

**JAMES R. (JIM) DETERT**

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**EDUCATION**

**HARVARD UNIVERSITY** Cambridge, Massachusetts  
Ph.D., Organizational Behavior, 2003

**HARVARD UNIVERSITY** Cambridge, Massachusetts  
M.A., Sociology, 2001

**UNIVERSITY OF MINNESOTA** Minneapolis, Minnesota  
M.B.A., Strategic Management and Organization, 1996

**UNIVERSITY OF WISCONSIN** Madison, Wisconsin  
B.B.A., Management, 1993

**NANZAN UNIVERSITY** Nagoya, Japan  
Intensive study of Japanese language, literature, and history, 1991

**ACADEMIC EMPLOYMENT**

**DARDEN GRADUATE SCHOOL OF BUSINESS** University of Virginia  
7/18 – *Associate Dean for Executive Degree Programs and Leadership Initiatives*  
7/16 – *Professor*

**JOHNSON GRADUATE SCHOOL OF MANAGEMENT** Cornell University  
4/15 – 6/16 *Professor*  
6/11 – 3/15 *Associate Professor*  
7/07 – 5/11 *Assistant Professor*

**SMEAL COLLEGE OF BUSINESS** Penn State University  
8/03 – 6/07 *Assistant Professor*

**CARLSON SCHOOL OF MANAGEMENT** University of Minnesota  
4/97 – 6/99 *Instructor*

**BUSH EDUCATORS' PROGRAM** University of Minnesota  
9/95 – 8/99 *Research Fellow*

**DEPARTMENT OF INDEPENDENT STUDY** University of Minnesota  
10/94 - 12/96 *Course Author and Grader*

**CONSULTING EXPERIENCE**

- Topics include: leadership; ethics; workplace courage; motivation; speaking up; issue selling/upward persuasion; culture, change, and innovation
- Sectors/industries include: chemical, energy, finance/banking, health care, pharmaceuticals, food & beverage, document services, telecommunications, construction, education, military, non-profit

## HONORS AND AWARDS

- Ivey Business School Institute for Leadership Best Leadership Article (2016)
- STAR Award for Teaching Excellence, Cornell Executive MBA Program (2010, 2011, 2013, 2014, 2016)
- Clifford H. Whitcomb Faculty Research Fellowship, Johnson at Cornell (2014)
- *Personnel Psychology* Best Article in 2012 Award Finalist (2014)
- *Academy of Management Journal* Best Article in 2011 Award (2012)
- Academy of Management Organizational Behavior Division Outstanding Publication Award for the Best Paper Published in 2011 (2012)
- *Academy of Management Journal* Outstanding Reviewer Award (2011)
- Apple Award for Teaching Excellence, Johnson MBA Program (2011)
- Johnson “Teaching Honor Roll” (all semesters 2008-2016)
- Half Century Faculty Research Fellowship, Johnson at Cornell (2009)
- State Farm Foundation Doctoral Dissertation Award (2002)

## RESEARCH PUBLICATIONS / PAPERS / PRESENTATIONS

### Published and Forthcoming Journal Publications

- Detert, J.R. 2018. Cultivating everyday courage. *Harvard Business Review*. November-December: 128-135.
- Detert, J.R., & Bruno, E.A. 2017. Workplace courage: Review, synthesis, and future agenda for a complex construct. *Academy of Management Annals*, 11 (2): 593-639.
- Aguinis, H., Davis, G.F., Detert, J.R., Glynn, M., Jackson, S.E., Kochan, T., Kossek, E.E., Leana, C., Lee, T.W., Morrison, E., Pearce, J., Pfeffer, J., Rousseau, D., & Sutcliffe, K.M. 2016. Using organizational science research to enhance employee productivity, innovation, and satisfaction while boosting taxpayer savings: A guide for U.S. federal agencies’ management and labor needs. *Behavioral Science and Policy*, 2 (2): 67-76.
- Detert, J.R., & Burris, E.R. 2016. Can your employees really speak freely? *Harvard Business Review*, January-February: 80-87.
- Howell, T., Harrison, D., Burris, E.R., & Detert, J.R. 2015. Who gets credit for input? Demographic and structural status cues in voice recognition. *Journal of Applied Psychology*, 100 (6): 1765-1784.
- Ashford, S.J. & Detert, J.R. 2015. Get the boss to buy in. *Harvard Business Review*. January-February: 72-79.

- Kish-Gephart, J., Detert, J.R., Trevino, L., Baker, V., & Martin, S. 2014. Situational moral disengagement: Can the effects of self-interest be mitigated? *Journal of Business Ethics* 125 (2): 267-285.
- Martin, S.R., Kish-Gephart, J., & Detert, J.R. 2014. Blind forces: Ethical infrastructures and moral disengagement in organizations. *Organizational Psychology Review*, 4 (4): 295-325.
- Detert, J.R., Burris, E.R., Harrison, D., & Martin, S. 2013. Voice flows to and around leaders: Is more always better for unit performance? *Administrative Science Quarterly*, 58 (4): 624-668.
- McClean, E., Burris, E.R., & Detert, J.R. 2013. When does voice lead to exit? It depends on leadership. *Academy of Management Journal*, 56 (2): 525-548.
- Burris, E.R., Detert, J.R., & Romney, A. 2013. Speaking up versus being heard: The disagreement around and outcomes of employee voice. *Organization Science*, 24 (1): 22-38.
- Moore, C., Detert, J.R., Trevino, L., Baker, V., & Mayer, D. 2012. Why employees do bad things: Moral disengagement and unethical organizational behavior. *Personnel Psychology*, 65 (1): 1 – 48.

Note: This paper received the following recognition in 2014:

- *Personnel Psychology* Best Article in 2012 Award Finalist

- Detert, J.R. & Edmondson, A.C. 2011. Implicit voice theories: An emerging understanding of self-censorship at work. *Academy of Management Journal*, 54 (3): 461 - 488.

Note: This paper received the following two recognitions in 2012:

- *Academy of Management Journal* Best Article in 2011 Award
- Academy of Management Organizational Behavior Division Outstanding Publication Award for the Best Paper Published in 2011

- Detert, J.R., Burris, E.R., & Harrison, D.A. 2010. Debunking four myths about employee silence. *Harvard Business Review*, June: 26. [Reprinted in US Airways Magazine, June 2010]
- Detert, J.R. & Trevino, L.K. 2010. Speaking up to higher ups: How supervisors and skip-level leaders influence employee voice. *Organization Science*, 21 (1): 249 – 270.
- Kish-Gephart, J., Detert, J.R., Trevino, L.K., & Edmondson, A.C. 2009. Silenced by fear: Psychological, social, and evolutionary drivers of voice behavior at work. *Research in Organizational Behavior*, 29: 163-193.
- Burris, E.R., Detert, J.R., & Chiaburu, D.S. 2008. Quitting before leaving: The mediating effects of psychological attachment and detachment on voice. *Journal of Applied Psychology*, 93 (4): 912-922.

- Detert, J.R. & Pollock, T.G. 2008. Values, interests and the capacity to act: Understanding professionals' responses to market-based improvement initiatives in highly institutionalized organizations. *Journal of Applied Behavioral Science*, 44 (2): 186-214.
- Detert, J.R., Trevino, L.K., & Sweitzer, V.L. 2008. Moral disengagement in ethical decision making: A study of antecedents and outcomes. *Journal of Applied Psychology*, 93 (2): 374-391.
- Detert, J.R. & Burris, E.R. 2007. Leadership behavior and employee voice: Is the door really open? *Academy of Management Journal*, 50 (4): 869-884.
- Detert, J.R. & Edmondson, A.C. 2007. Why employees are afraid to speak up. *Harvard Business Review*, May: 23-25.
- Detert, J.R., Trevino, L.K., Burris, E.R., & Andiappan, M. 2007. Managerial modes of influence and counterproductivity in organizations: A longitudinal business-unit-level investigation. *Journal of Applied Psychology*, 92 (4): 993-1005.
- Detert, J.R., Schroeder, R.S., & Cudeck, R. 2003. The measurement of quality management culture in schools: Development and validation of the *SQMCS*. *Journal of Operations Management*, 21: 307-328.
- Detert, J.R., Schroeder, R.S., & Mauriel, J.J. 2000. A framework for linking culture and improvement initiatives in organizations. *Academy of Management Review*, 25 (4): 850-863.
- Detert, J.R., Louis, K.S., & Schroeder, R.S. 2001. A culture framework for education: Defining quality values and their impact in U.S. high schools. *School Effectiveness and School Improvement*, 12 (2): 183-212. [Reprinted in Louis, K.S. 2006. *Organizing for School Change: Contexts of Learning*, Chapter 13: 255-276. NY: Routledge
- Detert, J.R., & Jenni, R. 2000. An instrument for measuring quality practices in education. *Quality Management Journal*, 7(3): 20-37.
- Detert, J.R., Bauerly-Kopel, M., Mauriel, J.J., & Jenni, R. 2000. Total Quality Management in U.S. high schools: Evidence from the field. *Journal of School Leadership*, 10 (2): 158-177.

### **Book Chapters and White Papers**

- Burris, E.R., Bruno, E., Detert, J.R., & Caldwell, A. 2018. From barriers to drivers: Understanding different approaches to getting systematic upward voice in organizations. In *The Oxford Handbook of Organizational Citizenship Behavior*, 507-525. Edited by P.M. Podsakoff, S.B., MacKenzie, and N.P. Podsakoff. Oxford, UK: Oxford University Press.
- Burris, E.R., Detert, J.R., & Harrison, D. 2010. Employee voice and opportunities for learning in credit unions. *Filene Research Institute White Paper no. 209*. Madison, WI.

- Edmondson, A.C. & Detert, J.R. 2005. The role of speaking up in work-life balancing. In *Managing work-life integration in organizations: Future directions for research and practice*, 401-427. Edited by E.E. Kossek and S.J. Lambert. Mahwah, NJ: Lawrence Erlbaum.

### **Research In Progress**

- How courageous was that? It's all a matter of perspective. (with E. Bruno & G. Adams)
- Voice targets: Examining how who one speaks up to affects what happens next (with E. Burris, E. McClean, & T. Quigley)
- Leaders are superior to managers: Exploring the Zalezniakian viewpoint 40 years later. (with K. Kniffen & H. Leroy)
- Speaking up for others: How one becomes a "voice advocate". (with T. Howell, E. Burris, & N. Pettit)
- How approval seeking affects what we say and how others receive it. (with H. Leroy & M. Veestraeten)
- Worthy, risky acts at work: Toward an empirically-derived definition of workplace courage. (with E. Bruno)

### **Conference Presentations**

- Bruno, E.A. & Detert, J.R. What's workplace courage? It depends (partly) on your perspective. Presented at "Perspectives on Performance" symposium at the Academy of Management Annual Meeting in Chicago, IL, August, 2018.
- Bruno, E.A. & Detert, J.R. Indirect effects of voice and silence: An investigation of attributions of courage and cowardice in the workplace. Presented at "Advances in Voice Behavior Research" symposium at the Academy of Management Annual Meeting in Chicago, IL, August, 2018.
- Bruno, E.A. & Detert, J.R. Challenging the status quo one courageous act at a time. Presented at "Challenging the status quo: From subordinate challenge to superior reactions" symposium at the Academy of Management Annual Meeting in Anaheim, CA, August, 2016.
- Bruno, E.A. & Detert, J.R., Proactive despite risk: Defining workplace courage acts. Presented at "Proactive research: New directions and concepts" symposium at the Academy of Management Annual Meeting in Anaheim, CA, August, 2016.
- Kniffin, K. & Detert, J.R. Paying for leadership (in more ways than one). Presented at the Academy of Management Annual Meeting in Anaheim, CA, August, 2016.
- Howell, T., Burris, E.R., Detert, J.R., & Pettit, N. Don't shoot the messenger: The identification and use of voice advocates. Presented at the INGRoup Conference Annual Meeting in Pittsburgh, PA, July 2015.

- Leroy, H. & Detert, J.R. Wanting the truth but being unable to handle it. Presented at “On leaders and followers: Advancing a more ‘balanced’ view of leadership” symposium at the Academy of Management Annual Meeting in Philadelphia, PA, August, 2014.
- Burris, E.R., Howell, T., Detert, J.R., & Pettit, N. Voice champions: How advocates and advocating for others influence performance. Presented at “Developments in Voice Research” symposium at the Academy of Management Annual Meeting in Orlando, FL, August, 2013.
- Burris, E.R., McClean, E., Detert, J.R., & Quigley, T. Speaking sideways or speaking up: How the choice for voice affects employee performance. Presented at “Handling risk and innovation: On different forms and contingencies of voice” symposium at the Academy of Management Annual Meeting in Boston, MA, August, 2012.
- Howell, T., Harrison, D., Burris, E.R., & Detert, J.R. Can you hear me now? Demographic position and network cues as status signals in voice reception. Paper presented at the Academy of Management Annual Meeting in Boston, MA, August, 2012.
- Martin, S.R., Gino, F., & Detert, J.R. Evil comes quietly: Unethical behavior as a result of subtle leader influences. Presented at “New developments on the nature and influence of unethical work behavior” symposium at the Academy of Management Annual Meeting in San Antonio, TX, August, 2011.
- McClean, E., Detert, J.R., & Burris, E.R. When does voice lead to exit? It depends on leadership. Presented at “Developments in voice behavior research: Mediators, moderators, and outcomes” symposium at the Academy of Management Annual Meeting in San Antonio, TX, August, 2011.
- Detert, J.R., Burris, E.R., Harrison, D., & Martin, S. Voice networks: (Maps and meanings of) the flow of ideas to and around leaders. Presented at the Academy of Management Annual Meeting in Montreal, CA, August, 2010.
- Moore, C., Detert, J.R., Trevino, L.K., & Baker, V. The propensity to morally disengage: Development and validation of a measure for adults. Presented at the Academy of Management Annual Meeting in Chicago, IL, August, 2009.
- Burris, E.R., & Detert, J.R. Speaking up versus being heard: The outcomes of voice from multiple perceptions. Presented at “Speaking up or shutting up” symposium at the Academy of Management Annual Meeting in Chicago, IL, August, 2009.
- Detert, J.R. & Edmondson, A.C. The nature and sources of implicit theories of voice. Presented at “Asking about speaking up” symposium at the Academy of Management Annual Meeting in Anaheim, CA, August, 2008.
- Trevino, L.K., Detert, J.R., Sweitzer, V.L., & Gephart, J.K. Motivated moral disengagement. Presented at “Pushing the boundaries: questions and answers in

behavioral ethics research” symposium at the Academy of Management Annual Meeting in Anaheim, CA, August, 2008.

- Quigley, T.J., Detert, J.R., Burris, E.R., & Pettit, N.C. Speaking up sideways: Asking for and giving help to coworkers in the voice process. Presented at “The questions we’re afraid to ask: The answers we’re afraid to share” symposium at the Academy of Management Annual Meeting in Anaheim, CA, August, 2008.
- Burris, E.R., Detert, J.R., & Chiaburu, D. Quitting before leaving: The mediating role of affective commitment and intention to leave in leadership – voice relationships. Presented at “Leadership influences on employee voice” symposium at the Society for Industrial and Organizational Psychology Annual Meeting in NY, NY, April, 2007.
- Ashford, S.J., Sutcliffe, K.M., Morrison, E.W., Detert, J.R., & Burris, E.R. The good voice manager: Understanding why leaders are open to input from below. Presented at “Leadership influences on employee voice” symposium at the Society for Industrial and Organizational Psychology Annual Meeting in NY, NY, April, 2007.
- Detert, J.R., Burris, E.R., & Chiaburu, D. Speaking up versus being heard: The outcomes of voice and voice discordance. Presented at “The sounds of silence and speaking up” symposium at the Academy of Management Annual Meeting in Atlanta, GA, August, 2006.
- Baker, V.L., Detert, J.R., & Trevino, L.K. The antecedents and outcomes of moral disengagement in business school students. Presented at the Academy of Management Annual Meeting in Atlanta, GA, August, 2006. Selected for *Best Paper Proceedings*.
- Detert, J.R. & Edmondson, A.C. No exit, no voice: The bind of risky voice opportunities in organizations. Presented at the Academy of Management Annual Meeting in Honolulu, HI, August, 2005. Selected for *Best Paper Proceedings*.
- Detert, J.R. Connecting the links of the chain: A multi-level analysis of leadership influences on employee voice. Presented at the Academy of Management Annual Meeting in Seattle, August, 2003.
- Detert, J.R. & Edmondson, A.C. Motivational bases of voice: Elaborating the relationship between leadership behaviors and employee needs. Presented at the Academy of Management Annual Meeting in Seattle, August, 2003.
- Detert, J.R. Culture, institutions, and change: A cognitive analysis of school improvement efforts. Presented at the Academy of Management Annual Meeting in Denver, August, 2002.
- Detert, J.R., Schroeder, R.S., & Mauriel, J.J. A proposed model of Total Quality culture in organizations. Presented at the Academy of Management Annual Meeting in Chicago, August, 1999.

- Detert, J.R., & Mauriel, J.J. Culture and culture fit: Why school reforms seldom change schools. Presented at the American Educational Research Association Annual Meeting in Montreal, April, 1999.
- Louis, K.S., Detert, J.R., & Schroeder, R.S. Pulling in all directions: How cultures and subcultures affect rational, linear change. Presented at the International Congress for School Effectiveness and Improvement Annual Meeting in San Antonio, January, 1999.
- Detert, J.R., & Jenni, R. The psychometrics of the Quality Practices in Education Survey: A valid and reliable instrument for assessing Total Quality practices in schools. Presented at the International Congress for School Effectiveness and Improvement Annual Meeting in San Antonio, January, 1999.
- Detert, J.R. Quality practices in education: Year one report. Presented at the ASU College of Business Quality and Management Conference, Tempe, AZ, February, 1998. Paper received Best Paper Award in its category.
- Bauerly-Kopel, M., Mauriel, J.J., Jenni, R., & Detert, J.R. The implementation and impact of TQM in schools: Evidence from the field. Presented at the Annual Meeting of the American Education Research Association, Chicago, March, 1997.
- Detert, J.R. & Mauriel, J.J. Using the lessons of organizational change and previous school reforms to predict innovation outcomes: Should we expect more from TQM? Presented at the Annual Meeting of the American Education Research Association, Chicago, March, 1997.

**Symposia and Workshops Organized**

- Leroy, H. & Detert, J.R. “Demonstrating the value of leadership development,” New Directions in Leadership Research Conference in Rotterdam, Netherlands, June, 2018.
- Burris, E.R. & Detert, J.R. “Leadership influences on employee voice,” Symposium at the Society for Industrial and Organizational Psychology Annual Meeting in NY, NY, April, 2007.
- Detert, J.R. & Burris, E.R. “The sounds of silence and speaking up,” All-Academy Symposium at the Academy of Management Annual Meeting in Atlanta, GA, August, 2006.

**CASE DEVELOPMENT**

**Leadership and Ethics Related**

- Detert, J.R. 2018. MBA Hackers. (UVA-OB-1275)
- Detert, J.R. & Black, C.S. 2018. Anxious Alastair. (UVA-OB-1259; Teaching Note: UVA-OB-1259TN)
- Detert, J.R. & Black, C.S. 2018. The (Politically) Correct Choice? (UVA-OB-1265; Teaching Note: UVA-OB-1265TN)



- Detert, J.R. & Black, C.S. 2018. Overheard at the office. (UVA-OB-1212; Teaching Note: UVA-OB-1212TN)
- Detert, J.R. & Black, C.S. 2018. Pay Scales. (UVA-OB-1215; Teaching Note: UVA-OB-1215TN)
- Detert, J.R. & Black, C.S. 2018. Personnel Problems. (UVA-OB-1209; Teaching Note: UVA-OB-1209TN)
- Detert, J.R. & Taubenfeld, B.M. 2018. Fair to Whom? (UVA-OB-1261; Teaching Note: UVA-OB-1261TN)
- Detert, J.R. & Black, C.S. 2017. Ted's Tirade. (UVA-OB-1273; Teaching Note: UVA-OB-1273TN)
- Detert, J.R. & Black, C.S. 2018. Is it worth it?
- Detert, J.R. & Black, C.S. 2018. Managing your mentor.
- Detert, J.R. 2017. Protecting your competitive advantage.
- Detert, J.R. & Black, C.S. 2017. Managing choices.
- Detert, J.R. & Black, C.S. 2017. Managing expectations.
- Detert, J.R. & Black, C.S. 2017. Running out of options.
- Detert, J.R., Bruno, E., & Pascarella, D. 2014. Eric Nelson at Otto Hendron: Wall Street under attack.
- Martin, S.R. & Detert, J.R. 2014. Organizational change in academia: A case study of Dean Ken Freeman and the Boston University School of Management.
- Detert, J.R. 2013. Pat Sparrowe and Kris Winston.
- Detert, J.R. 2013. Motivation at Morrison & Marsden, Inc.
- Wedo, A. & Detert, J.R. 2012. Mr. Weldon at KFC.
- Detert, J.R. & Schachner, I. 2012. Building a Legacy.
- Detert, J.R. 2012. OmniPresence Undercover.
- Detert, J.R., Martin, S., & Mygatt, E. 2011. McCann Worldgroup: Delighting global clients through a localized network structure.
- Detert, J.R., Goldman, A., & Martin, S. 2011. Issue selling at Fairview Goods.
- Detert, J.R., Goldman, A., & Martin, S. 2011. Issue selling at Dynamo Testing.
- Pettit, N. & Detert, J.R. 2010. New ideas at Reach Federal Credit Union.
- Detert, J.R. 2009. Charlie Weiss at Notre Dame.
- Detert, J.R. 2007. The VIT at Innovaco.

- Byrne, K.K. & Detert, J.R. 2006. Considering profits and principles in technology adoption decisions. Available at: [www.darden.virginia.edu/corporate-ethics/cases.htm](http://www.darden.virginia.edu/corporate-ethics/cases.htm).
- Byrne, K.K. & Detert, J.R. 2005. Business cycles and employment practices in a domestic garment company. Available at: [www.darden.virginia.edu/corporate-ethics/cases.htm](http://www.darden.virginia.edu/corporate-ethics/cases.htm).

### **Educational Leadership and Administration Related**

- Detert, J.R. & Louis, K.S. 2002. The challenge at Needeep High. Published in *Journal of Cases in Educational Leadership*, 5(3).
- Detert, J.R. & Detert, N.R. 2001. The Family Learning Center Charter School: Leadership and accountability at a crossroads. Published in *Journal of Cases in Educational Leadership*, 4(2).
- Detert, J.R. & Mauriel, J.J. 1999. The Andersen Schools -- Part 1 (The Family Resource Center) & Part 2 (The Health Clinic). Published in *Journal of Cases in Educational Leadership*, 2(3).
- Detert, J.R. 1998. Robbinsdale Area Schools: Strategic planning for the 21st century. Part A: Primm's dilemma. Part B: The Meadow Lake School Improvement Plan. Part C: Courtney's challenge.
- Detert, J.R. 1996. Buffalo School District: In search of a technology vision.
- Detert, J.R. 1996. Shady Hills School District and technology integration: "What are we doing now that we couldn't have before?"
- Detert, J.R. 1996. Richfield School District: Grappling with the graduation standard.

## **COURSES TAUGHT**

### **University of Virginia – Darden School**

- *Defining Moments* (M.B.A.)
- *Leading Organizations* (Executive M.B.A.)

### **Cornell University – Johnson School**

- *Becoming a Leader* (M.B.A.)
- *Leadership Assessment and Development* (Cornell-Queens Executive M.B.A. & Cornell Executive M.B.A.)
- *Managing and Leading Organizations* (Cornell-Queens Executive M.B.A.)
- *Principled Leadership* (Cornell MBA, Accelerated M.B.A., NY Tech MBA, & Cornell Executive M.B.A.)
- *Leadership & High Performance Teams* (Cornell Executive M.B.A.)
- *Seminar in Organizational Behavior* (Ph.D.)

- *ProSeminar in Management & Organizations* (Ph.D.)

**Penn State University**

- *Social and Ethical Environment of Business* (B.B.A.)
- *Management & Organization Doctoral Colloquium* (Ph.D.)

**University of Minnesota**

- *International Business* (B.B.A.)
- *International Environment of Business* (M.B.A.)

**UNIVERSITY AND PROFESSIONAL SERVICE ACTIVITIES**

**Darden - UVA**

- Dean Search Committee – Batten School of Leadership & Public Policy (2018-19)
- Darden/Curry Partnership for Leaders in Education Engagement Committee (2016 - )
- LOB Faculty Search Committee Co-Chair (2017)
- Executive Education Faculty Policy Committee (2017)

**Johnson - Cornell**

- M&O Ph.D. Program Coordinator (2010- 2011; 2015 - 2016)
- M&O Area Coordinator (2014 - 2015)
- Executive Development Summit (2013 - 2014)
- EMBA Americas Curriculum Review Committee (2013 - 2015)
- EMBA Americas Joint Academic Committee (2013 - 2016)
- Faculty Advisor, Leadership Programs Office (2012 - 2015)
- Governance Model Committee (2012)
- Survey Research Institute Advisory Board (2011- 2013)
- Faculty Policy Committee (2011- 2012)
- Dean and Leadership Director Search Committees (2011)
- M&O Faculty Search Committee (2011, 2012, 2013, 2014)
- Co-organizer for JGSM/ILR Speaker Series (2008 - 2010)
- Institute for Social Sciences Small Grant Reviewer (2008 - 2010)

**Smeal – Penn State**

- Undergraduate Policy Committee (2004 - 2007) and Senior Awards Selection Committee (2005 - 2007)
- M&O Department (2003-2007): Faculty Advisory Committee; Clinical Faculty Hiring Committee; Brown Bag Research Seminar Organizer

**Service to the profession**

- Advising/Dissertation Committees for:
  - Evan Bruno (Virginia, Darden LOB; expected 2019)
  - Scott Baker (Virginia, Darden LOB; expected 2019)
  - Karim Ginena (Virginia, Darden LOB; expected 2019)
  - Pisitta Vongswasdi (Erasmus – Rotterdam SoM; expected 2020)
  - Hye Jung Yoon (Cornell, M&O)
  - Eric Gladstone (Cornell, M&O; Placement: University of Kentucky)
  - Sean Martin (Cornell, M&O; Placement: Boston College)
  - Elizabeth McClean (Cornell, ILR HR; Placement: University of Arizona)
  - Sanghee Park (Cornell, Hotel School; Placement: Rutgers University)
  - Aaron Glassenberg (Harvard, OB)
  - Nathan Pettit (Cornell, M&O; Placement: NYU Stern)
  - Vicki Sweitzer (Penn State, Educational Policy; Placement: Albion College)
- Journal Associate Editor: *Academy of Management Annals* (2013 - 2016)
- Journal Editorial Boards:
  - *Administrative Science Quarterly* (2013 - 2015)
  - *Academy of Management Journal* (2011 - 2013)
- Ad hoc Journal Reviewing:
  - *Academy of Management Journal, Journal of Applied Psychology, Organization Science, Organizational Behavior and Human Decision Processes, Organizational Psychology Review, Journal of Business Ethics, Personnel Psychology*
- Reviewer for Academy of Management Annual Meetings, OB and SIM Divisions
- Session Discussant and PDW Workshop presenter, Academy of Management Annual Meetings (multiple years)
- Invited Presentations and Keynotes:
  - *Smith School of Business, University of Maryland* (2018)
  - *Olin School of Business, Washington University* (2018)
  - *UVA Forward Conference, University of Virginia* (2018)
  - *Harvard University Leadership Summit* (2017)
  - *Rotterdam School of Management, Erasmus University* (2017)
  - *HEC Paris* (2017)

- *Weatherhead School, Case Western Reserve University* (2017)
- *Center for Higher Ambition CEO Summit* (2017)
- *Western University – Ivey School of Business* (2016)
- *University of Delaware – Horn Institute for Entrepreneurship* (2016)
- *Mindlab* (2016)
- *Tulane University – Freeman School of Business* (2016)
- *Harvard Business School* (2015)
- *Ohio State – College of Business* (2015)
- *Marist College – Raymond A. Rich Leadership Institute* (2015)
- *University of Illinois – College of Business* (2015)
- *University of Virginia – Darden School of Business* (2015)
- *University of Pittsburgh – Katz School of Business* (2014)
- *Boston College – Carroll School of Management* (2014)
- *University of Michigan Ross School of Business* (2014)
- *University of Southern California Marshall School of Business* (2014)
- *University of Pennsylvania – Wharton School* (2014)
- *New York University – Stern School of Business* (2014)
- *Peoples' Bank of China School of Finance, Tsinghua University* (2014)
- *Cornell University West Coast Leadership Conference* (2014)
- *Viterbo University D.B. Reinhart Institute for Ethics in Leadership* (2014)
- *Rice University - Jones School* (2013)
- *INSEAD New Directions in Leadership Conference* (2013)
- *University of Leuven (Belgium)* (2013)
- *MIT Sloan School of Management* (2012)
- *Memorial Sloan Kettering Cancer Center* (2012)
- *University of North Carolina Kenan-Flagler School of Business* (2011)
- *Indian Institute of Management – Bangalore* (2011)
- *University of Central Florida Behavioral Ethics Workshop* (2010)
- *Harvard University WOM seminar* (2010)
- *Erasmus University Centre for Leadership Studies* (2010)
- *London Business School* (2009)
- *Duke University – Fuqua Center for Leadership and Ethics* (2009)
- *University of Central Florida Behavioral Ethics Workshop* (2008)
- *INSEAD New Directions in Leadership Conference* (2008)
- *Queens University School of Business* (2008)
- *University of Pennsylvania – Wharton School Junior OB Conference* (2008)
- *University of Southern California Marshall School of Business* (2006)
- *University of Michigan Ross School of Business* (2006)
- *Penn State Labor & Industrial Relations; Penn State I/O Psychology* (2005)

## **PROFESSIONAL ASSOCIATIONS**

- Academy of Management
- American Psychological Association