
MARIE S. MITCHELL

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PROFESSIONAL EXPERIENCE

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

EDUCATION

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

HONORS AND AWARDS

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

RESEARCH INTERESTS

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](#) = 23286 and Scopus = 10311

Underline denotes student coauthor at the time of submission

PEER REVIEWED JOURNAL PUBLICATIONS

Mitchell, M. S., Sharma, S., Zipay, K., Bies, R. J., & Croituru, N. (In press). Considering personal needs in misdeeds: How compassion shapes observer reactions to leniency. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001246>

- Dang, C., & Mitchell, M. S. (In press). The positive spillover of managers' ally work: Perceptions of manager liberalism and its effect on employee volunteering. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-024-09952-9>
- Mitchell, M. S., Hetrick, A. L., Mawritz, M. B., Edwards, B. D., & Greenbaum, R. L. (2024). Oh the anxiety! The anxiety of supervisor bottom-line mentality and the mitigating effects of ethical leadership. *Journal of Management*, 50(7), 2888–2926. <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>

OTHER JOURNAL PUBLICATIONS

- 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

- Priesemuth, M., Mitchell, M. S., & Folger, R. (2017). Witness reactions to workplace aggression. In N. A. Bowling & M. S. Hershcovis (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

- Lin, S.-H., Woodall, J. P., Mitchell, M. S., Johnson, R., & Chi, N. W. (Under review, 2nd round). [Title withheld during review process]. *Journal of Applied Psychology*.
- Kim, J., Mitchell, M. S., Waldman, D. A., & Siegel, D. (Revision requested, 2nd round). [Title withheld during review process]. *Journal of Management*.

Sharma, S., & Mitchell, M. S. (Revision requested, 1st round). [Title withheld during review process].
Organizational Behavior and Human Decision Processes.

PEER REVIEWED CONFERENCE PRESENTATIONS

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.

PEER REVIEWED CONFERENCE PDWS & SYMPOSIA

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 21st Century*. Symposium, Academy of Management, Honolulu, HI. **Showcase Symposium, OB, Conflict Management, and Human Resources Divisions.**

CONFERENCE INVITED DISCUSSANT

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.

INVITED PRESENTATIONS

Research Presentations

2023, University of Minnesota, Carlson School of Management, Work & Organizations Department

2023, University of Miami, Miami Herbert Business School, Management Department

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

2021, Rice University, Jones Graduate School of Business, Organizational Behavior Area

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

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

2019, Drexel University, LeBow College of Business, Department of Management

2019, University of Washington, Foster School of Business, Department of Management & Organizations

2018, University of Florida, Warren College of Business, Management Department

2018, University of Buffalo, School of Management

- 2017, Arizona State University, W. P. Carey School of Business, Department of Management & Entrepreneurship
- 2017, Martin-Luther-Universität, Halle-Wittenberg, Wittenberg Center for Global Ethics
- 2017, Oregon State University, College of Business, Department of Management
- 2016, Wilfrid Laurier University, Lazaridis School of Business & Economics
- 2012, University of Washington, Foster School of Business, Department of Management & Organizations
- 2009, University of Georgia, Terry College of Business, Department of Management
- 2009, Georgetown University, McDonough School of Business, Department of Management

Guest Speaker Presentations

- 2025, *Under pressure! The influence of performance pressure on employee ethicality*. University of North Carolina at Chapel Hill, Dunlevie Honors Colloquium
- 2024, *Building an inclusive work environment: Understanding how leader gender influences employees' stress and well-being*, American Laboratory Managers Association
- 2022, *Promotion and tenure*, The Tenure Project, University of Southern California, Los Angeles, CA
- 2023, *Navigating access to leadership and the broken rung*, Carolina Women in Business conference, Kenan-Flagler Business School
- 2022, *Traversing promotion and tenure*, The Tenure Project, University of Washington, Seattle, WA
- 2021, *Career Development & Job Negotiations*, Medical College of Georgia, UGA
- 2021, *Developing Employees with Emotional Intelligence*, PMBA Employer Appreciation event, UGA
- 2020, *Women in Leadership: Traversing Gender Differences to Drive Success*, Graduate Women's Business Association Speaker Series, Virtual Career Workshop & Webinar, UGA
- 2020, *Women in Leadership: Traversing Gender Differences to Drive Success*, Executive MBA Programs, Virtual Career Workshop & Webinar, UGA
- 2020, *Giving & Receiving Feedback*, Graduate Women's Business Association Summit, UGA
- 2019, *Career Development & Job Negotiations*, Institute for Leadership Advancement, UGA
- 2019, *Managing Abusive Relationships*, Pathology Department, College of Veterinary Medicine, UGA
- 2018, *Coaching Employees*, 5th Annual Professional MBA Employer Appreciation Breakfast, UGA
- 2018, *Unethical Work Behavior*, Law School, Law & Ethics seminar, UGA
- 2016-2022, *Career Considerations & Job Negotiations*, SHRM Student Chapter, UGA
- 2016-2022, *Career Development & Job Negotiations*, Full-Time MBA & Graduate Women's Business Association Speaker Series, UGA

RESEARCH GRANT ACTIVITIES

- 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)

MEDIA MENTIONS

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 Newsline, 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](#).

PROFESSIONAL MEMBERSHIPS

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

PROFESSIONAL SERVICE

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

2024–present, Program Chair Elect, OB Division Executive Committee, AOM
2022–present, Faculty fellow/expert/panelist/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

UNIVERSITY SERVICE

Committee Service to The University of North Carolina at Chapel Hill

2024–present, PhD Coordinator, Organizational Behavior Area, Kenan-Flagler Business School
2024–present, Representative of Professional Schools Other than Medicine, Appointments, Promotions, & Tenure Committee, University of North Carolina at Chapel Hill
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
2024, Member, Faculty Workload Policy 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*
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, Panelist, *Best Practices in Instruction*, GRSC 7770: Graduate Teaching
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
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
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
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
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
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

2024-2025, Advisor, Honors Thesis, Anna Gore, UNC, Kenan-Flagler Business School
2024, Advisor, Legal Externship, Loic Tagne, UNC, Kenan-Flagler Business School
2023-2024, Advisor, Honors Thesis, Abigail Fleri, UNC, Kenan-Flagler Business School
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, Annelle Brunson, UGA
2015, Adviser, CURO research project, Lauren R. Locklear, UGA

TEACHING EXPERIENCE

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) (* denotes active course)

*Ethical Leadership
*Gender and Performance Evaluation and Feedback
*Women in Leadership
Compensation Management
Human Relations
Human Resource Management
Leadership
Negotiation
Organizational Behavior
Performance Management and Compensation

Doctoral Seminars (* denotes active course)

*Affect and emotion

Behavioral ethics

Job behavior and criterion

Organizational behavior

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

Undergraduate Courses

Human Resource Management

Introductory Management

Organizational Behavior

Performance Management and Compensation

EXECUTIVE EDUCATION AND CONSULTING

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

NON-ACADEMIC WORK EXPERIENCE

President and Consultant

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

Human Resource Representative

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

Updated: October 2024