

HARRY JOO, PhD

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ACADEMIC POSITIONS

- 2016—present** *Assistant Professor of Management* (tenure-track)
School of Business Administration, University of Dayton
- 2010—2016** *Research Associate and Associate Instructor*
Kelley School of Business, Indiana University
- 2008—2010** *Research Assistant* for Law Professor Michael E. Gold
School of Industrial and Labor Relations, Cornell University

EDUCATION

- Ph.D.** Kelley School of Business, Indiana University
2016 Major: Organizational Behavior and Human Resource Management
Minor: Statistical Science
- Dissertation:* Production of Star Performers in Organizations
- Committee:* Herman Aguinis (Chair), Timothy T. Baldwin, Christopher M. Berry, Jeffery S. McMullen, and Ernest H. O’Boyle.
- Status:* Proposal defended on October 17, 2014. Final defense successfully completed on February 4, 2016.
- M.B.** Kelley School of Business, Indiana University
2012 Major: Organizational Behavior
- B.A.** School of Industrial and Labor Relations, Cornell University
2010 Major: Industrial and Labor Relations

AWARDS AND RECOGNITION

- Finalist for the 2017 Ralph Alexander Best Dissertation Award (sponsored by the Human Resources Division of the Academy of Management)
- Recipient of [Emerald Citations of Excellence Award](#) recognizing the most cited articles in Business Management, Finance, Accounting, Economics and Marketing, 2016

- Finalist for Kelley School of Business Panschar Teaching Award, 2015
- Runner up for Organizational Research Methods Best Article of the Year Award, 2013
- Recipient of Organizational Research Methods Best Article of the Year Award, 2012

PROFESSIONAL HISTORY

2017-present	<i>Reviewer for various journals</i> Organizational Research Methods, Business Horizons
2015—present	<i>Conference reviewer</i> Academy of Management
2017	<i>Emergency reviewer</i> Academy of Management
2017	<i>Conference reviewer</i> Society for Industrial and Organizational Psychology
2013—2015	<i>Student representative</i> Research Methods Division, Academy of Management
2012	<i>Student volunteer</i> Research Methods Division, Academy of Management
2009	<i>Investigations unit intern</i> Equal Employment Opportunity Commission, Atlanta, GA

RESEARCH INTERESTS

Star Performers
Research Methods
Science-Practice Divide

UNDER REVIEW

Joo, H., & Aguinis, H. Opportunity variability and the production of star performers. *Personnel Psychology*. Received 1st round revise-and-resubmit.

*Joo, H., Aguinis, H., Lee, J., Kremer, H., & Villamor, I. Effects of non-normal performance distributions on the accuracy of utility analysis. Submitted to the *Journal of Applied Psychology*.

* The first and second authors contributed equally.

Aguinis, H., Ji, Y. H., & Joo, H. Gender productivity gap among star performers in STEM fields: Using distribution pitting methodology to test competing generative mechanisms. *Journal of Applied Psychology*. Received 1st round revise-and-resubmit.

Aguinis, H., Gomez-Mejia, L. R., Martin, G. P., & Joo, H. CEO pay is indeed decoupled from CEO performance: Charting a path for the future. *Management Research: Journal of the Iberoamerican Academy of Management*. Accepted for publication.

WORKING PAPERS

Crawford, G. C., & Joo, H. Zero-to-100 real quick: Investigating the drivers of outlier growth in the emergence of new ventures. Status: Collecting data.

Cultural dimensions and power law distributions. Status: Collected and analyzed data.

REFEREED PUBLICATIONS

Joo, H., Aguinis, H., & Bradley, K. J. 2017. Not all nonnormal distributions are created equal: Improved theoretical and measurement precision. *Journal of Applied Psychology*, 102: 1022-1053.

- The associated R package we developed (i.e., “Dpit”) is available on the Comprehensive R Archive Network (<https://cran.r-project.org/web/packages/Dpit/index.html>) or the second author’s website (<http://www.hermanaguinis.com/>).

Aguinis, H., Martin, G. P., Gomez-Mejia, L. R., O’Boyle, E. H., & Joo, H. 2017. The two sides of CEO pay injustice: A power law conceptualization of CEO over and underpayment. *Management Research: Journal of the Iberoamerican Academy of Management*. Advance online publication. doi: 10.1108/MRJIAM-02-2017-0731

Aguinis, H., O’Boyle, E., Gonzalez-Mulé, E., & Joo, H. 2016. Cumulative advantage: Conductors and insulators of heavy-tailed productivity distributions and productivity stars. *Personnel Psychology*, 69: 3-66.

Bergh, D. D., Aguinis, H., Heavey, C. Ketchen, D. J., Boyd, B. K., Su, P., Lau, C., & Joo, H. 2016. Using meta-analytic structural equation modeling to advance strategic management research: Guidelines and an empirical illustration via the strategic leadership-performance relationship. *Strategic Management Journal*, 37: 477-497.

Aguinis, H., & Joo, H. 2014. Research on Hispanics benefits the field of management. *Journal of Managerial Psychology*, 29: 604-615.

- Lead article in special issue on Hispanics and Latin Americans in the workplace.

Aguinis, H., Forcum, L. E., & Joo, H. 2013. Using market basket analysis in management research. *Journal of Management*, 39: 1799-1824.

Aguinis, H., Gottfredson, R. K., & Joo, H. 2013. Avoiding a “me” versus “we” dilemma: Using performance management to turn teams into a source of competitive advantage. *Business Horizons*, 56: 503-512.

Aguinis, H., Gottfredson, R. K., & Joo, H. 2013. Best-practice recommendations for defining, identifying, and handling outliers. *Organizational Research Methods*, 16: 270-301.

- Runner up for **Organizational Research Methods Best Article of the Year Award**.
- Recipient of [2016 Emerald Citations of Excellence Award](#) recognizing the most cited articles in Business Management, Finance, Accounting, Economics and Marketing.

Aguinis, H., Joo, H., & Gottfredson, R. K. 2013. What monetary rewards can and cannot do: How to show employees the money. *Business Horizons*, 56: 241-249.

Aguinis, H., Gottfredson, R. K., & Joo, H. 2012. Using performance management to win the talent war. *Business Horizons*, 55: 609-616.

Aguinis, H., Gottfredson, R. K., & Joo, H. 2012. Delivering effective performance feedback: The strengths-based approach. *Business Horizons*, 55: 105-111.

Aguinis, H., Joo, H., & Gottfredson, R. K. 2012. Performance management universals: Think globally and act locally. *Business Horizons*, 55: 385-392.

Aguinis, H., Suarez-González, I., Lannelongue, G., & Joo, H. 2012. Scholarly impact revisited. *Academy of Management Perspectives*, 26(2): 105-132.

Kruschke, J. K., Aguinis, H., & Joo, H. 2012. The time has come: Bayesian methods for data analysis in the organizational sciences. *Organizational Research Methods*, 15: 722-752.

- Recipient of **Organizational Research Methods Best Article of the Year Award**.

Aguinis, H., Joo, H., & Gottfredson, R. K. 2011. Why we hate performance management—and why we should love it. *Business Horizons*, 54: 503-507.

BOOK CHAPTERS

Aguinis, H., & Joo, H. 2015. Debunking myths and urban legends about how to identify influential outliers. In C. E. Lance & R. J. Vandenberg (Eds.), *More statistical and methodological myths and urban legends*: 206-223. New York: Routledge.

CONFERENCE PAPERS AND PRESENTATIONS

Joo, H., & Aguinis, H. 2018. *Opportunity variability and the production of star performers*. Paper to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Joo, H., Aguinis, H., Lee, J., Kremer, H., & Villamor, I. 2018. *Non-normality of performance produces incorrect utility analysis results*. Paper to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Crawford, G. C., & Joo, H. 2018. ***Zero-to-100 real quick: Investigating the drivers of outlier growth in the emergence of new ventures.*** Paper to be presented at the Babson College Entrepreneurship Research Conference, Waterford, Ireland.

Aguinis, H., Joo, H., & Gottfredson, R. K. 2017. ***Not all nonnormal distributions are created equal: Improved theoretical and measurement precision.*** Paper presented at the meeting of the Academy of Management, Atlanta, GA.

Aguinis, H., Joo, H., & Gottfredson, R. K. 2014. ***How to define, identify, and handle outliers.*** Preconference development workshop conducted at the meeting of the Academy of Management, Philadelphia, PA.

Taylor, S. G., Stoverink, A. C., Marr, J. C., Ostroff, C., Takeuchi, R., Mitchell, M. S., & Joo, H. 2014. ***Essentials of the OB division.*** Preconference development workshop conducted at the meeting of the Academy of Management, Philadelphia, PA.

Aguinis, H., Joo, H., & Gottfredson, R. K. 2013. ***How to define, identify, and handle outliers.*** Preconference development workshop conducted at the meeting of the Academy of Management, Orlando, FL.

Aguinis, H., Suarez-Gonzalez, I., Lannelongue, G., & Joo, H. 2012. ***Scholarly impact revisited.*** Paper presented at the meeting of the Asociación Científica de Economía y Dirección de la Empresa, Cádiz, Spain.

Aguinis, H., Gottfredson, R. K., & Joo, H. 2012. ***How to define, identify, and handle outliers.*** Preconference development workshop conducted at the meeting of the Academy of Management, Boston, MA.

Aguinis, H., Forcum, L. E., & Joo, H. 2012. ***Using market basket analysis in management research.*** Paper presented at the meeting of the Academy of Management, Boston, MA.

Miller, A. N., Aguinis, H., Cummings, T. G., Suarez-Gonzalez, I., Lannelongue, G., & Joo, H. 2012. ***Defining and measuring scholarly impact.*** Preconference development workshop conducted at the meeting of the Academy of Management, Boston, MA.

Aguinis, H., Bergh, D. D. & Joo, H. 2011. ***Using meta-analytic structural equation modeling to advance strategic management theory.*** Paper presented at the meeting of the Strategic Management Society, Miami, FL.

Aguinis, H., Gottfredson, R. K., & Joo, H. 2011. ***How to define, identify, and handle outliers.*** Preconference development workshop conducted at the meeting of the Academy of Management, San Antonio, Texas.

OTHER PRESENTATIONS

Revisiting some “established facts” in I-O psychology and management: Outliers. Industrial and Organizational Psychology and Organizational Behavior Consortium of Illinois, Indiana, and other Midwestern States, real-time online presentation, February, 2013.

TEACHING EXPERIENCEⁱ

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Fall 2017. University of Dayton. Number of students taught: 74.

- Section 1 mean score: 4.2/5.0, $N=28$.
- Section 2 mean score: 4.3/5.0, $N=28$.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Spring 2017. University of Dayton. Number of students taught: 71.

- Section 1 mean score: 4.4/5.0, $N=20$.
- Section 2 mean score: 4.7/5.0, $N=30$.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Fall 2016. University of Dayton. Number of students taught: 61.

- Section 1 mean score: 3.5/5.0, $N=31$.
- Section 2 mean score: 3.5/5.0, $N=29$.

Stand-alone Instructor, Z302 (Section 8345): Management and Behavior in Organizations. Summer 2013. Indiana University – Bloomington. Number of students taught: 51.

- Overall effectiveness rating: median (7.0/7.0) and mean (6.4/7.0), $N=48$.

Stand-alone Instructor, Z302 (Section 8344): Management and Behavior in Organizations. Summer 2013. Indiana University – Bloomington. Number of students taught: 62.

- Overall effectiveness rating: median (6.0/7.0) and mean (6.0/7.0), $N=54$.

Stand-alone Instructor, Z447: Leadership, Teams, and Diversity. Spring 2012. Indiana University – Bloomington. Number of students taught: 37.

- Overall effectiveness rating: median (6.0/7.0) and mean (6.1/7.0), $N=15$.

Course Coordinator, Z302: Management and Behavior in Organizations. Fall 2011. Indiana University – Bloomington.

- Facilitated student discussions and performed administrative tasks.
- No ratings available.

GRADUATE MENTORSHIP

Dissertation Committees on which I have served:

Matthew Kohl (in progress, University of Dayton)

ⁱ Business school undergraduate course median and mean are 6.00 and 6.06 (based on Spring 2012 - Fall 2013).

PROFESSIONAL ASSOCIATIONS

Research Methods Division, Academy of Management – Former student representative
Society for Industrial and Organizational Psychology (SIOP) – Member
Organizational Behavior Division, Academy of Management – Member
Human Resources Division, Academy of Management – Member
Research Methods Division, Academy of Management – Member

REFERENCES

Dr. Herman Aguinis
1309 E. 10th Street, HH 3100
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Relationship: advisor and dissertation chair

Dr. Tim Baldwin
1309 E. 10th Street, HH 3100
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Relationship: member of dissertation committee

Dr. Hettie Richardson
TCU Box 298530
Fort Worth, Texas 76129
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Relationship: supervisor during my student volunteer/representative duties at AOM