

June 13, 2024

Matthew J. Quade

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Education

Doctor of Philosophy, Oklahoma State University, 2013
Management
Spears School of Business, Stillwater, OK

Master of Business Administration, Oklahoma State University, 2008
Spears School of Business, Stillwater, OK

Bachelor of Science in Business Administration, The University of Tulsa, 2004
Collins College of Business, Tulsa, OK
Major: Management, Minor: Coaching

Academic Employment

Kimberly & Aaron P. Graft Professor in Christian Leadership in Business (2022 – Present)
Director, Christian Leadership & Ethics (2022 – Present)
Associate Professor (2020 – Present)
Department of Management, Hankamer School of Business
Baylor University

Assistant Professor (2014 – 2020)
Department of Management, Hankamer School of Business
Baylor University

Visiting Assistant Professor (2013 – 2014)
Department of Management, Spears School of Business
Oklahoma State University – Tulsa

Publications: Refereed Journal Articles

Hackney, K. J., **Quade, M. J.**, Carlson, D. S., Hanlon, R., & Thurgood, G. (2023). Welcome to parenthood!? An examination of the far-reaching effects of perceived adoption stigma in the workplace. *Human Relations*. Advanced online publication, doi: 10.1177/00187267231164867

Gullifor, D. P., Petrenko, O. V., Chandler, J., **Quade, M. J.**, & Rouba, Y. (2023). Employee reactions to perceived CSR: The influence of the ethical environment on OCB engagement

and individual performance. *Journal of Business Research*, 161, 113835. doi: 10.1016/j.jbusres.2023.113835

Carlson, D. S., **Quade, M. J.**, Wan, M., Kacmar, K. M., & Yin, K. (2022). Keeping up with the Joneses: Social comparison of integrating work and family lives. *Human Relations*, 76, 1285-1313. doi: 10.1177/00187267221094686

Quade, M. J., Wan, M., Carlson, D. S., Kacmar, K. M., & Greenbaum, R. L. (2022). Beyond the bottom line: Don't forget to consider the role of the family. *Journal of Management*, 48, 2167-2196. doi: 10.1177/01492063211030546

Min, S. W., Humphrey, S. E., Aime, F., Petrenko, O. V., **Quade, M. J.**, & Fu, S. Q. (2022). Dealing with new members: Team members' reactions to newcomer's attractiveness and sex. *Journal of Applied Psychology*, 107, 1115-1129. doi: 10.1037/apl0000872

Quade, M. J., Greenbaum, R. L., & Bonner, J. M. (2022) Management without morals: Construct development and initial testing of amoral management. *Human Relations*, 75, 273-303. doi: 10.1177/0018726720972784

Neubert, M. J., Sully de Luque, M., **Quade, M. J.**, & Hunter, E. M. (2022). Servant leadership across the globe: Assessing universal and culturally contingent relevance in organizational contexts. *Journal of World Business*, 57, 101268. doi: 10.1016/j.jwb.2021.101268

Wan, M., Carlson, D. S., **Quade, M. J.**, & Kacmar, K. M. (2022). Does work passion influence prosocial behaviors at work and home? Examining the underlying work-family mechanisms. *Journal of Organizational Behavior*, 43, 1516-1534. doi: 10.1002/job.2566

Lin, Y., Yang, M., **Quade, M. J.**, & Chen, W. (2022). Is the bottom-line reached? An exploration of supervisor bottom-line mentality, team performance avoidance goal orientation and team performance. *Human Relations*, 75, 349-372. doi: 10.1177/00187267211002917

Quade, M. J., Hackney, K. J., Carlson, D. S., & Hanlon, R. (2021). It Takes a Village: How Organizational Support for Adoption Positively Affects Employees and Their Families. *Journal of Occupational and Organizational Psychology*, 94, 706-734. doi: 10.1111/joop.12358

McLarty, B. D., Muldoon, J., **Quade, M. J.**, & King, R. A. (2021). Your boss is the problem and solution: How supervisor-induced hindrance stressors and LMX influence employee job neglect and subsequent performance. *Journal of Business Research*, 130, 308-317. doi: 10.1016/j.jbusres.2021.03.032

Greenbaum, R. L., Babalola, M. T., **Quade, M. J.**, Guo, L., & Kim, Y. K. (2021). Moral burden of bottom-line pursuits: How and when perceptions of top management bottom-line mentality inhibits supervisors' ethical leadership practices. *Journal of Business Ethics*, 174, 109-123. doi: 10.1007/s10551-020-04573-7

Quade, M. J., McLarty, B. D., & Bonner, J. M. (2020). The influence of supervisor bottom-line mentality and employee bottom-line mentality on leader-member exchange and subsequent employee performance. *Human Relations, 73*, 1157-1181. doi: 10.1177/0018726719858394

Quade, M. J., Greenbaum, R. L., & Mawritz, M. B. (2019). “If only my coworker was more ethical”: When ethical and performance comparisons lead to negative emotions, social undermining, and ostracism. *Journal of Business Ethics, 159*, 567-586. doi: 10.1007/s10551-018-3841-2

Quade, M. J., Perry, S. J., & Hunter, E. M. (2019). Boundary conditions of ethical leadership: Exploring supervisor-induced and job hindrance stress as potential inhibitors. *Journal of Business Ethics, 158*, 1165-1184. doi: 10.1007/s10551-017-3771-4

Bonner, J. M., Greenbaum, R. L., & **Quade, M. J.** (2017). Employee unethical behavior to shame as an indicator of self-image threat and exemplification as a form of self-image protection: The exacerbating role of supervisor bottom-line mentality. *Journal of Applied Psychology, 102*(8), 1203-1221. doi: 10.1037/apl0000222

Quade, M. J., Greenbaum, R. L., & Petrenko, O. V. (2017). “I don’t want to be near you, unless...”: The interactive effect of unethical behavior and performance onto relationship conflict and workplace ostracism. *Personnel Psychology, 70*, 675-709. doi: 10.1111/peps.12164

***Nominated for Most Influential Article Award for 2014-2017; Conflict Management Division of the Academy of Management, 2022 AOM Annual Meeting, Seattle, WA**

Greenbaum, R. L., Hill, A. D., Mawritz, M. B., & **Quade, M. J.** (2017). Employee Machiavellianism to unethical behavior: The role of abusive supervision as a trait activator. *Journal of Management, 43*(2), 585-609. doi: 10.1177/0149206314535434

Greenbaum, R. L., **Quade, M. J.,** & Bonner, J. M. (2015). Why do leaders practice amoral management? A conceptual investigation of the impediments to ethical leadership. *Organizational Psychology Review, 5*(1), 26-49. doi: 10.1177/2041386614533587

Greenbaum, R. L., **Quade, M. J.,** Mawritz, M. B., Kim, J., & Crosby, D. (2014). When the customer is unethical: The explanatory role of employee emotional exhaustion onto work-family conflict, relationship conflict with coworkers, and job neglect. *Journal of Applied Psychology, 99*(6), 1188-1203. doi: 10.1037/a0037221

Little, L. M., Nelson, D. L., **Quade, M. J.,** & Ward, A. (2011). Stressful demands or helpful guidance? The role of display rules in Indian call centers. *Journal of Vocational Behavior, 79*(3), 724-733. doi: 10.1016/j.jvb.2011.03.017

Publications: Non-Refereed Articles

Hackney, K. J., **Quade, M. J.**, Carlson, D. S., & Hanlon, R. P. (2023, March 3). 5 ways leaders can support adoptive parents. *Harvard Business Review* online. Retrieved from <https://hbr.org/2023/03/5-ways-leaders-can-support-adoptive-parents>.

Greenbaum, R. L., & **Quade, M. J.** (2016, May 25). We don't shun unethical coworkers if they're high performers. *Harvard Business Review* online. Retrieved from <https://hbr.org/2016/05/we-dont-shun-unethical-coworkers-if-theyre-high-performers>

Bonner, J. M., Greenbaum, R. L., & **Quade, M. J.** (2015, September 2). Eaten up with guilt: Responding to our own unethical behavior in the workplace. *Center for Responsible Business at Berkeley-Haas Redefining Business* blog. Retrieved from <http://redefiningbusiness.org/eaten-up-with-guilt-responding-to-our-own-unethical-behavior-in-the-workplace/>

Book Chapters

Bracamonte Larios, M., McLarty, B., & **Quade, M. J.** (2024). Exploring supervisor-induced stressors, employee job neglect, and counterproductive work behaviors: The potential benefits of the Machiavellian employee. In A. M. Rossi, C. P. McAllister, and J. D. Mackey (Eds.). *Stress and Quality of Working Life: Coping at Work and at Home*. (p. 107-136). Information Age Publishing, Charlotte, NC.

Articles in Best Paper Conference Proceedings

Quade, M. J., Greenbaum, R. L., Eissa, G., Mawritz, M. B., & Kim, J. (2013). Unethical customers and employee burnout: The role of ethical leadership. *Academy of Management Proceedings*, 2013(1), 10556.

Manuscripts with Revision Requested

Carlson, D. S., **Quade, M. J.**, Wan, M., & Kacmar, K. M. The bittersweet nature of family caregiving on workplace behaviors and attitudes. *Journal of Vocational Behavior*. Revising to resubmit. Under 3rd review. Resubmitted on May 27, 2024.

Greenbaum, R. L., Mawritz, M. B., Butts, M. M., **Quade, M. J.**, & Vaziri, H. As seen on social media: The daily effects of judgments of social media content on employee emotions and behaviors. *Journal of Organizational Behavior*. Revision due September 10, 2024.

Manuscripts Under Review

Wan, M., Carlson, D. S., **Quade, M. J.**, & Kacmar, K. M. "This is hard!": Disentangling the influences of caregiving burdens on employees' burnout. *Journal of Business and Psychology*. Submitted on December 19, 2023.

Douglas, M. A., **Quade, M. J.**, Dickey, E. C., Mollenkopf, D. A., & Neubert, M. J. The ethics of sustainability in supply chain relationships: Through the lens of supply chain integrity. Target: *Journal of Business Ethics*. Submitted on March 15, 2024.

Manuscripts in Preparation

McLarty, B. D., Skorodziyevskiy, V., & **Quade, M. J.** Ethical leadership in family firms: How ethical leaders and employee socioemotional wealth importance mitigate the impact of employee narcissism on counterproductive workplace behavior. Target: *Family Business Review*. Status: Revising manuscript.

Quade, M. J., Wan, M., Carlson, D. S., & Kacmar, K. M. Does the organization care? The influences of organizational support for employees who are family caregivers. Target: *Personnel Psychology*. Status: Analyzing data.

Quade, M. J., Carlson, D. S., Thompson, M., & Wan, M. My sibling fuels my leadership: How sibling social comparisons influence leadership behaviors at work. Target: *Journal of Management*. Status: Analyzing data.

Quade, M. J., Neubert, M. J., & Douglas, M. A. The absence of moral guidance is profit guidance: The interactive effect of amoral management and bottom-line mentality. Target: *Journal of Applied Psychology*. Status: Analyzing data.

Neubert, M. J., **Quade, M. J.**, & Douglas, M. A. Servant leadership and addictive behaviors. Target: *Journal of Management*. Status: Analyzing data.

Quade, M. J., Carlson, D. S., Wan, M., & Kacmar, K. M. From the office to the home: Trickle-out effects of ethical leadership. Target: *Journal of Business Ethics*. Status: Analyzing data.

Carlson, D. S., Stolze, H., Wan, M., & **Quade, M. J.** Leadership Spillover and Crossover in Indonesia. Target: *Journal of Applied Psychology*. Status: Preparing data collection.

Conference Presentations

Bracamonte Larios, M., McLarty, B., & **Quade, M. J.** (2023, October). Exploring supervisor-induced stressors, employee job neglect, and CWBs: The potential benefits of the Machiavellian employee. Paper presented at the 2023 Southern Management Association Annual Meeting, St. Pete Beach, FL.

McLarty, B. D., Skorodziyevskiy, V., & **Quade, M. J.** (2023, July). Ethical leadership in family firms: How ethical leaders and employee socioemotional wealth importance mitigate the impact of employee narcissism on counterproductive workplace behavior. International Family Enterprise Research Academy. Paper to be presented in Krakow, Poland.

- Spies, L. A., Okimoto, S., Wagner, S., & **Quade, M. J.** (2023, July). Promoting and enabling healthier communities in The Gambia through interdisciplinary multinational education. ICN 2023 Congress. Abstract to be presented in Montreal, Quebec, Canada.
- Carlson, D. S., **Quade, M. J.**, Wan, M., & Kacmar, K. M. (2022, August). The bittersweet nature of family caregiving on work and the influence of supervisor bottom-line mentality. In N. Zaman (Chair), *Current Research on Bottom-Line Mentality and Future Directions*. Symposium presented at the 2022 annual conference of the Academy of Management, Seattle, WA.
- Hackney, K. J., **Quade, M. J.**, Carlson, D. S., & Hanlon, R. (2020, October). A two-study look at primary, spillover, and crossover effects of family-building stigma. Paper presented at the 2020 Southern Management Association Annual Meeting.
- Wan, M., Carlson, D. S., **Quade, M. J.**, & Kacmar, K. M. (2020, October). Examining work passion and prosocial behaviors at work and home. Paper presented at the 2020 Southern Management Association Annual Meeting.
- Quade, M. J.**, Hackney, K. J., Carlson, D. S., & Hanlon, R. (2019, October). It Takes a Village: How Organizational Support for Adoption Positively Affects Employees and Their Families. Paper presented at the 2019 Southern Management Association Annual Meeting, Norfolk, VA.
- Petrenko, O. V., Gullifor, D., Chandler, J., **Quade, M. J.**, Rouba, Y., & Skoro, V. (2019, August). Micro foundations of corporate social responsibility: A social exchange perspective. Paper presented at the 2019 annual conference of the Academy of Management, Boston, MA.
- Quade, M. J.**, Greenbaum, R. L., Bonner, J. M., & Romney, A. (2018, August). Management without morals: The detrimental impact of amoral management. Paper presented at the 2018 annual conference of the Academy of Management, Chicago, IL.
*Paper selected as a finalist for the 2018 Best Business Ethics Paper Award
- Quade, M. J.** (Moderator). (2018, August). In M. J. Neubert (Organizer), Servant leadership across cultures. Panel Symposium presented at the 2018 annual conference of the Academy of Management, Chicago, IL.
- Quade, M. J.** (Speaker). (2018, August). In E. M. Campbell, A. C. Stoverink, & D. Welsh (Co-Organizers), The productivity process: Research tips and strategies from prolific junior faculty. PDW presented at the 2018 annual conference of the Academy of Management, Chicago, IL.
- Graham, K. A., **Quade, M. J.**, & Cunningham, Q. W. (2017, August). When supervisors are abusive in email: Effects on employee perceptions. In K. A. Graham (Chair), *The "Dark Side" of electronic communication: Research on employee and relational outcomes*.

Symposium presented at the 2017 annual conference of the Academy of Management, Atlanta, GA.

Greenbaum, R. L., Butts, M. M., **Quade, M. J.**, Vaziri, H., Mawritz, M. B., & Bonner, J. M. (2017, August). "Should I friend my coworker?" The effect of social media posts on workplace relationships. In K. A. Graham (Chair), *The "Dark Side" of electronic communication: Research on employee and relational outcomes*. Symposium presented at the 2017 annual conference of the Academy of Management, Atlanta, GA.

McLarty, B. D., **Quade, M. J.**, & King, R. A. (2016, October). The source and solution: How supervisor-induced stress and LMX impact employee neglect and subsequent performance. Paper presented at the 2016 Southern Management Association Annual Meeting, Charlotte, NC.

Perry, S. J., **Quade, M. J.**, & Hunter, E. M. (2016, August). The protection of the ethical leader: Challenge stress, exhaustion, and deviance. In S. J. Perry (Chair), *The role of values-based leadership and followership in employee stress*. Symposium presented at the 2016 annual conference of the Academy of Management, Anaheim, CA.

Quade, M. J., & Greenbaum, R. L. (2015, October). "If only I were less ethical": When social comparisons of ethical behavior and performance lead to self-threat, social undermining, and ostracism. Paper presented at the Southern Management Association 2015 Annual Meeting, St. Pete Beach, FL.

*Awarded Best Overall Paper of the 2015 SMA Conference

*Best Paper in Track – Ethics/Social Issues/Diversity/Careers Track

Quade, M. J., McLarty, B. D., & Bonner, J. M. (2015, October). The paradox of bottom-line pursuits: The adverse consequences of bottom-line mentality. Paper presented at the Southern Management Association 2015 Annual Meeting, St. Pete Beach, FL.

Greenbaum, R. L., **Quade, M. J.**, Greenbaum, R. J., & Reid, B. (2015, August). Self-image goals and career success onto OCB: The mediating role of bottom-line mentality. In **M. J. Quade** & R. L. Greenbaum (Chairs), *When only outcomes matter: New perspectives on bottom-line mentality research*. Symposium presented at the 2015 annual conference of the Academy of Management, Vancouver, BC.

Graham, K., Cunningham, Q., & **Quade, M. J.** (2015, August). The dark side of working from home: Abusive supervision over Email. In C. Shum & L. V. Scotter (Chairs), *Beyond displaced aggression: Reexamining the antecedents of abusive supervision*. Symposium presented at the 2015 annual conference of the Academy of Management, Vancouver, BC.

Bonner, J. M., Greenbaum, R. L., & **Quade, M. J.** (2015, August). Dealing with guilt: Unethical behavior and the mediating role of guilt on subsequent behaviors. Paper presented at the 2015 annual conference of the Academy of Management, Vancouver, BC.

*Won the Best Student Paper Award in the SIM Division

Greenbaum, R. L., **Quade, M. J.**, & Bonner, J. (2014, August). Why do leaders practice amoral management? A conceptual investigation. Paper presented at the 2014 annual conference of the Academy of Management, Philadelphia, PA.

Quade, M. J., & Greenbaum, R. L. (2013, November). The goody-good effect: When social comparisons of ethical behavior lead to unfavorable outcomes. Paper presented at the Southern Management Association 2013 Annual Meeting, New Orleans, LA.

Quade, M. J., Greenbaum, R. L., Eissa, G., Mawritz, M. B., & Kim, J. (2013, August). Unethical customers and employee burnout: The role of ethical leadership. Paper presented at the 2013 annual conference of the Academy of Management, Lake Buena Vista, FL.
*Judged by reviewers as one of the best accepted papers

Quade, M. J., Greenbaum, R. L., & Petrenko, O. V. (2013, August). “I don’t want to be near you, unless...”: Antecedents of ostracism. Paper presented at the 2013 annual conference of the Academy of Management, Lake Buena Vista, FL.

Humphrey, S. E., Min, S. W., Aime, F., Petrenko, O. V., & **Quade, M. J.** (2013, August). Reactions to new high-status team members: A model of local status rebalancing. In N. A. den Nieuwenboer, J. J. Kish-Gephart, & L. K. Treviño (Chairs), *New perspectives on social status in organizations*. Symposium presented at the 2013 annual conference of the Academy of Management, Lake Buena Vista, FL.

Quade, M. J., Greenbaum, R. L., Eissa, G., Mawritz, M. B., & Kim, J. (2013, April). Employee reactions to unethical customers: The role of ethical leadership. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Quade, M. J., Petrenko, O. V., Greenbaum, R. L. (2012, November). Intimidation and supplication as employee responses to workplace ostracism: The moderating role of employee Machiavellianism. Paper presented at the Southern Management Association Annual Meeting, Ft. Lauderdale, FL.

Greenbaum, R. L., Hill, A. D., Eissa, G., Mawritz, M. B., & **Quade, M. J.** (2012, April). Machiavellianism to unethical behavior: The moderating role of leadership. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Quade, M. J., Ridge, J. W., & Hill, A. D. (2011, November). Firm governance in response to complexity: The checks and balances of executive discretion and board monitoring. Paper presented at the Southern Management Association Annual Meeting, Savannah, GA.

Special Presentations

Quade, M. J., Petrenko, O. V., Greenbaum, R. L. (2012, April). Intimidation and supplication as employee responses to workplace ostracism: The moderating role of employee

Machiavellianism. Presented at the 6th annual Bridging Bedlam Conference at Oklahoma State University, Stillwater, OK.

Little, L. M., Nelson, D. L., **Quade, M. J.**, & Ward, A. (2011, April). Stressful demands or helpful guidance? The role of display rules in Indian call centers. Presented at the 5th annual Bridging Bedlam Conference at the University of Oklahoma, Norman, OK.

Teaching Experience

Baylor University

BUS 5421: Ethical Leadership, Online MBA

Fall 2023: Section 01: 5.9/6 Comparison Group: 5.5/6

MGT 4305: Principled Leadership, Undergraduate level

Fall 2023: Section 01: 5.4/6 Comparison Group: 5.6/6

Fall 2022: Section 01: 5.5/6 Comparison Group: 5.6/6

Spring 2022: Section 01: 5.6/6 Section 02: 5.8/6 Comparison Group: 5.6/6

Fall 2021: Section 01: 5.5/6 Section 02: 5.7/6 Comparison Group: 5.6/6

Spring 2021: Section 01: 5.7/6 Section 02: 5.7/6 Comparison Group: 5.7/6

Fall 2020: Section 01: 5.7/6 Section 02: 5.9/6 Comparison Group: 5.7/6

Spring 2020: Section 01: 5.8/6 Section 02: 6.0/6 Comparison Group: 5.6/6

Fall 2019: Section 01: 5.6/6 Section 02: 5.9/6 Comparison Group: 5.6/6

Fall 2018: Section 01: 5.4/6 Section 02: 5.6/6 Comparison Group: 5.6/6

Fall 2017: Section 01: 5.6/6 Section 02: 5.6/6 Comparison Group: 5.5/6

MGT 3305: Leadership & Organizational Behavior, Undergraduate level

Spring 2019 Section 07: 5.7/6 Section 08: 5.8/6 Comparison Group: 5.3/6

Spring 2017 Section 10: 5.6/6 Section 11: 5.8/6 Comparison Group: 5.2/6

Spring 2016 Section 04: 5.7/6 Section 05: 5.6/6 Comparison Group: 5.2/6

Fall 2015 Section 06: 5.7/6 Section 07: 5.7/6 Comparison Group: 5.1/6

Spring 2015 Section 04: 5.8/6 Section 05: 5.7/6 Comparison Group: 5.1/6

Fall 2014 Section 11: 5.7/6 Section 12: 5.8/6 Comparison Group: 5.1/6

MGT 5310: Management in Organizational Behavior, Graduate level

Fall 2016 Section 01: 5.3/6 Section 02: 5.4/6 Comparison Group: 5.3/6

Grants, Awards, and Honors

- 2024 McBride Fellow, McBride Center for International Business, Baylor University
- 2023 Awarded Research Leave (Spring, 2023), Baylor University
- 2022 Awarded Dr. Benjamin F. Brown IV Fund for Interdisciplinary and Collaborative Scholarship Grant (\$24,250) – “Improving Global Health Outcomes in The Gambia through Interdisciplinary Education to Decrease Maternal and Neonatal Morbidity”
- 2022 Robert and Robin Nitsche Outstanding Research Award
- 2022 Awarded Summer Research Leave, Baylor University

- 2021 Awarded Summer Research Leave, Baylor University
- 2020 Habicht Early Career Research Award, Hankamer School of Business
- 2020 Awarded DeGoey Research Fund, Department of Management (\$500)
- 2020 Awarded Summer Research Leave, Baylor University
- 2019 Awarded DeGoey Research Fund, Department of Management (\$250)
- 2019 Awarded Summer Research Leave, Baylor University
- 2018 Awarded DeGoey Research Fund, Department of Management (\$500)
- 2018 Awarded Summer Research Leave, Baylor University
- 2018 Awarded Research Leave (Spring, 2018), Baylor University
- 2017-2018 Baylor Rising Star – Office of the Vice Provost for Research
- 2016 Awarded University Teaching Development Grant, Academy for Teaching & Learning (\$1,240)
- 2015 Awarded Baylor University Research Committee small grant to study “*Ethics-Based Leadership Styles in Organizations*” (\$4,500)
- 2015 SMA Best Overall Conference Paper – Southern Management Association Annual Meeting
- 2015 Best in Track Paper – Ethics/Social Issues/Diversity/Careers Track – Southern Management Association Annual Meeting
- 2015 Best Student Paper Award, Social Issues in Management Division, Academy of Management Annual Meeting
- 2013 One of Best Accepted Papers, Academy of Management Annual Meeting
- 2012-2013 Spears School of Business Phillips Dissertation Fellowship Award, Oklahoma State University
- 2012 Outstanding Reviewer, Southern Management Association Annual Meeting

Invited Addresses and Presentations

- 2019 Greater San Antonio Ethics and Compliance Roundtable
- 2019 Invited speaker: Journalism, Law and Ethics course, Baylor University
- 2018 Invited speaker: Christian Business Leaders, student group at Baylor University
- 2016 Invited speaker: Christian Business Leaders, student group at Baylor University

Consulting

- 2023 National Council for Adoption, conducted national survey of adult adoptees
- 2021 National Council for Adoption, conducted national survey of adoptive parents

Professional Development

- 2023 HSB Research Symposium
- 2021-present Brief Business Brainstorms for Breakfast, Baylor HSB
- 2019 OVPR Proposal Evaluation and Scoring Seminar
- 2018-2019 BU Missions Summit
- 2018-2019 BU Missions Leadership Labs
- 2018-2019 Baylor Newsmakers Luncheon, hosted by Baylor Media Communications
- 2018 OVPR Grant Writing Workshop, Planning and Writing Successful Proposals

2018 Department of Management Flipped Learning Roundtable
 2018 BU Missions: Mental Health and Wellness Abroad
 2017 Teaching Q&A with Cherry Award Finalist, Dr. Clint Longenecker
 2017 Russell Moore Public Lecture, hosted by Baylor ISR
 2017 Seminars for Excellence in Teaching, hosted by Baylor ATL
 2015-2017 MGT 3305 Roundtable sessions, leader and participant
 2016 Disney's Approach to Leadership Excellence, Anaheim, CA
 2016 Toured Southwest Airlines headquarters, Matt Korenek
 2016 Media Training, Hosted by Baylor Media Communications
 2016 HSB Research Methods symposia (three different, one-hour sessions)
 2015 Communio Faculty and Staff Retreat on *Integrating Faith and Learning*
 2015-2016 Jr. Faculty Training and Workshops, hosted by Baylor ATL
 2015 Canvas Training
 2014-2015 New Faculty Dinners with Mentors, hosted by Provost's Office
 2014 Toured Deloitte University with members of Department of Management
 2014 New Faculty Orientation, Baylor University

Service to the Department, School, and University

2022-present Director, Christian Leadership & Ethics
 2022-present Member, Department of Management Research Committee
 2022-present Member, Spiritual Life Advisory Committee
 2014-present Write recommendation letters for students (82 letters for 62 students)
 2021-2022 Teaching Load Policy Committee Member, Department of Management
 2021 Search Committee Member, Department of Management, Organizational
 Behavior Faculty Position, appointed position
 2014-2021 Dale P. Jones Business Ethics Forum, planning, organizing, hosting forum
 2018-2021 Co-Advisor, Christian Ethics and Leadership in Business Scholarship program
 2018-2020 Advisor, undergraduate honors thesis, Benjamin Hunt: "*The San Antonio Spurs: A
 Case Study in Organizational Structure and Culture*"
 2017-2020 Complete SACs report for the Management major
 2018-2019 Business as Mission Trip co-leader, United Kingdom (led two, 10-day trips,
 taking 17 total students abroad)
 2019 Search Committee Member, Ethics and Leadership Suite, Events Coordinator
 Position
 2019 Baylor Academic Convocation, represented the Department of Management
 2018 Illuminate Process Design Meeting
 2018 Dean's Advisory Board Luncheon
 2017-2018 HSB Learning Excellence Task Force, Taking Students to the World
 subcommittee
 2016-2018 Faculty Advisor, Christian Business Leaders, student group at Baylor University
 2017, 2015 Parents Weekend, Faculty Coffee
 2017, 2014 Dean's Welcome Week Mixer, HSB
 2017 HSB Strategic Planning Council
 2017 Dean's Advisory Board Meeting, faculty facilitator
 2017 Regents Reception

- 2017 Search Committee Member, Department of Management, Organizational Behavior Faculty Position, appointed position
- 2016 Attended Leadership Initiative Roundtable, Department of Management
- 2016 Search Committee Member, Department of Management, Organizational Behavior Faculty Position, appointed position
- 2016 Judge, Baylor Business Negotiation Competition
- 2015-2016 Move 2 BU volunteer
- 2014 Exhibitor, Creations @ Baylor, hosted by Baylor Libraries
- 2014 Attended Faculty Appreciation Gala, Beta Theta Pi
- 2014 Dean's Welcome Week Mixer

Service to the Academy

- 2020-present Editorial Review Board Member, *Journal of Management* (AJG = 4*)
- 2020-present Board Member, *Journal of Organizational Behavior* (AJG = 4)
- 2020-present Reviewer, *Journal of Management* (AJG = 4*)
- 2019-present Reviewer, *Journal of Organizational Behavior* (AJG = 4)
- 2024-present Reviewer, *Organization Science* (AJG = 4)
- 2023-present Reviewer, *Journal of Occupational and Organizational Psychology* (AJG = 4)
- 2023-present Reviewer, *Applied Psychology: An International Review* (AJG = 3)
- 2023-present Reviewer, *Journal of Business research* (AJG = 3)
- 2016-present Reviewer, *Human Relations* (AJG = 4)
- 2013-present Reviewer, *Journal of Business Ethics* (AJG = 3)
- 2011-present Reviewer, Academy of Management, Organizational Behavior division
- 2014-present Reviewer, Academy of Management, Social Issues in Management division
- 2011-present Reviewer, Southern Management Association, Organizational Behavior division
- 2022 Track Chair, Southern Management Association, Careers, Social Issues, Diversity Issues, Ethics
- 2021-2022 Reviewer, *Human Resource Management Journal* (AJG = 4*)
- 2020-2021 Reviewer, *Personnel Psychology* (AJG = 4)
- 2020 Reviewer, *Journal of Managerial Psychology* (AJG = 3)
- 2019-2020 Reviewer, *Human Resource Management* (AJG = 4)
- 2016-2020 Reviewer, *Journal of Occupational and Organizational Psychology* (AJG = 4)
- 2017-2018 Reviewer, *Journal of Business Venturing* (AJG = 4)
- 2016 Reviewer, *Business Ethics Quarterly* (AJG = 4)
- 2015-2016 Reviewer, *The Leadership Quarterly* (AJG = 4)
- 2014 Paper Session Chair, Academy of Management Annual Meeting
- 2013 Reviewer, *Journal of Leadership and Organizational Studies* (AJG = n/a)
- 2012-2013 Reviewer, *Career Development International* (AJG = 2)
- 2012 Finance Committee, New Doctoral Student Consortium
- 2012 Reviewer, *Journal of Management Studies* (AJG = 4)
- 2011-2012 Session Discussant, Southern Management Association Annual Meeting
- 2012 Paper Session Chair, Southern Management Association Annual Meeting

Professional Memberships

2010-Present Academy of Management
2010-Present Southern Management Association

Professional Experience

Title Landman, June 2008 to August 2010
Chesapeake Energy Corporation, Oklahoma City, OK

High School teacher and coach, August 2004 to May 2006
Edmond North High School, Edmond, OK