

## THOMAS J. ZAGENCYK, PHD

Associate Professor, Department of Management

119 Sistine Hall

College of Business & Behavioral Science

Clemson University, Clemson, SC 29634

Email: thomasj@clemson.edu

(864) 656-1639 (telephone)

(864) 656-2015 (FAX)

<http://www.clemson.edu/cbbs/faculty-staff/profiles/profile.html?userid=THOMASJ>

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### RESEARCH INTERESTS

Social Networks , Social Exchange Relationships, Leadership, Organizational Culture/Climate, Cultural Differences

### EDUCATION

*Ph.D. in Business Administration, April 2006*

Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA

Major: Organizational Behavior and Human Resource Management

Minor: Ethics, Environment and Public Policy

*Bachelor of Philosophy & Bachelor of Science in Business Administration, May 2001*

University Honors College and College of Business Administration, University of Pittsburgh, Pittsburgh, PA

### PROFESSIONAL EXPERIENCE

August 2012 – Present: *Associate Professor with Tenure, Department of Management, Clemson University, Clemson, SC*

July 2013 – July 2014: *Graduate Program Coordinator (Masters and PhD Programs), Department of Management, Clemson University, Clemson, SC*

August 2006 – August 2012: *Assistant Professor, Department of Management, Clemson University, Clemson, SC*

May 2006 – August 2006: *Adjunct Instructor, College of Business and Economics, West Virginia University, Morgantown, WV*

August 2005 – May 2006: *Adjunct Instructor, College of Business Administration, University of Pittsburgh, Pittsburgh, PA*

August 2001 – August 2005: *Research and Teaching Assistant, Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA*

### TEACHING EXPERIENCE

PhD: *Advanced Topics in Organizational Behavior (Clemson University)*

MBA: *Organizational Behavior and Human Resource Management, Creativity and Innovation, Influence and Negotiation (Clemson University)*

Undergraduate: *Organizational Behavior (Clemson University, Linyi Normal University, University of Pittsburgh); Human Resource Management (Clemson University); Advanced Human Resource Management (Clemson University), Employee Rights, Responsibilities, and Diversity (Clemson University), Business Communications (University of Pittsburgh)*

## RESEARCH AWARDS & HONORS

Nominee, *2016 Governor's Award, Young Researcher Award for Excellence in Scientific Research*, State of South Carolina

Nominee, *Trevillian Distinguished Professorship*, Clemson University College of Business and Behavioral Science

*Irwin-McGraw Hill Distinguished Paper Award for Best Conference Paper*, Southwest Academy of Management (2015), with Cruz, K.S., Scott, K.L., & Cheung, J.

*Best Paper Award (for a Southern Management Association Member)*, 2013 Eastern Academy of Management International Conference, with Scott, K.L., Purvis, R.L., & Schippers, M.

*Outstanding Reviewer Award*, Organizational Behavior Division, Academy of Management (2008, 2011, 2013, 2015).

*College of Business and Behavioral Science Emerging Scholar Research Excellence Award*, Clemson University (2011-2012).

*2009 Group & Organization Management Paper of the Year Award (Micro)*, for "The negative aspects of social exchange: An introduction to perceived organizational obstruction", with R. Gibney and M. Masters.

*Delta Sigma Pi Advisor of the Year*, Southeast Region (2008-2009).

*Irwin-McGraw Hill Distinguished Paper Award for Best Conference Paper*, Southwest Academy of Management (2005) for "The ties that bind: Advice network centrality effects on job involvement and work-unit commitment", with A.J. Murrell and M. Ptazenski.

*Graduate Student Assistantship* (full tuition scholarship and stipend), Katz Graduate School of Business, University of Pittsburgh (2001-2005).

## TEACHING AWARDS

*College of Business and Behavioral Science Graduate Teaching Excellence Award*, Clemson University (2007-2008).

*Professor of the Year* – MBA Student Association, Clemson University (2007-2008).

## JOURNAL ARTICLES

(GOOGLE SCHOLAR CITATIONS: 811; H-INDEX: 16; I10-INDEX: 21)

Zagenczyk, T.J., Cruz, K.S., Cheung, J.H., Scott, K.L., Kiewitz, C., & Galloway, B. (2015). The moderating effect of power distance on employee responses to psychological contract breach. *European Journal of Work and Organizational Psychology*, 24, 853-865. (IF: 2.09)

Scott, K.L., Ingram, A., Zagenczyk, T.J., & Shoss, M.K. (2015). Work-family conflict and social undermining behavior: An examination of PO fit and gender differences. *Journal of Occupational and Organizational Psychology*, 88, 203-218. (IF: 1.667)

Restubog, S.L.D., Zagenczyk, T.J., Bordia, P., Bordia, S., & Chapman, G.J. (2015). Moderating roles of self-control and aggressive work culture in predicting responses to psychological contract breach. *Journal of Management*, 41, 1132-1154. (\*The first two authors contributed equally). (IF: 6.071)

\*Zagenczyk, T.J., Purvis, R.L., Shoss, M.K., Scott, K.L., & Cruz, K.S. (2015). Social influence and leader perceptions: Multiplex social network ties and similarity in leader-member

- exchange. *Journal of Business and Psychology*, 30, 105-117. (\*The first and second author contributed equally). (IF: 2.075)
- Purvis, R.L., Zagenczyk, T.J., & McCray, G. (2015). What's in it for me? Using expectancy theory and climate to explain direction and intensity of stakeholder participation. *International Journal of Project Management*, 33, 3-14. (IF: 2.436)
- Scott, K.L., Zagenczyk, T.J., Schippers, M.C., Purvis, R.L., & Cruz, K.S. (2014). Coworker exclusion and employee outcomes: The moderating role of perceived organizational and social support. *Journal of Management Studies*, 51, 1235-1256. (IF: 3.763; FT 45)
- \*Zagenczyk, T.J., Restubog, S.L.D., Kiazad, K., Kiewitz, C., & Tang, R. (2014). Psychological contracts as a mediator between Machiavellianism and employee citizenship and deviant behaviors. *Journal of Management*, 40, 1098-1122. (\*The first three authors contributed equally). (IF: 6.071)
- Shoss, M., Eisenberger, R., Restubog, S.L.D., & Zagenczyk, T.J. (2013). Blaming the organization for abusive supervision: The roles of perceived organizational support and supervisor organizational embodiment. *Journal of Applied Psychology*, 98, 158-168. (IF: 4.799, FT 45)
- Scott, K.L., Restubog, S.L.D., & Zagenczyk, T.J. (2013). A social exchange-based model of the antecedents of workplace exclusion. *Journal of Applied Psychology*, 98, 37-48. (IF: 4.799; FT 45)
- Zagenczyk, T.J., Woodard, A., Walker, J.C., Few, W.T., Cruz, K.S., Kiazad, K., & Raja, M. (2013). The moderating effect of Machiavellianism on the psychological contract breach-organizational identification/disidentification relationships. *Journal of Business and Psychology*, 28, 287-299. (IF: 2.075)
- \*Restubog, S.L.D., Zagenczyk, T.J., & Bordia, P. (2013). When employees behave badly: The roles of contract importance and workplace familism in the psychological contract dynamics. *Journal of Applied Social Psychology*, 43, 673-686. (\*The first and second author contributed equally). (IF: 0.72)
- Zagenczyk, T.J., Gibney, R., Few, W.T., & Purvis, R.L. (2013). The ties that influence: A social network analysis of prototypical employees' effects on job attitudes among coworkers. *Journal of Management Policy and Practice*, 14, 26-42.
- Masters, M., Gibney, R., & Zagenczyk, T.J. (2013). The (Face)book of unionism. *International Journal of e-Politics*, 4, 1-12.
- Kiewitz, C., Restubog, S.L.D., Zagenczyk, T.J., Scott, K.L., Garcia, P.R.J., & Tang, R.L. (2012). Sins of the parents: The role of supervisors' prior experience of family undermining in predicting subordinates' perceptions of abusive supervision. *Leadership Quarterly*, 23, 869-882. (IF: 3.138)
- Gibney, R., Masters, M., Zagenczyk, T.J., Amlie, T., & Brady, S. (2012). Union participation: A social exchange perspective. *Journal of Management Policy and Practice*, 13, 35-49.
- Zagenczyk, T.J., Gibney, R., Few, W.T., & Scott, K.D. (2011). Social exchange and organizational identification: The mediating effect of perceived organizational support. *Journal of Labor Research*, 32, 254-281. (IF: 0.277)
- \*Restubog, S.L.D., Scott, K.D., & Zagenczyk, T.J. (2011). When distress hits home: The effects of contextual factors and psychological distress in predicting employee responses to

- abusive supervision. *Journal of Applied Psychology*, 96, 713-729. (\*Author order arranged alphabetically). (IF: 4.799; FT 45)
- Gibney, R., Zagenczyk, T.J., Fuller, J.B., Hester, K., & Caner, T. (2011). Exploring organizational obstruction and the expanded model of organizational identification. *Journal of Applied Social Psychology*, 41, 1083-1109. (IF: 0.72)
- Zagenczyk, T.J., Scott, K.D., Gibney, R., Murrell, A.J., & Thatcher, J.B. (2010). Social influence and perceived organizational support: A social networks approach. *Organizational Behavior and Human Decision Processes*, 111, 127-138. (IF: 2.201; FT 45)
- Kiazad, K., Restubog, S.L.D., Zagenczyk, T.J., Kiewitz, C., & Tang, R.L. (2010). In pursuit of power: The role of authoritarian leadership style in the relationship between supervisors' Machiavellianism and subordinates' perceptions of abusive supervision. *Journal of Research in Personality*, 44, 512-519. (IF: 2.264)
- Loh, M.I., Restubog, S.D.L., & Zagenczyk, T.J. (2010). Consequences of workplace bullying on employee identification and satisfaction among Australians and Singaporeans: Exploring the moderating role of power-distance. *Journal of Cross-Cultural Psychology*, 41, 236-252. (IF: 1.929)
- Masters, M., Gibney, R., Zagenczyk, T.J., & Shevchuk, I. (2010). Union members' usage of IT. *Industrial Relations*, 49, 83-90. (IF: 1.04)
- Zagenczyk, T.J., Gibney, R., Kiewitz, C., & Restubog, S.L.D. (2009). Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? *Human Resource Management Journal*, 19, 237-259. (IF: 1.860)
- Zagenczyk, T.J., & Murrell, A.J. (2009). It is better to receive than to give: Advice network effects on job and work-unit attachment. *Journal of Business and Psychology*, 24, 139-152. (IF: 2.075)
- Gibney, R., Zagenczyk, T.J., & Masters, M. (2009). The negative aspects of social exchange: An introduction to perceived organizational obstruction. *Group & Organization Management*, 34, 665-697. (IF: 1.40)
- Kiewitz, C., Restubog, S.L.D., Zagenczyk, T.J., & Hochwarter, W. (2009). The interactive effects of psychological contract breach and organizational politics on perceived organizational support: Evidence from two longitudinal studies. *Journal of Management Studies*, 46, 806-834. (IF: 3.763; FT 45)
- Masters, M.F., Gibney, R., & Zagenczyk, T.J. (2009). Worker paycheck protection: Implications for labor's political spending and voice. *Industrial Relations*, 48, 557-577. (IF: 1.04)
- Arsal, R., Thatcher, J.B., Zagenczyk, T.J., McKnight, D.H., & Ahuja, M. (2009). Organizational factors and information technology use: Tying perceptions of the organization to perceptions of IT. *Journal of Organizational and End-User Computing*, 21, 37-59. (IF: .47)
- Zagenczyk, T.J., Gibney, R., Murrell, A.J., & Boss, S. (2008). Friends don't make friends good citizens, but advisors do. *Group & Organization Management*, 33, 760-780. (IF: 1.40)
- Zagenczyk, T.J., Murrell, A.J., & Gibney, R. (2008). The effects of the physical work environment on the development of linking and communal social capital. *International Journal of Organizational Analysis*, 15, 119-135.

- Masters, M.F., Gibney, R., & Zagenczyk, T.J. (2007). Is union political action compatible with organizing? Some preliminary evidence. *International Journal of Organizational Theory and Behavior*, 10, 367-385.
- Masters, M.F., Gibney, R., & Zagenczyk, T.J. (2006). The AFL-CIO v. CTW: Competing visions, strategies, and structures. *Journal of Labor Research*, 27, 473-504. (IF: 0.277)
- Murrell, A.J., & Zagenczyk, T.J. (2006). The gendered nature of role model status: An empirical study. *Career Development International*, 11, 560-576. (IF: 1.29)
- Zagenczyk, T.J. (2004). Using social psychology to explain stakeholder reactions to an organization's social performance. *Business and Society Review*, 109, 97-101.

## BOOK CHAPTERS

- Bosman, L., & Zagenczyk, T.J. (2011). Revitalize your teaching: Creative approaches to applying social media in the classroom. In White, B., King, I., & Tsang, P. (Eds.), *Social Media Tools and Platforms in Learning Environment* (p. 3-16). Springer.
- Arsal, R., Thatcher, J.B., Zagenczyk, T.J., McKnight, D.H., & Ahuja, M. (2011). Commitment, trust, and autonomy: Tying perceptions of the organization and the job to perceptions of IT. In Clake, S., & Dwivedi, A. (Eds.), *Organizational and End-User Interactions: New Perspectives* (p. 248-271). IGI Global, Hershey, PA.
- Gibney, R., Zagenczyk, T.J., & Masters, M. (2008). Social capital and the practice lens approach. *Encyclopedia of HRIS: Challenges in electronic-HRM*. IGI Global.
- Masters, M.F., Gibney, R., Shevchuk, I., & Zagenczyk, T.J. (2008). The state as employer. In Blyton, P., Bacon, N., Fiorito, J., & Heery, E. (Eds.), *Handbook of Industrial and Employment Relations* (p. 305-324). London: Sage.
- Murrell, A.J., & Zagenczyk, T.J. (2006). Gender, race, and role model status: The impact of informal mentoring relationships in management careers. In M. Karsten (Ed.) *Gender, Ethnicity and Race in the Workplace*. Westwood, CT: Greenwood/Praeger Publishers.

## BEST PAPER PROCEEDINGS

- Zagenczyk, T.J., Gibney, R., Kiewitz, C., & Restubog, S.L.D. (2008). Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? *Best Paper Proceedings of the 68<sup>th</sup> Annual Meeting of the Academy of Management*, 1-6.

## SELECTED CONFERENCE PRESENTATIONS (REFEREED)

- Zagenczyk, T.J., & Purvis, R.L. Leader-member exchange, perceived organizational support and outcomes: Moderating effects of perceived ethical climate. Presented at the **2015 Corporate Responsibility Conference**, Marseilles, France, September 16-18.
- Zagenczyk, T.J., & Purvis, R.L. Multiplex social network ties and psychological climate. *Presented at the 2015 Academy of Management Conference*, Vancouver, Canada, August 7-11, 2015.
- Zagenczyk, T.J., Cruz, K.S., Scott, K.L., & Cheung, J.H. Culture, psychological contract breach, and coworker exclusion. *Presented at the 2015 Academy of Management Conference*, Vancouver, Canada, August 7-11, 2015.
- Cruz, K.S., Zagenczyk, T.J., Scott, K.L., & Cheung, J.H. Psychological contract breach and co-

- worker exclusion: The moderating effects of collectivism/individualism. **Presented at the 2015 Southwest Academy of Management Conference**, March 11-14, 2015. **McGraw-Hill Distinguished Paper Award.**
- Eisenberger, R., Zhen, D., Zagenczyk, T.J., & Mesdaghinia, S. Employee reactions to favorable treatment: Contributions of gratitude and indebtedness. **Presented at the 2015 Society for Industrial and Organizational Psychology Meeting**, Philadelphia, PA, April 23-25, 2015.
- Schippers, M.C., Purvis, R.L., & Cruz, K.S. Coworker exclusion and employee outcomes: The moderating role of perceived organizational and social support. **Presented at the 2014 Academy of Management Conference**, Philadelphia, PA, August 1-5, 2014.
- Cruz, K.S., Zagenczyk, T.J., Cheung, J., Scott, K.L., & Galloway, B. The moderating effect of power distance on employee responses to psychological contract breach. **Presented at the 2014 Society for Industrial and Organizational Psychology Meeting**, Honolulu, HI, May 15-17.
- Scott, K.L., Ingram, A., & Zagenczyk, T.J. Work-family conflict and social undermining behavior: An examination of gender differences. **Presented at the 2013 Academy of Management Conference**, Orlando, FL.
- Zagenczyk, T.J., Smallfield, J.K., Scott, K.L., Galloway, B., & Purvis, R.L. Narcissism, violation, workplace deviance, and exit: An application of trait activation theory. **Presented at the 2013 Academy of Management Conference**, Orlando, FL.
- Shoss, M., Eisenberger, R., Restubog, S.L.D., & Zagenczyk, T.J. Blaming the organization for abusive supervision. **Presented at the 2012 meeting of the Society for Industrial and Organizational Psychology**, San Diego, CA, April 26-28.
- Scott, K.D., & Zagenczyk, T.J. A model of the antecedents of workplace exclusion: Incivility, distrust, and social exchange. **Presented at the 2011 Academy of Management Conference**, San Antonio, TX, August 13-15.
- Restubog, S.L.D., Zagenczyk, T.J., Scott, K.D., Chapman, G.J., & Garcia, P.R.J.M. Aren't I the greatest of them all? Linking supervisor's narcissistic personality to subordinate's perceptions of abusive supervision. **Presented at the 2010 Academy of Management Conference**, Montreal, Canada, August 9-10.
- Scott, K.D., & Zagenczyk, T.J. (2009). Citizenship behavior of included and excluded employees: A social network analysis. **Presented at the 2009 Southern Management Association Conference**, Asheville, NC, November 12-14.
- Restubog, S.L.D., Scott, K.D., & Zagenczyk, T.J. (2009). When anger hits home: Effects of aggressive work culture. **Presented at the 2009 Academy of Management Conference**, Chicago, IL, August 7-10.
- Kiewitz, C., Restubog, S.L.D., Kiazad, K., Zagenczyk, T.J., & Tang, R.L. (2009). Sins of the father: The role of supervisors' prior experience of family undermining in predicting subordinates' perceptions of abusive supervision. **Presented at the 2009 Academy of Management Conference**, Chicago, IL, August 7-10.
- Zagenczyk, T.J., Restubog, S.L.D., Kiewitz, C., Kiazad, K., & Tang, R.L. (2008). The portrait of a Machiavellian employee: Interactive effects of Machiavellianism and psychological contract orientation in predicting work behaviors. **Presented at the 2008 Academy of Management Conference**, Anaheim, CA, August 8-13.

- Zagenczyk, T.J., Gibney, R., Kiewitz, C., & Restubog, S.L.D. (2008). Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? **Presented at the 2008 Academy of Management Conference**, Anaheim, CA, August 8-13.
- Zagenczyk, T.J., Murrell, A.J., Bruns, R., & Gibney, R. (2007). Role models as social influence agents: Effects on organizational support, commitment, and job satisfaction. **Presented at the 2007 Academy of Management Conference**, Philadelphia, PA, August 3-8.
- Gibney, R., Zagenczyk, T.J., Fuller, J.B., Hester, K., & Caner, T. (2007). Social exchange and organizational identification: The differing effects of organizational obstruction and support. **Presented at the 2007 Academy of Management Conference**, Philadelphia, PA., August 3-8.
- Zagenczyk, T.J., Gibney, R., & Murrell, A.J. (2006). Do social networks influence employees' perceptions of organizational support? **Presented at the 2006 Academy of Management Conference**, Atlanta, GA, August 11-16.
- Murrell, A.J., & Zagenczyk, T.J. (2006). The gendered nature of role model status: An empirical study. **Presented at the 2006 Academy of Management Conference**, Atlanta, GA, August 11-16.
- Zagenczyk, T.J., Murrell, A.J., & Ptaszenski, M. (2005). The ties that bind: Advice network centrality effects on job involvement and work-unit commitment. **Presented at the 2005 Southwest Academy of Management Conference**, Dallas, TX, March 1-5. Winner of Irwin-McGraw Hill Award for Best Conference Paper.
- Zagenczyk, T.J. (2005). The moderating effect of POS on the relationship between psychological contract breach and outcomes. **Presented at the 2005 Academy of Management Conference**, Honolulu, HI, August 5-8.
- Zagenczyk, T.J. (2004). The effect of the physical work environment on the development of linking and communal social capital. **Presented at the 2004 Academy of Management Conference**, New Orleans, LA., August 8-11.
- Zagenczyk, T.J., & Murrell, A.J. (2003). An attribution model of stakeholder perceptions of the firm. **Presented at the 2003 Academy of Management Conference**, Seattle, WA, August 1-6.

## EXECUTIVE TRAINING, CONSULTING AND INVITED PRESENTATIONS

- Greenville Society for Human Resource Management 2015 HR Management Conference – Generational Differences: Are Stereotypes a Self-Fulfilling Prophecy? August 25, 2015 (attendees awarded continuing education credits).
- Greenville Hospital System, Greenville, SC—*The Relationship between Employee Attitudes and Quality of Patient Experience*. December 2014-Present.
- Michelin North America, Greenville, SC – *Negotiating Industry Standards and Government Regulations: A Stakeholder Approach*. 3-day course; October 2012-present.
- Michelin North America, Greenville, SC—*Negotiation and Influencing Skills Workshop*. 2-day course; February 2012-present.
- University of Illinois at Chicago, Chicago, IL – *Social-Contextual Factors and Social Exchange*. Presented to the Organizational Behavior Faculty and Doctoral Students. November 20, 2013.

National Chemical Safety Symposium, Houston, TX – *Developing a Safety Climate: Organizational, Leader, and Coworker Relationships as Predictors of Employee Safety Behavior*, May 22, 2013.

Waffle House Coach’s Clinic, Greenville, SC – *Millennials in the Workplace*. Greenville, SC. May 16, 2013.

Clemson University Leadership Summit – Session Leader – *Leading with Courage*. August 2011 - 2013.

College of Business and Behavioral Science Senior Advisory Board Meeting, Clemson University – *Millennials in the Workplace*. April 5, 2013.

Tri-County Technical College Professional Development Day – *Managing the Psychological Contract to Improve Employer-Employee and Employee-Supervisor Relationships*. November 6, 2012.

Council and Executive Members of the Alpha Sigma Tau Sorority – *Psychological Contracts and Alumni Relations*. September 2012.

Michelin Career Center Corporate Partners Retreat, Clemson University – *I-Gen: What’s Next on the Horizon* (keynote speech). August 3, 2012.

Student Media Leaders, Clemson University – *Managing 101*. August 2011.

Clemson University Leadership Summit – Facilitator for group discussion and executive roundtable – *Courage and Leadership: The Final Ascent*. August 2010.

Heritage Health Care, Greenville, SC – *Employee Engagement and Performance*. Summer 2010.

Sichuan International Studies University, Chongqing, PRC – *An Overview of Organizational Behavior: Research and Practice*. Summer 2010.

Nestle Corporation, Gaffney, SC – *Leadership and Employee Performance*. Summer 2008.

Lee Hecht Harrison, Pittsburgh, PA – *Personality Assessments* (May 2005).

PNC Financial Services, Pittsburgh, PA – *Work Environment and Employee Productivity*. 1999-2000.

## GRANTS

Summer Research Grant, Clemson University, \$15,000 (Summer 2015).

Discovery Grant, Australian Research Council (\$145,300) with Restubog, S.L.D., Kiazad, K., Aquino, K., Zagenczyk, T.J., & Scott, K.L. (2015-2017). To step in or to stand by: Third parties’ emotional and behavioral responses to abusive supervision.

Summer Research Grant, Clemson University, \$15,000 (Summer 2014).

Summer Research Grant, Clemson University, \$15,000 (Summer 2013).

Summer Research Grant, Clemson University, \$15,000 (Summer 2012).

Summer Research Grant, Clemson University. \$15,000 (Summer 2011).

Summer Research Grant. Clemson University. \$7,500. (Summer 2010).

Creative Inquiry Funds. Clemson University. \$17,200 (Fall 2007-present).

David Berg Center for Leadership & Ethics. University of Pittsburgh. \$3000 (Summer 2001).

Undergraduate Research Grant, University Honors College, University of Pittsburgh, \$1500 (Winter 2000)

## THESIS AND COMPREHENSIVE EXAM COMMITTEES

### PHD DISSERTATION COMMITTEES:

Chris Zimmer. Department of Management, Clemson University (April 2011)



Mohammed Raja. Department of Management, Clemson University (April 2011)  
Mike Dinger. Department of Management, Clemson University (July 2011)  
Daniel Bennett. Educational Leadership, Clemson University (July 2011)  
Amin Mohammed, Department of Education, Clemson University (May 2013)  
LeMuel Toledeno, Australian National University, (June 2013)  
Kevin Craig, Department of Management, Clemson University (in progress)  
James Burluson, Department of Management, Clemson University (in progress)

#### MASTERS THESIS:

Elizabeth Conde, Department of Psychology, Clemson University (April 2010)  
Melissa Constante, Communications. Clemson University (November 2010)  
David Cheng, School of Organization & Management, University of New South Wales, Australia (May 2011).

#### UNDERGRADUATE HONORS

Angela Woodard, Department of Management, Clemson University (Chair; April 2009).

#### UNDERGRADUATE RESEARCH PROJECTS SUPERVISED

Woodard, A., Walker, C.J., & Haynes, K. (2009). Does Machiavellianism influence employee responses to psychological contract breach? *Community of Undergraduate Journals Online*. [http://cujo.clemson.edu/manuscript.php?manuscript\\_ID=234](http://cujo.clemson.edu/manuscript.php?manuscript_ID=234) (final version of manuscript published in the *Journal of Business and Psychology*)  
Roberts, M., Dowker, C., Fleming, M., King, T., & Stack, B. (2008). The mediating effect of organizational support on the relationship between developmental experiences and turnover intentions. *Community of Undergraduate Journals Online*. [http://cujo.clemson.edu/manuscript.php?manuscript\\_ID=214](http://cujo.clemson.edu/manuscript.php?manuscript_ID=214)

#### SERVICE

MBA Council Chair, Clemson University (Spring 2015-present)  
Alumni Distinguished Professor Selection Committee, Clemson University (Spring 2015-present)  
Space Utilization Committee, Clemson University (Spring 2015-present)  
Graduate Programs Committee, Clemson University (Fall 2013-Fall 2015)  
Graduate Advisory Committee, Clemson University (Fall 2013-August 2104)  
Search Committee, Business Analytics Faculty Member, College of Business and Behavioral Science, Clemson University (Spring 2013)  
Search Committee, Business Analytics Lecturer, College of Business and Behavioral Science, Clemson University (Spring 2013)  
University Research Grant Committee, Management Department Representative, Clemson University (Fall 2012-present)  
Clemson-Greenville Connection Advisory Group, Member, Clemson University (Fall 2012-present).  
Graduate Programs Committee, Department of Management, Clemson University (Fall 2011-present).  
Task Force to Review Management Curriculum, Department of Management, Clemson University (Fall 2011-present).  
Editorial Board Member, *Journal of Business and Psychology* (April 2010 to present).

MBA Council Representative, Organizational Behavior/Human Resource Management Interest Group. College of Business and Behavioral Science, Clemson University (Fall 2008 to present).

Curriculum Committee Member. Department of Management, Clemson University (Fall 2009-Fall 2011).

Delta Sigma Pi Professional Business Fraternity Faculty Advisor. College of Business and Behavioral Science, Clemson University (Spring 2008-present).

Search Committee Chair for Human Resource Management Lecturer, College of Business and Behavioral Science, Clemson University (Spring 2011).

Editor, Management Section. Community of Undergraduate Journals Online. Clemson University (Spring 2008 to present).

Departmental Honors Committee Member. Calhoun Honors College, Clemson University (Fall 2009).

Academy of Management Conference Placement Services Volunteer (Summer 2008-2009).

Organizational Behavior and Human Resource Management Faculty Position Search Committee. Department of Management, Clemson University (Fall 2006).

Ad-hoc reviewer for journals including: *Academy of Management Journal*, *Academy of Management Review*, *Organizational Behavior & Human Decision Processes*, *Organization Science*, *Journal of Management*, *Journal of Management Studies*, *Group & Organization Management*, *Journal of Vocational Behavior*, *Human Relations*, *Journal of Applied Social Psychology*, *Journal of Management Inquiry*, *Journal of Business and Psychology*, *British Journal of Management*, *Applied Psychology: An International Review*, *European Journal of Work and Organizational Psychology*, *Journal of Business Research*, *International Journal of Human Resource Management*, *Human Resource Management Journal*, *Journal of Managerial Psychology*, *Journal of Occupational Health Psychology*, *Journal of Business Ethics*, *Leadership Quarterly*.

Ad-hoc reviewer for conferences including: *Academy of Management Conference*, *Southern Management Association*, *Eastern Academy of Management*, *Southwest Academy of Management*, *Midwest Academy of Management*.

Ad-hoc reviewer for textbook publishers including: *Prentice Hall*, *Pearson*, *McGraw-Hill*. (Winter 2000).

## **EDITORIAL BOARDS**

*Group and Organization Management* (July 2013-present)

*European Journal of Work and Organizational Psychology* (April 2013-present)

*Journal of Business and Psychology* (April 2010-present)

*Frontiers in Psychology* (September 2015-present)

## **PROFESSIONAL AFFILIATIONS**

Academy of Management (Divisions: Organizational Behavior & Careers)

Southern Management Association

