**B. Parker Ellen III**

Bobby and Barbara Martin Fellow

Assistant Professor of Management

College of Business

Mississippi State University

302 McCool Hall p.ellen@msstate.edu

Mississippi State, MS 39762 662.325.3928

**Education**

Ph.D. Florida State University, 2015

Business Administration

Primary Area: Organizational Behavior & Human Resource Management

Support Area: Statistics & Research Methods

M.S. Georgia State University, 2007

Managerial Sciences

Primary Area: Organizational Development & Change

B.S. Auburn University, 2002

Civil Engineering

Primary Area: Traffic & Transportation

Support Area: Business Administration

**Research Interests**

General areas: Organizational Behavior; Social Influence

Specific topics: Organizational Politics; Leadership

**Research Links**

Google Scholar: <https://tinyurl.com/yxmthc62>

ResearchGate: <https://tinyurl.com/36atbd3c>

**Employment History**

**Mississippi State University, College of Business**

Bobby and Barbara Martin Fellow (2021 – present)

Assistant Professor, Management (2021 – present)

**Northeastern University, D’Amore-McKim School of Business**

Assistant Professor, Management and Organizational Development (2015 – 2021)

**Florida State University, College of Business**

Research Assistant, Department of Management (2011 - 2015)

**Kimley-Horn and Associates, Inc.**

Special Projects, Office of the Chief Financial Officer (2010)

Assistant Business Manager, Southeast Region (2008 – 2010)

Co-Director, Consultant Training (2008 – 2010)

Office Coordinator, Atlanta-Midtown (2006 – 2008)

Project Manager, Atlanta-Midtown (2004 – 2006)

Analyst, Atlanta-North (2002 – 2004)

**Auburn University, Samuel Ginn College of Engineering**

Research Assistant, Civil Engineering (2001 – 2002)

**Research**

Citations: 1,119 h-index: 18 i10-index: 22

**Journal Publications**

25. Ellen, B.P., III, Ferris, G.R., & Buckley, M.R. (in press). Towards a more political perspective of leader effectiveness: Leader political support construct validation. *Journal of Organizational Behavior.*

24. Brees, J.R., & Ellen, B.P., III (in press). Unaccounted for no more: Explicating managers' role in accountability enactment. *Journal of Organizational Behavior.*

23. Ellen, B.P., III\*, Maher, L.P.\*, Hochwarter, W.A., Ferris, G.R., & Kiewitz, C. (in press). Perceptions of organizational politics: A restricted nonlinearity perspective of its effects on job satisfaction and performance. *Applied Psychology: An International Review.*

22. Ellen, B.P., III, Alexander, K.C., Mackey, J.D., McAllister, C.P., & Carson, J.E. (2021). Portrait of a workplace deviant: A clearer picture of the Big Five and Dark Triad as predictors of workplace deviance. *Journal of Applied Psychology, 106*(12), 1950-1961*.*

21. Silvester, J., Wyatt, M, Ellen, B.P., III, & Ferris, G.R. (2021). Campaigning to Win: Self-Efficacy and Influence Intentions as Mediators of the Political Skill – Performance Relationship during Leadership Campaigns. *Applied Psychology: An International Review, 70*(4),1628-1668*.*

20. Mackey, J.D., Ellen, B.P., III., McAllister, C.P., & Alexander, K.C.(2021). The dark side of leadership: A systematic literature review and meta-analysis of destructive leadership research. *Journal of Business Research,132,* 708-718*.*

19. Mackey, J.D., McAllister, C.P., Ellen III, B.P., & Carson, J.E. (2021). A meta-analysis of interpersonal and organizational workplace deviance research. *Journal of Management, 47*(3), 597-622.

18. Steffensen, D.S., Jr., Ellen, B.P., III, Wang, G., & Ferris, G.R. (2019). Putting the “management” back in human resource management: A review and agenda for future research. *Journal of Management, 45*(6), 2387-2418*.*

17. Ellen, B.P., III, Kiewitz, C, Hochwarter, W.A., & Garcia, P. (2019). Dealing with the full-of-self boss: Interactive effects of supervisor narcissism and subordinate resource management ability on work outcomes. *Journal of Business Ethics, 157*(3), 847-864*.*

16. Ferris, G.R., Ellen, B.P. III, McAllister, C.P., & Maher, L.P. (2019). Reorganizing organizational politics research: A review of the literature and identification of future research directions. *Annual Review of Organizational Psychology and Organizational Behavior, 6,* 299-323.

15. Wang, G., Deghetto, K., Ellen, B.P., III, & Lamont, B.T. (2019). Board antecedents of CEO duality and the moderating role of country-level managerial discretion: A meta-analytic investigation. *Journal of Management Studies, 56*(1), 172-202.

14*.* McAllister, C.P.,Ellen, B.P., III, Ferris, G.R. (2018). Social influence opportunity recognition, evaluation, and capitalization: Increased theoretical specification through political skill’s dimensional dynamics. *Journal of Management, 44*(5), 1926-1952.

13. Russell, Z.A., Steffensen, D.S., Ellen, B.P., III, Zhang, L., Bishoff, J., & Ferris, G.R. (2018). High performance work practice implementation and follower impressions of line manager leadership. *Human Resource Management Review, 28*(3), 258-270*.*

12. Wihler, A., Blickle, G., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (2017). Personal initiative and job performance evaluations: The role of political skill in opportunity recognition and capitalization. *Journal of Management, 43*(5), 1388-1420.

11. Ellen, B.P., III (2016). Politics and pigskins: Leader Political Support and Doug Williams’s Termination from Grambling State University*. Journal of Applied Sport Management, 8*(3), 71-92*.*

10. Kets de Vries, M. F., Sexton, J. C., & Ellen, B. P., III (2016). Destructive and Transformational Leadership in Africa. *Africa Journal of Management*, *2*(2), 166-187.

9. Epitropaki, O., Kapoutsis, I., Ellen, B.P., III, Ferris, G.R. Drivas, K., & Ntotsi, A. (2016). Navigating uneven terrain: Political skill, LMX differentiation, and employee outcomes. *Journal of Organizational Behavior, 37*, 1078-1103*.*

8. Baur, J.E., Ellen, B.P., III, Buckley, M.R., Ferris, G.R., Allison, T.H., McKenny, A.F., & Short, J.C. (2016). More than one way to articulate a vision: A configurations approach to leader charismatic rhetoric and influence*. The Leadership Quarterly, 27*(1), 156-171*.*

7. McAllister, C.P., Ellen, B.P., III, Perrewé, P.L., Ferris, G.R., & Hirsch, D.J. (2015). Checkmate: Using political skill to recognize and capitalize on opportunities in the “game” of organizational life. *Business Horizons, 58*(1), 25-34.

6. Ellen, B.P., III (2014). Considering the positive possibilities of leader political behavior. *Journal of Organizational Behavior, 35*(6), 892-896*.*

5. Hochwarter, W.A., Ellen, B.P., III, & Ferris, G.R. (2014). Examining the interactive dynamics of accountability, politics, and voice. *Career Development International, 19*(4), 358-380*.* **Selected by the journal’s editorial team as Highly Commended Paper of 2014.**

4. Gentry, W.A., Leslie, J.B., Gilmore, D.C., Ellen, B.P., III, Ferris, G.R., & Treadway, D.C. (2013). Personality and political skill as distal and proximal predictors of leadership evaluations. *Career Development International, 18*(6), 569-588*.*

3. Ellen, B.P., III, Ferris, G.R., & Buckley, M.R. (2013). Leader political support: Reconsidering leader political behavior. *The Leadership Quarterly, 24*(6), 842-857*.*

2. Mackey, J., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (2013). Subordinate social adaptability and the consequences of abusive supervision perceptions in two samples. *The Leadership Quarterly, 24*(5)*,* 732-746*.*

1. Ewen, C., Wihler, A., Blickle, G., Oerder, K., Ellen, B.P., III, Douglas, C., & Ferris, G.R. (2013). Further specification of the leader political skill – leadership effectiveness relationships: Transformational and transactional leader behavior as mediators. *The Leadership Quarterly, 24*(4)*,* 516-533*.*

**Revise and Resubmit Decisions**

Ellen, B.P., III, Mackey, J.D., McAllister, C.P., & Mercer, I.S. (revise & resubmit, 1st round). Are small measures big problems? A meta-analytic investigation of brief measures of the Big Five*. Journal of Business Research.*

Ellen, B.P., III, Medina-Craven, M.N., Bracamonte, M., & McLarty, B.D. (proposal accepted, full manuscript in preparation). The promise of personality research: A systematic review and agenda for future inquiry*. Family Business Review.*

Rosen, C.C., Ellen, B.P., III, Lee, H.W., Koopman, J., Gabriel, A.S., MacGowan, R.L., DeOrtentiis, P.S., & Halvorsen-Ganepola, M.D.K. (revise & resubmit, 1st round). Coworkers acting politically: A two-study investigation of the (not always negative) consequences of observing coworker political behavior. *Journal of Applied Psychology.*

**Manuscripts under Initial Review**

Mackey, J.D., Alexander, K.C., Maher, L.P., McAllister, C.P., & Ellen, B.P., III (under initial review). An implicit leadership theory examination of destructive leadership and followers’ task performance across cultures. *Journal of Business Research.*

Mackey, J. D., Ellen III, B. P., McAllister, C. P., Alexander, K. C., Phillipich, M. A., Mercer, I. S., & Palmer, J. C. (under initial review). Your optimism is misplaced: Cultural values as moderators of the relationship between destructive leadership and followers' job satisfaction. *Journal of Organizational Behavior*.

**Working Papers**

Ellen, B.P., III, & Watkins, M.B. (under initial review). Why a little diversity does not go a long way: A collective moral licensing explanation for homosocial reproduction. *Journal of Management.*

Maher, L. P., & Ellen, B.P., III (in preparation for submission). The Impact of Covid-19 Driven Changes in Need Satisfaction on Employee Behavior*.*

Palmer, J. C., Alexander, K. C., Ellen, B. P., III, McAllister, C. P., Mackey, J. D., & Perrewé, P. L. (in preparation for submission). A Meta-analytic examination of the impact of destructive leadership and employee personality on employee subjective well-being. *Journal of Applied Psychology*.

**Research in Progress**

Ellen, B.P., III (designing). Egotistical perseverance: When grit breaks bad*.* Target: *Journal of Applied Psychology.*

Ellen, B.P., III & Bracamonte, M. (designing). LPS Motivations*.* Target: *Journal of Applied Psychology.*

Ellen, B.P., III (data collection). Founder motivations for democratic organization*.* Target: *Administrative Science Quarterly.*

Ellen, B.P., III, Mattson, T., & Sutton, T. (analyzing data). Revisiting the strategic core theory of teams: Task interdependence and resource and skill gaps as boundary conditions*.* Target: *Journal of Applied Psychology.*

Ellen, B.P., III, & McAllister, C.P. (collecting data) More than the sum of its parts: Increased specification of political skill’s dimensionality*.* Target: *Journal of Applied Psychology.*

Ellen, B.P., III, McAllister, C.P., Mackey, J.D., & Maher, L.P. (collecting data). A meta-analytic examination of the antecedents of political skill*.* Target: *Journal of Applied Psychology*.

Ellen, B.P., III, McAllister, C.P., Mackey, J.D., & Mercer, I.S.(collecting data). A meta-analysis and empirical review of the use of influence tactics in management research. Research in progress. Target: *Journal of Applied Psychology.*

Mackey, J.D., McAllister, C.P., Ellen, B.P., III, Alexander, K.S., & Maher, L.P. (collecting data). To (CW)B or not to (CW)B: That is the question this comprehensive meta-analysis answers. Target: *Journal of Applied Psychology*

Maher, L.P.,Ellen, B.P., III, McAllister, C.P., & Johnson, R.E. (in development) Susceptibility to social influence: A multidisciplinary review and actionable agenda for future research.

McAllister, C.P., Alexander, K.C., Mackey, J. D., & Ellen, B.P., III (collecting data). Is that what you wanted? Meta-analyzing and developing a measure of socially desirable responding.

McAllister, C.P.,Ellen, B.P., III, Mackey, J.D., & Maher, L.P. (collecting data) A dimensional meta-analysis of political skill outcomes. Target: *Journal of Applied Psychology*.

**Books**

1. Ferris, G.R., Perrewé, P.L., Ellen, B.P., III, McAllister, C.P., & Treadway, D.C. (2020). *Political skill at work: How to influence, motivate, and win support*. Boston/London: Nicholas Brealey.

**Research Volume Contributions**

6. Ellen, B.P., III (2016). Transformational leadership. In A. Farazmand (Ed.) *Global encyclopedia of public administration and public policy.* New Delhi, India: Springer.

5. Ellen, B.P., III, Ferris, G.R., & Buckley, M.R. (2016). Political is the new pro-social: Leaders’ support of followers through political behavior. In E. Vigoda-Gadot, & A. Drory (Eds). *Handbook of organizational politics* (2nd ed., pp. 95-112)*.* Northampton, MA: Edward Elgar Publishing.

4. Ferris, G.R., Harris, J.N., Russell, Z.A., Ellen, B.P., III, Martinez, A.D., & Blass, F.R. (2014). Reputation in the organizational sciences: A multi-level review, construct assessment, and research directions. In M.R. Buckley, A.R. Wheeler, & J.R.B. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 32, pp. 241-303). Bingley, UK: Emerald Group Publishing Ltd. **Selected by the editorial team as an Outstanding Author Contribution in the 2015 Emerald Literati Network Awards for Excellence.**

3. Treadway, D.C., Douglas, C., Ellen, B.P., III, & Ferris, G.R. (2014). Leader political skill and team effectiveness: The positioning of political skill in the framework of leader competencies. In R.E. Riggio & S.J. Tan (Eds.), *Leader interpersonal and influence skills: The soft skills of leadership* (pp. 173-206). New York: Taylor and Francis.

2. Baur, J.E., Ellen, B.P., III, DeOrtentiis, P.S., Buckley, M.R., & Ferris, G.R. (2013). Meta-analysis as received wisdom in the organizational sciences: Is it meeting its intended objectives? In D. Svyantek & K. Mahoney (Eds.), *Received wisdom, kernels of truth, and boundary conditions in organizational studies* (pp. 331-353) (A volume in the series, *Research in the Organizational Sciences*). Charlotte, NC: Information Age Publishing.

1. Ellen, B.P., III, Douglas, C., Ferris, G.R., & Perrewé, P.L. (2013). Authentic and political leadership: Opposite ends of the same continuum? In D. Ladkin & C. Spiller (Eds.), *Reflections on authentic leadership: Concepts, coalescences, and clashes* (pp. 231-236). Cheltenham, UK: Edward Elgar Publishing.

**Peer Reviewed Academic Presentations and Symposiums**

30. Your optimism is misplaced: An examination of cultural values as moderators of the relationship between destructive leadership and followers’ job satisfaction. In J.D. Mackey and C. P. McAllister (Chairs), *Now We Got Bad Blood: A Symposium on Counterproductive Work Behavior Research.* Symposium presented at the Southern Management Association Annual Meeting, New Orleans, LA, November 2-6, 2021.

29. Mackey, J. D., Alexander, K. C., Maher, L.P., McAllister, C.P., Ellen, B.P., & Robinson, C. A cross-cultural view of destructive leadership and followers' task performance. *A meta-analysis of the role of destructive leadership and personality on subjective well-being*[Paper accepted for presentation]. 81st Annual Meeting of the Academy of Management, Philadelphia, PA, United States.

28. Palmer, J. C., Alexander, K. C., Mackey, J. D., Ellen III, B. P., McAllister, C. P., & Perrewé, P. L. (2021, July 29–August 4). *A meta-analysis of the role of destructive leadership and personality on subjective well-being*[Paper accepted for presentation]. 81st Annual Meeting of the Academy of Management, Philadelphia, PA, United States.

27. Carson, J.E., Alexander, K.C., McAllister, C.P., & Ellen, B.P., III. Incivility Begets Incivility When We Share Responsibility: Examining Attributional Sharedness. In J.D. Mackey (Chair), *Rebels Without a Cause? A Symposium about Quantitative and Qualitative Counterproductive Work Behavior Research.* Symposium presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL, October 20-24, 2020.

26. Alexander, K.C., Ellen, B.P., III, Mackey, J.D., McAllister, C.P., & Carson, J.E. (2020). Portrait of a workplace deviant: A clearer picture of the Big Five and Dark Triad as predictors of workplace deviance. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC, August 7-11, 2020.

25. Ellen, B.P., III, Maher, L.P., Hochwarter, W.A., Ferris, G.R., & Kiewitz, C. (2019). Loyal to a fault? A restricted nonlinearity perspective on the effects of politics perceptions on job satisfaction and performance. Paper presented at the Southern Management Association Annual Meeting, Norfolk, VA, October 8-12, 2019.

24. Carson, J.E. & Ellen, B.P., III (2019). Behavioral correlates of workplace deviance: A Meta-analysis. In J.D. Mackey (Chair), *Welcome to the Dark Side: A Symposium about Counterproductive Work Behavior*. Symposium presented at the Southern Management Association Annual Meeting, Norfolk, VA, October 8-12, 2019.

23. Brees, J.R., & Ellen, B.P., III (2019). Unaccounted for No More: Explicating Managers’ Role in Accountability Enactment. In J.A. McCartney & A.T. Hall (Co-chairs), *Expanding Accountability in the Workplace*. Symposium presented at the 79th Annual Meeting of the Academy of Management, Boston, MA, August 9-13, 2019.

22. Wang, G., Lamont, B.T., Deghetto, K., & Ellen, B.P., III (2019). *Does absolute power corrupt absolutely? Meta-analytic Insights from Relations of CEO duality with Firm-, Board-, and Individual-CEO outcomes*. Paper presented at the 4th Interdisciplinary Perspectives on Leadership Symposium, Corfu, Greece, May 15-18, 2019.

21. Ellen, B.P., III, Rosen, C.C., DeOrtentiis, P.S., Johnson, R.E., Lee, H.W., Gabriel, A.S., & Koopman, J. (2019). Political contagion. In A. Thomas and S. Hill (Chairs), *Do you perceive it?: Perceptual Issues Surrounding Organizational Politics.* Symposium presented in at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C., April 4-6, 2019.

20. Ellen, B.P., III\*, Lam, C-F\*, McAllister, C.P., Wu, W., Lee, C., & Zhang, L. (2018). Challenge accepted: The role of social skill in managerial endorsement of challenging voice behavior. In W. Liu, S. Tangirala, & C. Lee (Chairs), *Voice Heard and Voicers Killed? New Directions for Exploring the Consequences of Voice Behavior*. Symposium presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL, August 12-14, 2018.

19. Ellen, B.P., III, Mattson, T., & Sutton, T. (2017). Revisiting the strategic core theory of teams: Task interdependence and resource and skills gaps as boundary conditions. Paper presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL, October 24-28, 2017

18. Ellen, B.P., III (2017). Leader Political Support: Measure Development and Construct Validation. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA, August 6-8, 2017.

17. Ellen, B.P., III, Frieder, R.K., Kapoutsis, I., & Hochwarter, W.A. (2017). Employee task and contextual performance as a multiplicative function of political motivation, ability, and context. In A. Wihler, J. Bentley, & B.P. Ellen III (Chairs), *Political Skill and Political Will in Organizations: New Insights for Effects on Job Performance*. Symposium presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA, August 6-8, 2017.

16. Wihler, A., Bentley, J., & Ellen, B.P., III (2017). *Political Skill and Political Will in Organizations: New Insights for Effects on Job Performance*. Symposium presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA, August 6-8, 2017.

15. Ellen, B.P., III, Kietwitz, C., Hochwarter, W.A., & Ferris, G.R. (2017). The Negative Effects of Employee Loyalty in Political Environments. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL, April 27-29, 2017.

14. Deghetto, K., Wang, G., & Ellen, B.P., III (2015). *A meta-analytic review of the nomological network of CEO duality*. Paper presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL, October 27-31, 2015.

13. Silvester, J., Wyatt, M, Ellen, B.P., III, & Ferris, G.R. (2015). *Political skill and campaign effectiveness: A study of Parliamentary candidates in the 2010 general election*. Paper presented at the Political Studies Association 65th Annual International Conference, Sheffield, England, March 30 – April 1, 2015.

12. Ellen, B. P., III (2014). The psychological costs of authentic leadership. In D. Ladkin & C. Spiller (Co-Chairs), *Critical Perspectives on Authentic Leadership.* Symposium presented at the Academy of Management, 74th Annual Meeting, Philadelphia, PA, August 1-5, 2014.

11. Ellen, B.P., III, Kane-Frieder, R.E., & Hochwarter, W.A. (2014). *A political perspective of the MAC model of performance*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.

10. Ellen, B.P., III, & Sutton, T. (2014). *Revisiting the strategic core theory of teams: Implications of increased interdependence*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.

9. McAllister, C.P., Ellen, B.P., III, & Ferris, G.R. (2014).*Unpacking political skill: Using opportunity recognition and capitalization to explain dimensional process dynamics*. Paper presented at the Southern Management Association Annual Meeting. Savannah, GA, November 11-15, 2014.

8. Wihler, A., Blickle, G., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (2014). *Personal initiative and job performance evaluations: Role of political skill*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.

7. Ellen, B.P., III, Burns, S.K., & Hochwarter, W.A. (2013). *Dealing with supervisor narcissism: The mitigating role of resource management ability.* Manuscript presented at the Southern Management Association Annual Meeting. New Orleans, LA, November 5-9, 2013.

6. Ellen, B.P., III, & Ferris, G.R. (2013). *Leader political support: reconsidering leader political behavior.* Manuscript presented at the Southern Management Association Annual meeting. New Orleans, LA, November 5-9, 2013.

5. Ellen, B.P., III, Mackey, J., Hochwarter, W.A., & Ferris, G.R. (2013). *Social adaptability as a resource buffering abusive supervision perceptions.* Poster presented in the 28th Annual Conference of the Society for Industrial and Organizational Psychology. Houston, TX, April 11-13, 2013. **John C. Flanagan Award Recipient for Outstanding Student Contribution** and for **Featured Top Rated Poster displayed at the all-conference reception.**

4. Ferris, G.R., Ellen, B.P., III, Harris, J.N., & Martinez, A.D. (2013). The role of reputation in organizational science: A multi-level review and construct assessment. In J.B. Rodell & J.W. Lynch (Co-chairs). *Employee reputation: What we know and where we are headed*. Symposium presented at the 73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL, August 9-13, 2013.

3. Hochwarter, W.A., Ellen, B.P., III, & Ferris, G.R. (2013). *Dynamics of accountability, voice, and political environments across two samples*. Paper presented in the 73rd Annual Meeting of the Academy of Management. Lake Buena Vista, FL, August 9-13, 2013.

2. Sexton, J.C., & Ellen, B.P., III. (2012). *The impact of CEO tenure and BOD conflict on incremental and radical innovation.* Paper presented in the Strategic Management Society 32st Annual International Conference entitled “Strategy in Transition.” Prague, Czech Republic, October 6-9, 2012.

1. Treadway, D.C., Douglas, C., Ellen, B.P., III, & Ferris, G.R. (2012). *The positioning of political skill in the framework of “soft” leader competencies: Implications for team leadership.* Paper presented in the 21st Annual Kravis-de Roulet Leadership Conference entitled “Understanding and assessing soft leader skills.” Claremont College, Claremont, CA, February 24-25, 2012.

**Invited Presentations**

* College of Business, Mississippi State University, November 2020
* School of Human Resources and Labor Relations, October 2019
* College of Business & Economics, West Virginia University, March 2018
* Sawyer Business School, Suffolk University, November 2016
* Department of Psychology, Northeastern University, October 2016
* D’Amore-McKim School of Business, Northeastern University, October 2014
* Bryan School of Bus. & Econ., University of North Carolina – Greensboro, October 2014

**Teaching**

**College of Business, Mississippi State University**

*Undergraduate Education*

Management Seminar 1 section TBD / 5.0 avg overall rating

*Graduate Education*

Research Methods Seminar 1 section TBD / 5.0 avg overall rating

**D’Amore-McKim School of Business, Northeastern University**

*Undergraduate Education*

Organizational Behavior 13 sections 4.7 / 5.0 avg overall rating

Negotiating in Business 6 sections 4.9 / 5.0 avg overall rating

*Graduate Education*

Managing People & Organizations 1 section 4.8 / 5.0 avg overall rating

Managerial Coaching 2 sections 4.9 / 5.0 avg overall rating

Socially Responsible Leadership 2 sessions N/A

MBA Orientation Session

* Full-Time MBA (2018 – 2020)
* Part-Time MBA (2018 – 2019)
* MS in Finance (2018)

Learning Team Contracts

* Full-Time MBA (2019 – 2020)

MBA Skills Sessions

* Difficult Conversations (2017 – 2018)
* Effective Teams (2017 – 2018)

*Executive Education*

Social Influence in Organizations

* Massport (2019)
* ISCAE Executive MBA (2018)

**College of Business, Florida State University**

*Undergraduate Education*

Organizational Behavior 3 sections 4.6 / 5.0 avg overall rating

Contemporary Leadership 4 sections 4.8 / 5.0 avg overall rating

**Service**

**Students Supervised**

*Northeastern University*

Undergraduate Theses Supervised

* Jacqueline Gaertner (2018 – 2019)

Independent Studies Supervised

* Christian Cherau (Spring 2018)
* Anna Wendt (Fall 2017)

**Department, School, and University**

*Northeastern University*

Management and Organizational Development Group

* Management Concentration Coordinator (Spring 2021)
* MS Strategic Leadership Curriculum Proposal (Spring 2019)
* Speaker Series Coordinator (Spring 2016 – Spring 2018)
* Search Committee Member (Fall 2016)

D’Amore-McKim School of Business

* Student Engagement, Affinity, & Inclusion Mentoring Program (Fall 2019)
* Admissions Staff Personal Reputation Development Session (Summer 2019)
* Center for Family Business Program Facilitator (Spring 2019)
* Teaching and Learning Committee Member (Fall 2018 – Spring 2020)
* Teaching and Learning Seminar Panelist (Spring 2017)

Northeastern University

* Guest Speaker, Delta Sigma Pi (Spring 2020)
* Guest Speaker, Agape Christian Fellowship (Fall 2018)
* Guest Speaker, Delta Tau Delta (Fall 2017)
* Guest Speaker, Catholic Student Association (Spring 2016)
* Faculty Advisor, Future Business Leaders of America (Spring 2019 – Spring 2021)
* Undergraduate Commencement Marshall (Spring 2016, Spring 2017)

**Profession**

Academy of Management (AOM)

* OB Division Ambassador (2016 – 2017)
* OB Division Adopt-A-Member Mentor (2015 – 2017)
* OB Division Session Chair (2016)
* OB Division Reviewer (2012 – present)
* 2014 Outstanding Reviewer Award

Society for Industrial and Organizational Psychology (SIOP)

* Student Travel Award Subcommittee Chair (2020 – present)
* Student Travel Award Subcommittee Member (2017 – 2019)
* Graduate Student Scholarship Subcommittee (2018 – present)
* Annual Conference reviewer (2014 – present)

Southern Management Association (SMA)

* Best Paper Committee: Entrepreneurship and Family Business (2021)
* Session Chair/Facilitator (2016, 2017)
* OB Track Reviewer (2012 – present)

Editorial Review Boards

* *Journal of Organizational Behavior* (2017 – present)
  + 2017 Best Paper Award Committee
  + 2017 Best Reviewer Award Recipient
* Journal of Leadership & Organizational Studies (2012 – present)

Ad-Hoc Reviewing Activity

* National Science Foundation, Science of Organizations Division (2016)
* *European Management Journal* (2017)
* *Human Relations* (2020-2021)
* *Human Resource Management* (2020)
* *Human Resource Management Review* (2013, 2016)
* *International Journal of Management Reviews* (2014, 2016)
* *Journal of Business Ethics* (2014-2016)
* *Journal of Business Research* (2016, 2020)
* *Journal of Managerial Psychology* (2015, 2017, 2018, 2020)
* *Journal of Organizational Behavior* (2015 – 2017)
* *Journal of Organizational and Occupational Psychology* (2014)
* *Journal of Vocational Behavior* (2018)
* *The Leadership Quarterly* (2013 – 2019)

**Community**

REUNION Christian Church

* Elder Board (2019 – present)
* Teaching Team (2018 – 2021)

Bread Boston

* Advisory Board (2017 – 2019)

**Professional Development**

Theory Development “Hackathon”, *Academy of Management Review,* Barcelona, Spain, February 22-23, 2019

Paper Development Workshop, *Academy of Management Review,* Berkeley, CA, February 2018

Organizational Behavior Division Junior Faculty Workshop, Academy of Management Annual Meeting, Anaheim, CA, 2016

Case Method Teaching Seminar, Harvard Business Publishing, Boston, MA, 2016

Late Stage Doctoral Student Consortium, Southern Management Association Annual Meeting, Savannah, GA, 2014

Organizational Behavior Doctoral Student Consortium, Academy of Management Annual Meeting, Philadelphia, PA, 2014

1st University of Houston Doctoral Symposium in Leadership, Department of Management, C.T. Bauer College of Business, University of Houston, 2012

Early Stage Doctoral Student Consortium, Southern Management Association Annual Meeting, Savannah, GA, 2011

**Media Mentions**

“How to quit your job flawlessly,” *Telegraph Herald,* <https://www.telegraphherald.com/ap/business/article_8966ea7c-3ed9-5615-81fc-e5e868486810.html>, April 4, 2021, By Arianne Cohen.

“Did I tell you I moved? Working remotely and disclosing life events,” *Ignites,* <https://www.ignites.com/c/3099994/390724>, March 15, 2021, by Beagan Wilcox Volz.

“Five tips for talking to your boss about relocating,” *Bloomberg Businessweek*, <https://www.bloomberg.com/news/articles/2020-07-10/working-from-home-tips-for-talking-to-your-boss-about-relocating>*,* July 10, 2020, by Arianne Cohen.

“What to do if you’re not ready to return to the office,” *Bloomberg Businessweek,* <https://www.bloomberg.com/news/articles/2020-07-08/how-to-tell-your-boss-you-re-not-ready-to-return-to-the-office>, July 8, 2020, by Arianne Cohen.

“Should CEOs run two companies at once? A Silicon Valley practice comes under scrutiny,” *CNN Business.* <https://www.cnn.com/2020/03/04/tech/jack-dorsey-elon-musk/index.html>, March 4, 2020, by Kaya Yurieff.

“Trump is actually lousy at making deals, according to negotiation experts,” *Vice.* <https://www.vice.com/en_us/article/8xya35/trump-is-actually-lousy-at-making-deals-according-to-negotiation-experts>, January 25, 2019, by Justin Caffier.

“Advantage Pelosi in the shutdown negotiations: Experts say President Trump’s business negotiation skills don’t translate to politics,” *U.S. News and World Report*. <https://www.usnews.com/news/politics/articles/2019-01-16/pelosi-has-the-advantage-against-trump-in-the-shutdown-negotiations>, January 16, 2019, by Susan Milligan.

“Business school professor: Trump’s shutdown strategy is a. masterclass in how not to negotiate,” *Inc.*. <https://www.inc.com/jessica-stillman/trump-wall-shutdown-negotiation-lessons.html>, January 11, 2019, by Jessica Stillman.

“Leadership lessons from White House turnover,” *News@Northeastern*. <http://news.northeastern.edu/2017/08/leadership-lessons-from-white-house-turnover/>, August 2, 2017, by Molly Callahan.

“Brand identity, Trump boycotts, and social media backlash,” *News@Northeastern*. <http://news.northeastern.edu/2017/02/brand-identity-trump-boycotts-and-social-media-backlash/>, February 16, 2017, by Greg St. Martin.

“How the Democratic Party’s email fiasco will affect the presidential race,” *News@Northeastern.* <http://www.northeastern.edu/news/2016/07/how-the-democratic-partys-email-fiasco-will-affect-the-presidential-race/>, July 26, 2016, by Jason Kornwitz.

“Six habits of the best conversationalists: Becoming a god conversationalist requires having a certain set of skills in your communication toolbox,” *Fast Company*, <http://www.fastcompany.com/3058579/your-most-productive-self/six-habits-of-the-best-conversationalists>, April 6, 2016, by Stephanie Vozza.

“How Being Proactive at Work Can Backfire, Employers say they want employees who take initiative. But in practice, this quality doesn't always pay off as expected,” *Inc.* <https://www.inc.com/oscar-raymundo/how-to-be-proactive-without-being-pushy.html>, December 4, 2014, by Oscar Raymundo.

**Knowledge Sharing**

“Political skill at work,” *Meet the Experts,* Change Management Review, <https://www.changemanagementreview.com/political-skill-at-work-with-parker-ellen-iii/>, September 3, 2020

“The science of the deal: A negotiation expert explains how Trump and the Democrats could both end the shutdown with a win,” *The Conversation,* <https://theconversation.com/the-science-of-the-deal-a-negotiation-expert-explains-how-trump-and-the-democrats-could-both-end-the-shutdown-with-a-win-109564>, January 9, 2019

Republished by: *Business Insider, The Raw Story, Bozeman Daily Chronicle, Houston Chronicle, Seattle Post-Intelligencer, Casper Star-Tribune,* and *Idaho Press-Tribune.*

“Neutralizing the negative effects of a narcissistic boss,” *Leaders at Work*, <http://www.damoremckimleadersatworkblog.com/neutralizing-the-negative-effects-of-a-narcissistic-boss/>, October 4, 2017.

“Who benefits when the boss treats followers differently?” *Leaders at Work,* <http://www.damoremckimleadersatworkblog.com/who-benefits-when-the-boss-treats-followers-differently/>, November 17, 2016.

“Recognizing, evaluating, and capitalizing on influence opportunities at work,” *Leaders at Work*, <http://www.damoremckimleadersatworkblog.com/recognizing-evaluating-and-capitalizing-on-influence-opportunities-at-work/>, January 28, 2016.

**Honors & Awards**

* Bobby and Barbara Martin Fellowship, College of Business, Mississippi State University, 2021
* Rising Star Finalist, Network of Leadership Scholars and Exeter Centre for Leadership, 2019
* Best Reviewer Award, *Journal of Organizational Behavior*, 2017
* FSU Fellows Society, The Graduate School, Florida State University, 2015 Inductee
* Highly Commended Paper Recipient, *Career Development International*, 2015
* Outstanding Contribution, *Research in Personnel and Human Resources Management*, 2015
* Graduate Research and Creativity Award Finalist, Graduate School Florida State University, 2015
* Meredith P. Crawford Fellowship in Industrial-Organizational Psychology, Human Resources Research Organization, 2014
* Graduate Scholar Award, Phi Kappa Phi, Florida State University, 2014
* Outstanding Reviewer, Academy of Management, Organizational Behavior Division, 2014
* Outstanding Teaching Assistant Nominee, College of Business, Florida State University, 2014
* SIOP Student Travel Award, Society for Industrial and Organizational Psychology, 2014
* Dissertation Research Grant, The Graduate School, Florida State University, 2013-2014
* John C. Flanagan Award for Outstanding Student Contribution, Society for Industrial and Organizational Psychology, 28th Annual Conference, 2013
* Featured Top Rated Poster, Society for Industrial and Organizational Psychology, 28th Annual Conference, 2013
* Phi Kappa Phi Honor Society (top 10% of graduate students), Florida State University, 2013
* Carl A. Bramlette, Jr. Scholastic Achievement Award, Department of Managerial Sciences, Georgia State University, 2007
* Chi Epsilon, The Civil Engineering Honor Society, Auburn University, 2001