H., Frank, E., Mitchell, M. S., Farh, C., & Yu, M. (Revision requested, 2<sup>nd</sup> round). [Voice]. *Journal of Applied Psychology*.
- Antoine, G., Affinito, S., Maddux, W., & Mitchell, M. S. (Under review, 1<sup>st</sup> round). [Deviance]. *Organizational Behavior and Human Decision Processes*.

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## PEER REVIEWED CONFERENCE PRESENTATIONS

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- Rodriguez Mincey, D., Kundro, T. G., & Mitchell, M. S. (2024). The edge of compliance: Complying near the regulatory boundary invites suspicion and scrutiny. Academy of Management, Chicago, IL.

- Rivera, G., Treviño, L. K., Mitchell, M. S., & Chen, A. (2024). A qualitative investigation of unethical leadership: Toward a model of antecedents and consequences. Academy of Management, Chicago, IL.
- Lynch, J. W., Mitchell, M. S., & Sharma, S. (2024). Seeing pariahs or prospects? Why leaders behave unethically (or not) toward poor performers. Academy of Management, Chicago, IL.
- Antoine, G., Affinito, S., Maddux, W., & Mitchell, M. S. (2024). Itinerants and isolation: How multicultural experiences breed lone wolves and interpersonal deviance. Academy of Management, Chicago, IL.
- Rivera, G., Treviño, L. K., & Mitchell, M. S. (2023). *A qualitative investigation of unethical leadership: Toward a model of antecedents and consequences*. Academy of Management, Boston, MA.
- Wellman, N., Farh, C., Lee, S. H., & Mitchell, M. S. (2023). *Speaking up about diversity*. Academy of Management, Boston, MA.
- Dang, C., & Mitchell, M. S. (2023). *The politics of managers' ally work: Perceptions of manager liberalism and its effect on employee behaviors*. Academy of Management, Boston, MA.
- Mitchell, M. S., Sharma, S., & Chen, M., Huai, M. (2022). *Are there benefits or detriments (or both) to observing coworker cheating behavior?* Academy of Management, Seattle, WA.
- Lin, S.-H., Mitchell, M. S., Chi, N. W., & Johnson, R. E. (2022). *Benefits and detriments of leader behaviors for women leaders: A gender role and self-regulation perspective*. Academy of Management, Seattle, WA.
- Mitchell, M. S., Sharma, S., Zipay, K., & Bies, R. J. (2022). *Supporting those in need or doing it for me? Explaining observer support behavior after leader leniency of misconduct*. Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.
- Sharma, S., & Mitchell, M. S. (2021). *It's no joke! Coping with the risk of exclusion with humor*. Academy of Management, virtual format.
- Wellman, N., Frank, E., Mitchell, M. S., Lee, S. H., & Farh, C. (2021). *Doing good and doing well? The nature and implications of ethical voice in organizations*. Academy of Management, virtual format.
- Busenbark, J., Mitchell, M. S., & Iqbal, F. (2020). *A social role theory perspective of managers' and financial analysts' interactions in earning calls*. Paper accepted for presentation at the Strategic Management Society, virtual conference. **Recipient, IG Best Paper Award, Strategic Management Society 2020 Annual Conference.**
- Mitchell, M. S., Sharma, S., Zipay, K., & Bies, R. J. (2020). *Observer reactions to supervisor leniency to coworker misconduct*. Paper accepted for presentation at Academy of Management.
- Mitchell, M. S., Umphress, E., Ring, F., & Yang, P. (2020). *The detrimental influence of pro-group unethical behavior on performance*. Paper accepted for presentation at Academy of Management.
- Mitchell, M. S., Umphress, E., Ring, F., & Yang, P. (2019). *Benefits, costs, or both? The implications of pro-group unethical behavior*. Academy of Management, Boston, MA.

- Hill, E. T., Matta, F. K., & Mitchell, M. S. (2019). *Waking up on the wrong (or right) side of the bed: The influence of morning mood on employee daily justice rule perceptions and performance*. Academy of Management, Boston, MA.
- Zipay, K., Mitchell, M. S., Baer, M. D., Sessions, H., & Bies, R. J. (2019). *Merciful reactions to misconduct: Examining the internalization process of mercy and its implications on task performance for grantors*. Academy of Management, Boston, MA. **Recipient, Best Symposium Award, MOC Division of Academy of Management.**
- Oliver, A., Mitchell, M. S., Jeong, S-H., Hill, E. T., & Pfarrer, M. D. (2018). *Win, lose or draw? The implications of CEO gender and strategic trash-talk*. Strategic Management Society, Paris, France.
- Mitchell, M. S., Baer, M. D., Zipay, K., & Bies, R. J. (2018). *Have mercy! Third party employee reactions to mercy granted to wrongdoers*. Academy of Management, Chicago, IL.
- Mitchell, M. S., Greenbaum, R. L., Mawritz, M. B., & Edwards, B. D. (2018). *The bottom line hazards of anxiety: How a focus on the bottom line heightens anxiety that motivates unethical behavior*. Academy of Management, Chicago, IL.
- Mitchell, M. S., Baer, M. D., Zipay, K., & Bies, R. J. (2018). *Third party employee reactions to mercy granted to wrongdoers*. International Society for Justice Research, Atlanta, GA.
- Mitchell, M. S., Baer, M. D., Ambrose, M. L., Folger, R., & Palmer, N. F. (2017). *Cheating under pressure: A self-protection model of workplace cheating behavior*. Academy of Management, Atlanta, GA. **Recipient, Best Symposium Award, OB Division of Academy of Management.**
- Dang, C., Umphress, E. E., & Mitchell, M. S. (2017). *Leaders who display moral disengagement when explaining their subordinates' unethical behavior: Examining observer reactions*. Academy of Management, Atlanta, GA.
- Hetrick, A., Mitchell, M. S., & Hoffman, B. J. (2016). *Help not wanted: The role of reputational concerns and felt obligation in rejecting offers for help at work*. Academy of Management, Anaheim, CA.
- Mitchell, M. S., Zipay, K., Baer, M. D., & Bies, R. J. (2015). *The (in)justice of granting mercy: A third party perspective*. Academy of Management, Vancouver, Canada.
- Mitchell, M. S., Keating, D. J., & Vogel, R. M. (2015). *A regulatory perspective on how employees manage bottom-line demands*. Academy of Management, Vancouver, Canada.
- Tepper, B. J., Park, H., Duffy, M. K., Lucianetti, L., Mitchell, M. S., & Haggard, D. L. (2015). *Examining the phenomenology of abusive supervision*. Society for Industrial & Organizational Psychology, Philadelphia, PA.
- Bies, R. J., Zipay, K., & Mitchell, M. S. (2014). *Have mercy! The power and burden of clemency*. Academy of Management, Philadelphia, PA.
- Mitchell, M. S., Baer, M. D., Ambrose, M. L., Folger, R., & Palmer, N. F. (2013). *Unethical and self-interested behavior in organizations: Antecedents of workplace cheating behavior*. Academy of Management, Orlando, FL. **Recipient, Best Symposium Award, OB Division of Academy of Management.**



- Vogel, R. M., & Mitchell, M. S. (2013). *Faking to fit in? Supervisor abuse and turnover intentions impact on victim self-esteem and façade*. Academy of Management, Orlando, FL.
- Colquitt, J. A., Rodell, J. B., †Baer, M. D., Crossley, C. D., & Mitchell, M. S. (2013). *Not getting what you expect: The interactive effects of anticipatory and experienced justice among salespeople*. Society for Industrial & Organizational Psychology, Houston, TX.
- Vogel, R. M., Mitchell, M. S., Tepper, B. J., Restubog, S., Hu, C., & Hua, W. (2012). *A cross-cultural examination of abusive supervision*. Academy of Management, Boston, MA.
- Mitchell, M. S., Vogel, R. M., & Folger, R. (2012). *Deontic reactions of third-party observers of the mistreatment of others*. Society for Industrial & Organizational Psychology, San Diego, CA.
- Mitchell, M. S., Vogel, R. M., & Folger, R. (2012). *The consequences of abusive supervision to third-party observers: A scope of justice model of deontic reactions*. Behavioral Ethics conference, Orlando, FL.
- Mitchell, M. S., & Vogel, R. M. (2011). *An investigation of when unethical behavior is imitation versus retaliation*. Academy of Management, San Antonio, TX.
- Mitchell, M. S., Vogel, R. M., Bennett, R. J., & Crossley, C. D. (2011). *The effects of job alternatives on the relationships between frustration, turnover intentions, and employee behaviors*. Academy of Management, San Antonio, TX.
- Mitchell, M. S., Priesemuth, M., Schminke, M., & Vogel, R. M. (2011). *Abusive supervision and employee deviance and the moderating effects of work environment structure*. Academy of Management, San Antonio, TX.
- Mitchell, M. S., & Walumbwa, F. O. (2011). *An investigation of why supervisors support or abuse subordinates*. Society for Industrial & Organizational Psychology, Chicago, IL.
- Tepper, B. J., Mitchell, M. S., & †Almeda, M. (2011). *Consequences of negative reciprocity in supervisor-subordinate relationships*. Society for Industrial & Organizational Psychology, Chicago, IL.
- Mitchell, M. S., Vogel, R. M., Tepper, B. J., & Palmer, N. F. (2010). *When supervisor abuse seems justified? The role of subordinate performance, moral disengagement, and need for achievement*. Academy of Management, Montréal, Canada.
- Thau, S., & Mitchell, M. S. (2010). *Self-gain or the drained self? Examining two theoretical explanations of the supervisor abuse-employee deviance relationship*. Academy of Management, Montréal, Canada.
- Oh, I. S., Guay, R., Mount, M. K., Choi, D., Mitchell, M. S., & Shin, K. H. (2010). *Why people help the organization and its members: Dynamic relationships among personality, organizational commitment, and citizenship*. Academy of Management, Montréal, Canada.
- Mitchell, M. S., Schminke, M., Ambrose, M. L., & Palmer, N. F. (2009). *A multi-level analysis of abusive supervision, employee discretionary behaviors and ethics compliance*. Academy of Management, Chicago, IL.

- Umphress, E. E., Bingham, J. B., & Mitchell, M. S. (2009). *Unethical behavior in the name of the company: The moderating effect of organizational identification and positive reciprocity beliefs influencing unethical prosocial behavior*. Academy of Management, Chicago, IL.
- Mitchell, M. S., & Palmer, N. F. (2009). *Understanding the managerial relevance of ethical efficacy*. Society for Industrial & Organizational Psychology, New Orleans, LA.
- Mitchell, M. S. (2008). *Employees' reactions to supervisor aggression: An examination of situational and individual factors*. Academy of Management, Anaheim, CA.
- Mitchell, M. S., & Palmer, N. F. (2008). *Understanding the influence of ethical efficacy*. Academy of Management, Anaheim, CA.
- Mitchell, M. S., & Palmer, N. F. (2008). *Ethical efficacy*. Behavioral Ethics Conference, Orlando, FL.
- Mitchell, M. S. (2008). *Unethical leader behavior and employee deviance and the moderating effects of need for affiliation and moral identity*. Society for Industrial & Organizational Psychology, San Francisco, CA.
- Mitchell, M. S., & Palmer, N. F. (2007). *Ethical efficacy: A construct validation study*. Academy of Management, Philadelphia, PA.
- Umphress, E. E., Bingham, J., & Mitchell, M. S. (2007). *Motivating unethical prosocial behaviors: Examining the role of organizational identification and positive reciprocity beliefs*. Academy of Management, Philadelphia, PA.
- Crossley, C. D., Mitchell, M. S., & Bennett, R. J. (2007). *An empirical examination of a stress-emotion model of counterproductive work behavior*. Academy of Management, Philadelphia, PA.
- Thau, S., & Mitchell, M. S. (2007). *Self-goals, abusive supervision, and retaliation: A model of self-defeating behaviors*. Society for Industrial & Organizational Psychology, NY, NY.
- Maslyn, J., Uhl-Bien, M., & Mitchell, M. S. (2007). *Exploring leader-member exchange (LMX) from the manager's perspective: Development of a supervisor LMX measure*. Society for Industrial & Organizational Psychology, NY, NY.
- Umphress, E. E., Bingham, J., & Mitchell, M. S. (2006). *Identification gone bad: Organizational identification, positive reciprocity, and the propagation of unethical prosocial behaviors*. Academy of Management, Atlanta, GA.
- Mitchell, M. S., & Markova, G. S. (2006). *Do societal norms affect deviance over time? An investigation of age, gender, organizational justice, and deviance*. Academy of Management, Atlanta, GA.
- Mitchell, M. S., & Ambrose, M. L. (2004). *Abusive supervision and workplace deviance: Moderating effects of the negative reciprocity*. Academy of Management, New Orleans, LA.
- Mitchell, M. S., & Uhl-Bien, M. (2004). *Exploring the relationship of trust and leader-member exchange: A social exchange perspective*. Academy of Management, New Orleans, LA.
- Mitchell, M. S., & Ambrose, M. L. (2004). *Is workplace deviance a victim's response to unfair exchange?* Society for Industrial & Organizational Psychology, Chicago, IL.

Neubaum, D. O., & Mitchell, M. S. (2002). *Ethics and entrepreneurship: The effect of venture age and entrepreneurial orientation on ethical climates*. Proceedings of the Babson-Kauffman Entrepreneurship research conference: Frontiers of entrepreneurship research. Boulder, CO, 132.

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## PEER REVIEWED CONFERENCE PDWS & SYMPOSIA

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Academy of Management annual PDW on behavioral ethics: 2016–present

- **Organizers, listed alphabetically:** den Nieuwenboer, N., Mitchell, M. S., & Treviño, L. K.
- **General title:** *The annual behavioral ethics Pecha Kucha springboard and networking session:*
  - 2024: *Traversing difficult conversations*, Chicago, IL.
  - 2023: *Understanding ethics through the lens of diversity, equity, inclusion, and belonging (DEIB) and social justice*, Boston, MA.
  - 2022: *From past to present, classic ideas and contemporary applications*, Seattle, WA.
  - 2021: *Utilizing differing methods to advance the literature*, virtual conference.
  - 2020: *Contextual complexity of organizational life*, Vancouver, BC, Canada.
  - 2019: *New ideas to advance the literature*, Boston, MA.
  - 2018: *Advancing the literature*, Chicago, IL.
  - 2017: *New approaches and considerations for the literature*, Atlanta, GA.
  - 2016: *Paving a new frontier for behavioral ethics*, Anaheim, CA.

Rivera, G., Treviño, L. K., Mitchell, M. S., & Chen, A. (2024). *New developments in unethical leadership: What it is, its antecedents and consequences*. Symposium, Chicago, IL.

Sharma, S., & Mitchell, M. S. (2020). *Taking the “high road”: Theoretical and empirical advances on kindhearted reactions to wrongdoing*. Symposium, Academy of Management.

Mitchell, M. S., & Hillebrandt, A. (2020). *Understanding the aftermath of unethical behavior: Theoretical and empirical advances*. Symposium, Academy of Management.

Mitchell, M. S., & Vandenberg, R. J. (2015). *The diminishing effects of work: Theoretical and empirical advances on employee health*. Symposium, Academy of Management, Vancouver, Canada.

Mitchell, M. S., & Zipay, K. (2014). *Kind-hearted reactions to the offenses of others: Understanding its motivation and consequences*. Symposium, Academy of Management, Philadelphia, PA.

Mitchell, M. S. (2013). *Theoretical and empirical developments on motives of (un)ethical decision making and behavior*. Academy of Management, Orlando, FL. **Recipient, Best Symposium Award, OB Division of Academy of Management; Showcase Symposium, OB, Social Issues in Management, and Conflict Management Divisions.**

Mitchell, M. S. (2013). *Theoretical and empirical developments on the consequences of abusive supervision*. Symposium, Academy of Management, Orlando, FL.

Mitchell, M. S., & Vogel, R. M. (2012). *Theoretical and empirical developments on third-party reactions to mistreatment*. Symposium, Society for Industrial & Organizational Psychology, San Diego, CA.

- Mitchell, M. S., & Vogel, R. M. (2011). *New developments on the nature and influence of unethical work behavior*. Symposium, Academy of Management, San Antonio, TX.
- Mitchell, M. S., & Vogel, R. M. (2011). *Theoretical, methodological, and empirical developments on turnover and turnover intentions*. Symposium, Academy of Management, San Antonio, TX.
- Hoobler, J., & Mitchell, M. S. (2011). *New developments in abusive supervision research*. Symposium, Society for Industrial & Organizational Psychology, Chicago, IL.
- Mitchell, M. S. (2009). *Distrust and trust violations: New frontiers and empirical developments*. Symposium, Academy of Management, Chicago, IL.
- Mitchell, M. S., & Palmer, N. F. (2009). *New developments in abusive supervision research*. Symposium, Academy of Management, Chicago, IL.
- Mitchell, M. S. (2008). *Antecedents and consequences of unethical leadership*. Symposium, Society for Industrial & Organizational Psychology, San Francisco, CA.
- Mitchell, M. S., & Palmer, N. F. (2007). *Theoretical advances and construct developments in ethical decision-making*. Symposium, Academy of Management, Philadelphia, PA. **Showcase Symposium, OB, Social Issues in Management, and Conflict Management Divisions.**
- Mitchell, M. S., & Thau, S. (2007). *Understanding dark organizational behavior: Investigating motives of workplace deviance*. Symposium, Society for Industrial & Organizational Psychology, NY, NY.
- Mitchell, M. S., & O'Fallon, M. (2006). *Ethics and workplace deviance: An integrative approach to examining unethical decisions and behavior*. Symposium, Academy of Management, Atlanta, GA.
- Mitchell, M. S., & Bennett, R. J. (2005). *Debating constructive and destructive workplace deviance: Deliberations for the 21<sup>st</sup> Century*. Symposium, Academy of Management, Honolulu, HI. **Showcase Symposium, OB, Conflict Management, and Human Resources Divisions.**

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## CONFERENCE INVITED DISCUSSANT

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- Mitchell, M. S. (2022). In H-C. Huang and T. Spoelma (Chairs), *New Directions for Research on Forgiveness in Organizations: Barriers and Boundary Conditions*. Symposium submitted to Academy of Management, Seattle, WA.
- Mitchell, M. S. (2020). In S. Yoon and J. Koopman (Chairs), *The third-decade of abusive supervision research: The role of time and emotion*. Symposium accepted for presentation at Academy of Management.
- Mitchell, M. S. (2018). In L. Liang and D. L. Ferris (Chairs), *New developments in counterproductive workplace behavior (CWB) research*. Academy of Management, Chicago, IL.
- Mitchell, M. S. (2016). In L. Liang and D. Brown (Chairs), *The bright side of the dark side: Challenging the conventional wisdom of abusive supervision*. Academy of Management, Anaheim, CA.

Mitchell, M. S. (2014). In P. Perrewé & P. E. Spector (Chairs), *Mistreatment in organizations: The role of abusive supervision*. Southern Management Association, Savannah, GA.

Mitchell, M. S. (2014). In K. Graham & M. B. Mawritz (Chairs), *Developments on supervisor and subordinate antecedents of abusive supervision*. Academy of Management, Philadelphia, PA.

Mitchell, M. S. (2009). In K. Alexander & C. Fritz (Chairs), *New developments in the study of interpersonal mistreatment at work*. Society for Industrial & Organizational Psychology, New Orleans, LA.

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## INVITED RESEARCH PRESENTATIONS

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2023, University of Minnesota, Carlson School of Management

2023, University of Miami, Miami Herbert Business School

2023, *Navigating access to leadership and the broken rung*, Carolina Women in Business conference, Kenan-Flagler Business School

2022, *Promotion and tenure*, The Tenure Project, University of Washington, Seattle, WA

2022, University of Cincinnati, Carl H. Lindner College of Business

2021, Rice University, Jones Graduate School of Business

2021, University of North Carolina at Chapel Hill, Kenan-Flagler Business School

2019, University of Arizona, Eller College of Management, Center for Leadership Ethics

2019, Drexel University, LeBow College of Business

2019, University of Washington, Foster School of Business

2018, University of Florida, Warren College of Business

2018, University of Buffalo, School of Management

2017, Arizona State University, W. P. Carey School of Business

2017, Martin-Luther-Universität, Halle-Wittenberg, Wittenberg Center for Global Ethics

2017, Oregon State University, College of Business

2016, Wilfrid Laurier University, Lazaridis School of Business & Economics

2012, University of Washington, Foster School of Business

2009, University of Georgia, Terry College of Business

2009, Georgetown University, McDonough School of Business

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## RESEARCH GRANT ACTIVITIES

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Mitchell, M. S., Consultant/subcontractor for Siegel, D., & Waldman, D. (2021-2022). Management and organizational issues in technology transfer at federal laboratories: Data collection and analysis to advance commercialization of federally-funded research. *National Science Foundation*. (Mitchell subcontract: \$10,000.00)

Siegel, D., Waldman, D. & Mitchell, M. S. (2019-2021). Championing, leadership, and entrepreneurial identity in technology transfer: Evidence from post-doctoral researchers at universities and federal labs. *Kauffman Foundation*. (Mitchell subaward: \$55,483.00)

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## MEDIA MENTIONS

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FastCompany.com, ABC Business News, Chicago Tribune, CNN Money, Forbes, Glamour Magazine, Harvard Business Review, Huffington Post, New York Magazine, Shape Magazine, The Times (Science), U. S. News & World Report, The Industrial & Organizational Psychologist, Psychology Today, LSE Business Review, PBS, PsychCentral, Science Codex, Science Daily, Science Newline, Science World Report, Phys.org, Times Now, Carlisle Wellness Network, Economic Times, Fox News Radio WGAU, Fox Business, Georgia Public Broadcasting/NPR, HRMOnline, ISE Magazine, NewsDog, Newsroom America, Wopular, NEUZD, Newswise, WSB Radio CMG Atlanta, Moneyish Dow Jones, EurekAlert!, NDTV, The Asian Age, Deccan Chronicle, Hindustan Times, Gears of Biz, KJZZ talk radio, Bustle, Insurance Journal, The State Press, Business 2 Community, Deccan Chronicle, Human Resources Online, Workforce, Industrial Management Magazine, AsiaOne, The Hans India, SGDEExpress.net, AskMen, Business News Daily, Daily Mail (London), (e) Science News, Full-Time Whistle, ConsumerAffairs.com, Headline & Global News, KMGI, Medical Daily, Milwaukee Journal-Sentinel, New York Daily News, The British Psychology Society, The Independent (London), Toronto Sun, United Press International, Yahoo! News. Business Insider Australia, Business News Daily, Inc.com, Economic Times, Entrepreneuria, E! Science News, Health Canal, HR Executive, India Times, I/O Psychology at Work, LockerDome, News Everyday, newKerala.com, Orange Mauritius Telecom, Phys.Org, Press-News.org, Science Codex, Talent Management, The Financial Express, The Health Site, The Indian Express, The Indian Journal, USA News, ZippedNews, Pinerest.com, The European Business Review, the Network for Business Sustainability (NBS.net), Desert News Utah, Scribd.

For a full list of media mentions, interviews, and podcasts, please visit my [website](#).

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## PROFESSIONAL MEMBERSHIPS

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Academy of Management  
American Psychological Association  
Behavioral Ethics Group  
Management Faculty of Color Association, Inc.  
Society for Industrial and Organizational Psychology

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## PROFESSIONAL SERVICE

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### **Editorial Board Member**

2009–present, *Academy of Management Journal*

2011–present, *Journal of Applied Psychology*

2014–2016, 2021–present, *Organizational Behavior and Human Decision Processes*

2020–present, *Journal of Occupational Health Psychology*

2015–2016, 2020–present, *Personnel Psychology*

2011–2016, *Journal of Management*

2008–2014, *Business Ethics Quarterly*

### **Editor Positions**

2017–2019, Associate Editor, *Personnel Psychology*

2017–2019, Editor-in-Chief, Behavioral Ethics Special Issue, *Personnel Psychology*

### **Ad Hoc Reviewer**

*Academy of Management Review*

*Administrative Science Quarterly*

*Human Relations*

*Journal of Management*

*Journal of Organizational Behavior*

*Journal of Occupational and Organizational Psychology*

*Journal of Personality and Social Psychology*

*Leadership Quarterly*

*Organization Science*

### **Conference and Professional Service and Activities**

2022–present, Faculty mentor, *The Tenure Project*

2023–present, Faculty mentor, Management Faculty of Color Association, Inc.

2004–present, Conference reviewer, AOM

2024, Faculty fellow/presenter, OB Doctoral Consortium, *Creating a Meaningful Academic Job: From Job Search to Transition*, AOM

2024, Faculty fellow/presenter, PDW, *The Elephant in the Room: A Workshop Embracing Scientific Rigor in Organizational Behavior*, AOM

2023, Faculty mentor, SIM Division Manuscript Development Workshop, AOM

2022, Faculty fellow and mentor, *The Tenure Project*, held at the University of Washington, Seattle, WA

2022, Faculty fellow, *Enduring through Gender Biases in Academia: Understanding Experiences, Challenges, and Solutions*, PDW, AOM

2022, Faculty fellow, *Junior Faculty Workshop*, AOM, OB Division

2021, Faculty fellow, *Junior Faculty Workshop*, AOM, OB Division

2021, Panelist, *Academy of Management Journal PDW: Writing Outstanding Reviews for AMJ*

2021–present, Faculty mentor, Academy of Management

2017–2018, Expert, PDW, *Making Connections with OB Experts: A Networking Social*, AOM, OB Division

2017–2018, Member, Best Symposium Award Committee, AOM, OB Division

2018, Panelist, *Micro & Macro Methods*, Strategic Management Society

2018, PDW, *Meet the Editors, Personnel Psychology* rep, ASU National Science Foundation mini-conference

2017, PDW, *Meet the Editors, Personnel Psychology* rep, Southern Management Association

2016, Presenter, PDW, *Mentoring Graduate Students*, AOM

2016, Session Chair, Conflict Management Division, AOM

2007–2015, Conference reviewer, Society for Industrial & Organizational Psychology

2012–2015, Presenter, Doctoral Consortium, AOM OB Division

2015, Paper Session Discussant, Southern Management Association, OB Division

2015, Member, Best Symposium Award Committee, AOM, OB Division

2014, Presenter, PDW, *Essentials of the OB Division*, AOM, OB Division

2012, Session Chair, AOM, OB Division

2011, Presenter, PDW, *Research tips and strategies from prolific junior faculty*, AOM

2011, Associate Editor/Super Reviewer, SIM Division, AOM

2007–2010 and 2014–2015, Conference reviewer, Southern Management Association  
2010, Presenter, Doctoral Consortium, Society for Industrial & Organizational Psychology  
2010, Program Track Chair, HR Division, Southern Management Association  
2010, Paper Session Facilitator, HR Division, Southern Management Association  
2008–2010, Presenter, HR Division Doctoral Consortium: Surviving the dissertation process, AOM  
2008, *Journal of Applied Psychology* Rep, PDW, *Increasing your chances of publishing in a top-tiered journal*, AOM  
2008, Session Chair, OB Division, AOM  
2005, Session Chair, OB Division, AOM  
2003, Member, Relations Committee, HR Division, AOM  
2003, Paper Session Discussant, AOM, OB Division

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## UNIVERSITY SERVICE

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### **Committee Service to The University of North Carolina at Chapel Hill**

2024–present, Member, Faculty Workload Policy Committee, Kenan-Flagler Business School  
2024–present, Faculty Advisor, Carolina Women in Business Association, Kenan-Flagler Business School  
2023–present, Member, Faculty Advisory Board, Kenan-Flagler Business School  
2022–present, Member, Diversity, Equity & Inclusion Advisory Board, OB Department

- 2022–2023, Co-Chair
- 2022, Chair, DEI Task Force Sub-Committee: DEI recruitment

2022–present, DEI Liaison, Kenan-Flagler Business School  
2022–present, Member, Post-Tenure Review Committee, Kenan-Flagler Business School  
2022–2023, Member, Doctoral Comprehensive Exam Redesign Committee  
2024, Member, Academic Ineligibility Committee, Kenan-Flagler Business School  
2023, Moderator, *Being your own advocate* panel, Carolina Women in Business conference, Kenan-Flagler Business School  
2022, Member, Clinical Professor Hiring committee, OB Department (hired Ivonne Chirino-Klevans)  
2022, Member, Clinical Professor Hiring committee, OB Department (hired Erin Long)

### **Committee Service to University of Georgia**

2016–2022, Member, Diversity and Inclusion Advisory Board, College  
2016–2022, Faculty Advisor, SHRM Student Chapter, University and College  
2016–2022, Member, Academic Honesty Panel, University  
2009–2022, Member, Graduate Faculty, College  
2009–2022, Member, OB Doctoral Student Committee, Department of Management  
2021–2022, Member, Undergraduate Programs Committee, College  
2021–2022, Member, University Review Committee, rep for College, University  
2021–2022, Member, University Council, representative for College, University  
2021–2022, Member, Executive and Professional MBA Committee, College  
2021–2022, Organizer/facilitator, *I. W. Cousins Ethics Speaker Series*, College  
2020–2022, Instructor, PMBA Preparatory Workshops, *Designing & Delivering Professional Presentations*  
2016–2022, Speaker, SHRM Student Chapter, *Career Considerations & Job Negotiations*  
2016–2022, Speaker, Full-Time MBA & Graduate Women's Business Association Speaker Series, *Career Development & Job Negotiations*  
2015–2022, Guest lecturer, Negotiation, Music Business Program, College



2020-2021, Member, Dean's Faculty Advisory Committee, College  
2021, Chair, Post-tenure review & Graduate Program Faculty Reappointment Committee, College  
2021, Member, Search Committee, Department of Management, Assistant or Associate Professor hire  
2021, Speaker, PMBA Employer Appreciation event, *Developing Employees with Emotional Intelligence*  
2021, Panelist, *Best Practices in Instruction*, GRSC 7770: Graduate Teaching  
2021, Speaker, Medical College of Georgia, UGA, *Career Development & Job Negotiations*  
2019-2020, Chair, Program Review Team for the Economics Department  
2019-2020, Member, Promotion & Tenure Review Committee, College  
2010-2020, Member, Specialty Certificate Programs Committee, College  
2020, Chair, Performance Appraisal Review Committee, Department of Management  
2020, Chair, Laura Little Post-Tenure Review Committee, Department of Management  
2020, Member, Dean's Faculty Advisory Committee, College  
2020, Speaker, Graduate Women's Business Association Speaker Series, Virtual Career Workshop & Webinar, *Women in Leadership: Traversing Gender Differences to Drive Success*  
2020, Speaker, Executive MBA Programs, Virtual Career Workshop & Webinar, *Women in Leadership: Traversing Gender Differences to Drive Success*  
2020, Speaker, Graduate Women's Business Association Summit, *Giving & Receiving Feedback*  
2019, Chair, Search Committee, Department of Management, senior Assistant Professor hire  
2019, Member, Search Committee, Department of Management, Assistant Professor hire  
2019, Member, Terry College Service Award Committee, College  
2019, Speaker, Institute for Leadership Advancement, *Career Development & Job Negotiations*  
2019, Speaker, Pathology Department, College of Veterinary Medicine, *Managing Abusive Relationships*  
2018-2019, Member, Executive/PMBA MBA Committee, College  
2018, Member, Lecturer Search Committee, Institute for Leadership Advancement  
2018, Member, Student of the Year Selection Committee, College  
2018, Speaker, 5<sup>th</sup> Annual Professional MBA Employer Appreciation Breakfast, *Coaching Employees*  
2018, Speaker, Law School, Law & Ethics seminar, *Unethical Work Behavior*  
2017-2018, Chair, Specialty Certificate Programs Committee, College  
2017, Member, Lecturer Search Committee, Department of Management  
2017, Member, Grade Appeal Committee, Undergraduate Economics appeal, College  
2017, Member, Grade Appeal Committee, MMR appeal, College  
2016, Member, Faculty Award Review Committee, College  
2016, Member, Search Committee, Department of Management, Assistant Professor hire  
2016, Member, Student of the Year Selection Committee, College  
2016, Member, Undergraduate Programs Committee, College  
2016, Speaker, Management, Principles of Management (Get to Know Terry Professors)  
2015-2016, Member, International Business Programs Committee, College  
2013-2015, Mentor, Faculty Student Mentoring Program, Office of Institutional Diversity  
2015, Member, Grade Appeal Committee, College  
2015, Member, Search Committee, Department of Management, Assistant Professor hire  
2015, Speaker, Management Society, College  
2014-2015, Member, Performance Review Committee, Department of Management  
2013-2014, Member, Website Committee, Department of Management  
2010, Member, Search Committee, Department of Management, Full Professor hire  
2009, Member, Search Committee, Department of Management, Assistant Professor hire

### **Committee Service to University of Nebraska**

2006–2009, Member, Doctoral Student Committee, Leadership Institute

2006–2009, Member, Social Committee, Department of Management

2007–2009, Member, Executive Committee, College

2008–2009, Academic Adviser, Management Studies, College

### **Doctoral Student Committee Service**

2022–present, Dissertation Committee Member, Alyssa Tedder-King, UNC, Organizational Behavior

2019–2023, Dissertation adviser, Shubha Sharma, UGA, Management

2022–2023, Dissertation Committee Member, Joohyung (Jenny) Kim, ASU, Management

2020–2022, Dissertation Committee Member, Emma Frank, UGA, Management

2020–2021, Dissertation Committee Member, Edwyna T. Hill, UGA, Management

2018–2020, Dissertation Committee Member, Hamed Ghahremani, University of Buffalo, Management

2017–2018, Dissertation Committee Member, Kate Zipay, UGA, Management

2016–2018, Comp & Dissertation Committee Member, Andrea Hetrick, UGA, I&O Psychology

2015–2017, Comp Committee Member, Rachel L. Williamson, UGA, I&O Psychology

2014–2016, Dissertation Committee Member, John W. Lynch, UGA, Management

2013–2015, Dissertation Committee Member, Michael D. Baer, UGA, Management

2013–2015, Dissertation Committee Member, C. Ryan Outlaw, UGA, Management

2011–2012, Dissertation Committee Member, Taylor E. Sparks, UGA, I&O Psychology

2010–2011, Dissertation Committee Member, Ryan M. Vogel, UGA, Management

2008–2009, Dissertation Co-Chair, Noel F. Palmer, University of Nebraska, Management

2008–2009, Dissertation Committee Member, David Quisenberry, University of Nebraska, Management

### **Honors Thesis | Research Assistantships**

2023, Advisor, Honors Thesis, Abigail Fleri, UNC, Kenan-Flagler Business School, UNC

2021, Advisor, TOUR research assistantship, Samantha Cruzado, UGA

2021, Advisor, TOUR research assistantship, Arianna Bellune, UGA

2018, Supervised Research Assistantship, Brandon Ware, UGA

2016, Adviser, CURO research project, Annelie Brunson, UGA

2015, Adviser, CURO research project, Lauren R. Locklear, UGA

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## **TEACHING EXPERIENCE**

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My teaching interests complement my work and research expertise, and include topics in OB (and related topics; i.e., leadership, negotiation), ethics, and human resources management.

### **MBA (Full-Time, Professional, and Executive)**

#### **University of North Carolina at Chapel Hill**

- Ethical Leadership
  - Full-time MBA (2 sections, 2022–present)
  - Executive Weekend MBA (2022–present)
  - Executive Evening MBA (2022)
- Leading and Managing: Cultivating Relationships
  - Full-time MBA (2022–2023)

- Women in Leadership
  - Full-time MBA (2022–present)
  - Executive Weekend MBA (2022–present)
- Role of Gender in Performance Evaluation and Feedback
  - MBA@UNC, Summit (2023)

### **MBA Teaching Outside of UNC**

Compensation Management

Ethics

Human Relations

Human Resource Management

Leadership

Negotiation

Organizational Behavior

Performance Management and Compensation

### **Doctoral Seminars**

Affect and emotion (UNC, 2022–present)

Behavioral ethics (University of Nebraska)

Job behavior and criterion (UGA)

Organizational behavior (UGA and University of Nebraska)

Doctoral directed-readings, UGA (e.g., behavioral ethics, violations / repair, deviance, trust)

### **Undergraduate Courses Taught**

Human Resource Management (UGA)

Introductory Management (UGA)

Organizational Behavior (UGA)

Performance Management and Compensation (UGA)

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## **EXECUTIVE EDUCATION AND CONSULTING**

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Thought Executive Programs, I have consulted and provided workshops and seminars to companies from diverse industries (e.g., manufacturing, insurance, engineering, real estate, energy, government).

Example topics are:

- |                                      |                          |                                      |
|--------------------------------------|--------------------------|--------------------------------------|
| • Coaching                           | • Employee development   | • Stress and well-being              |
| • Conflict management                | • Emotional intelligence | • Traversing difficult conversations |
| • Delivering actionable feedback     | • Negotiation            | • Workplace abuse and exclusion      |
| • Delivering effective presentations | • Performance assessment | • Workplace inclusion                |
|                                      | • Performance management | • Women in leadership                |

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## **NON-ACADEMIC WORK EXPERIENCE**

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### **President and Consultant**

1997–2000, *Advanced Management Solutions, Inc.*

**Human Resource Representative**

1988–1996, *Carr, Goodson, Lee & Warner, PC*

Updated: April 2024