

Christian Kiewitz

Professor in Management
Management/Marketing Department
School of Business Administration
University of Dayton, 300 College Park
Dayton, Ohio 45469-2271 USA
Phone +1.937.229.2046 Fax +1.937.229.3788
Email kiewitz@udayton.edu

Education

Doctor of Philosophy (Ph.D.)

The University of Alabama, Tuscaloosa, Alabama, 2002

Major: Organizational Behavior and Human Resources Management.

Minor: Mass Communication. Dissertation: The Work Anger Model (WAM!):

An Inquiry into the Role of Anger at Work.

Master of Arts (M.A.)

Auburn University, Auburn, Alabama, 1998

Major: Communication.

Magister Artium (M.A.)

Johannes Gutenberg-Universität, Mainz, Germany, 1995.

Major: Mass Communication. Minors: Psychology and Sociology.

Professional Experience

2015 – present	<u>University of Dayton</u> , Full Professor, Management/Marketing Department, Dayton, Ohio
2012, 2013, 2015	<u>The Australian National University</u> , Visiting Professor, Research School of Management, Canberra, Australia
2008 – 2015	<u>University of Dayton</u> , Associate Professor, Management/Marketing Department, Dayton, Ohio
2009	<u>University of New South Wales</u> , Visiting Professor, The Australian School of Business, Sydney, Australia
2002 – 2008	<u>University of Dayton</u> , Assistant Professor, Management/Marketing Department, Dayton, Ohio
1998 – 2002	<u>The University of Alabama</u> , Research & Teaching Assistant, Department of Management and Marketing, Tuscaloosa, Alabama
1995 – 1997	<u>Auburn University</u> , Research & Teaching Assistant, Department of Communication, Auburn, Alabama
1990 – 1995	<u>Johannes Gutenberg-Universität</u> , Research & Teaching Assistant, Institut für Publizistik [Institute for Communication], Mainz, Germany
1994	<u>Auburn University</u> , Exchange student for the summer academic term, Auburn, Alabama
1991	<u>Forschungszentrum Jülich [Research Center Jülich, Germany]</u> , Student, Scientific Journalism Summer School
1990	<u>Johannes Gutenberg-Universität</u> , Research Assistant, Institut für Publizistik, Prof. Dr. Hans Mathias Kepplinger

Publications: Refereed Journal Articles

- Kiewitz, C., Shoss, M. K., Restubog, S. L. D., Garcia, P. R. M., & Tang, R. L. (2016). Suffering in Silence: Investigating the Role of Fear in the Relationship between Abusive Supervision and Defensive Silence. Journal of Applied Psychology, *101*(5), 731-742. doi: 10.1037/apl0000074
- Zagenczyk, T. J., Cruz, K. S., Cheung, J., Scott, K. L., Kiewitz, C., & Galloway, B. (2015). The Moderating Effect of Power Distance on Employee Responses to Psychological Contract Breach. European Journal of Work and Organizational Psychology, *24*(6), 853-865. doi: 10.1080/1359432X.2014.961432 . (2013 Journal Citation Reports (Social Sciences Edition): 1 Yr. Impact Factor = 2.463 and 5 Yr. Impact Factor = 2.729)
- Garcia, P. R. J. M., Restubog, S. L. D., Kiewitz, C., Scott, K. D., & Tang, R. L. (2014). Roots Run Deep: Investigating Psychological Mechanisms between History of Family Aggression and Abusive Supervision. Journal of Applied Psychology, *99*(5), 883-897. doi: 10.1037/a0036463 (published online April 14 , 2014) (2013 JCR: 1 Yr. Impact Factor = 4.367 and 5 Yr. Impact Factor = 6.952)
- Zagenczyk, T., Restubog, S. L. D., Kiewitz, C., Kiazad, K., & Tang, R. L. (2014), Psychological Contracts as a Mediator between Machiavellianism and Employee Citizenship and Deviant Behaviors. Journal of Management, *40*(4), 1098-1122. doi: 10.1177/0149206311415420 (published online July 28, 2011) (2013 JCR: 1 Yr. Impact Factor = 6.862 and 5 Yr. Impact Factor = 8.027)
- Robinson, S., Wang, W., & Kiewitz, C. (2014). Coworkers Behaving Badly: The Impact of Coworker Deviant Behavior upon Individual Employees. Annual Review of Organizational Psychology and Organizational Behavior, *1*(1), 123-143. doi: 10.1146/annurev-orgpsych-031413-091225 (inaugural issue published online March 21, 2014) (invited paper reviewed by two editors; no blind review; no impact data because new journal)
- Yeo, G. B., Frederiks, E. R., Kiewitz, C., & Neal, A. (2014). A Dynamic, Self-regulatory Model of Affect and Performance: Interactions between States, Traits and Task Demands. Motivation and Emotion, *38*(3), 429-443. doi: 10.1007/s11031-013-9376-z (published online August 28, 2013) (2013 JCR: 1 Yr. Impact Factor = 1.844 and 5 Yr. Impact Factor = 2.236)
- Kiewitz, C., Restubog, S. L. D., Zagenczyk, T., Scott, K. D., Garcia, P. J. R. M., & Tang, R. L. (2012). Sins of the Parents: Self-control as a Buffer between Supervisors' Previous Experience of Family Undermining and Subordinates' Perceptions of Abusive Supervision. Leadership Quarterly, *23*(5), 869-882. doi: 10.1016/j.leaqua.2012.05.005 (published online June 13, 2012) (2013 JCR: 1 Yr. Impact Factor = 2.006 and 5 Yr. Impact Factor = 3.006)
- Kiazad, K., Restubog, S. L. D., Zagenczyk, T., Kiewitz, C., & Tang, R. L. (2010). In Pursuit of Power: The Role of Authoritarian Leadership in the Relationship between Supervisors' Machiavellianism and Subordinates' Perceptions of Abusive Supervisory Behavior. Journal of Research in Personality, *44*(4), 512-519. doi: 10.1016/j.jrp.2010.06.004 (published online June 17, 2010) (2011 JCR: 1 Yr. Impact Factor = 1.996 and 5 Yr. Impact Factor = 2.677)

Publications: Refereed Journal Articles (*continued*)

- Kiewitz, C., Restubog, S. L. D., Zagenczyk, T., & Hochwarter, W. A. (2009). The Interactive Effects of Psychological Contract Breach and Organizational Politics on Perceived Organizational Support: Evidence from Two Longitudinal Studies. Journal of Management Studies, *46*(5), 806-834. doi: 10.1111/j.1467-6486.2008.00816.x (2010 JCR: 1 Yr. Impact Factor = 3.817 and 5 Yr. Impact Factor = 4.684)
- Zagenczyk, T., Gibney, R., Kiewitz, C., & Restubog, S. L. D. (2009). Mentors, Supervisors, and Role Models: Do They Reduce the Effects of Psychological Contract Breach? Human Resource Management Journal, *19*(3), 237-259. doi: 10.1111/j.1748-8583.2009.00097.x (no 2010 data; 2011 JCR: 1 Yr. Impact Factor = 1.388 and 5 Yr. Impact Factor = n/a)
- Yeo, G. B., Loft, S., Xiao, T., & Kiewitz, C. (2009). Goal Orientations and Performance: Differential Relationships Across Levels of Analysis and as a Function of Task Demands. Journal of Applied Psychology, *94*(3), 710-726. doi: 10.1037/a0015044 (2010 JCR: 1 Yr. Impact Factor = 3.977 and 5 Yr. Impact Factor = 6.730)
- Douglas, S. C., Kiewitz, C., Martinko, M. J., Harvey, P., Kim, Y., & Chun, J.-U., (2008). Cognitions, Emotions and Evaluations: An Elaboration Likelihood Model for Workplace Aggression. Academy of Management Review, *33*(2), 425-451. doi: 10.2307/20159406 (2009 JCR: 1 Yr. Impact Factor = 7.867 and 5 Yr. Impact Factor = 9.531)
- Hosmer, L. T., & Kiewitz, C. (2005). Organizational Justice: A Behavioral Science Concept with Critical Implications for Business Ethics and Stakeholder Theory. Business Ethics Quarterly, *15*(1), 67-91.
- Hochwarter, W. A., Kiewitz, C., Gundlach, M. J., & Stoner, J. (2004). The Impact of Vocational and Social Efficacy on Job Performance and Career Satisfaction. Journal of Leadership & Organizational Studies, *10*(3), 27-40.
- Hochwarter, W. A., Kiewitz, C., Castro, S. L., Perrewé, P. L., & Ferris, G. R. (2003). Positive Affectivity and Collective Efficacy as Moderators of the Relationship between Perceived Politics and Job Satisfaction. Journal of Applied Social Psychology, *33*(5), 1009-1035.
- Zivnuska, S., Kiewitz, C., Hochwarter, W. A., Perrewé, P. L., & Zellars, K. L. (2002). What is too Much or too Little? The Curvilinear Effects of Job Tension on Turnover Intent, Value Attainment and Job Satisfaction. Journal of Applied Social Psychology, *32*(7), 1344-1360.
- Kiewitz, C., Hochwarter, W. A., Ferris, G. R., & Castro, S. L. (2002). The Role of Psychological Climate in Neutralizing the Effects of Politics on Work Outcomes. Journal of Applied Social Psychology, *32*(6), 1189-1208.
- Zellars, K. L., Hochwarter, W. A., Perrewé, P. L., Miles, A., & Kiewitz, C. (2001). Beyond Self-Efficacy: Interactive Effects of Role Conflict and Perceived Collective Efficacy. Journal of Managerial Issues, *13*(4), 483-499.
- Kiewitz, C., & Weaver, J. B., III. (2001). Trait Aggressiveness, Media Violence, and Perceptions of Interpersonal Conflict. Personality and Individual Differences, *31*(6), 821-835.

Publications: Refereed Journal Articles (*continued*)

- Hochwarter, W. A., Ferris, G. R., Perrewé, P. L., Witt, L. A., & Kiewitz, C. (2001). A Note on the Nonlinearity of the Age-Job Satisfaction Relationship. Journal of Applied Social Psychology, 31(6), 1223-1237.
- Perrewé, P. L., Hochwarter, W. A., & Kiewitz, C. (1999). Value Attainment: An Explanation for the Negative Effects of Work-Family Conflict on Job and Life Satisfaction. Journal of Occupational Health Psychology, 4(4), 318-326.
- Kiewitz, C., Weaver, J. B., III, & Brosius, H.-B. (1999). Cultural Differences in Perceptions of the VCR and RCD: Exploring the TV Landscapes of Germany, Israel, and the USA. World Communication, 28(3), 28-48.
- Kiewitz, C., Weaver, J. B., III, Brosius, H.-B., & Weimann, G. (1997). Cultural Differences in Listening Style Preferences: A Comparison of Young Adults in Germany, Israel, and the United States. International Journal of Public Opinion Research, 9(3), 233-247.
- Weaver, J. B., III, Sargent, S. L., & Kiewitz, C. (1997). Communication Apprehension and the Type-A Personality. Communication Research Reports, 14(3), 350-355.
- Sargent, S. L., Weaver, J. B., III, & Kiewitz, C. (1997). Correlates between Communication Apprehension and Listening Styles Preferences. Communication Research Reports, 14(1), 74-78.

Publications: Book Chapters

- Restubog, S. L. D., Kiazad, K., & Kiewitz, C. (2015). Psychological contracts (22035). In J. D. Wright, et al. (Eds.), The International Encyclopedia of Social and Behavioral Sciences (2nd ed., pp. 366-371). Oxford, UK: Elsevier. doi: 10.1016/B978-0-08-097086-8.22035-7
- Kiewitz, C., & Weaver, J. B., III (2006). The Aggression Questionnaire (Short Forms AQ-12 and AQ-15). In R. A. Reynolds, R. Woods, & J. Baker (Eds.), Handbook of Research on Electronic Surveys and Measurements (pp. 343-347). Hershey, PA: Idea Group Reference.
- Weaver, J. B., III, & Kiewitz, C. (2006). EPQ-SF: Eysenck Personality Questionnaire – Short Form. In R. A. Reynolds, R. Woods, & J. Baker (Eds.), Handbook of Research on Electronic Surveys and Measurements (pp. 360-363). Hershey, PA: Idea Group Reference.
- Kiewitz, C., & Hochwarter, W. A. (2002). Aggression and Violence in the Workplace. In G. R. Ferris, M. R. Buckley, & D. B. Fedor (Eds.), Human resources management: Perspectives, context, functions, and outcomes (4th ed., pp. 488-503). Upper Saddle River, NJ: Prentice-Hall.
- Czaplicki, A., Ehmig, S. C., & Kiewitz, C. (1995). Bilder in unseren Köpfen. Die Vorstellungen der Deutschen von Polen [Images in our minds. Germans' notions about Poland]. Convivium. Germanistisches Jahrbuch Polen 1995 (pp. 279-293). Bonn, Germany: DAAD.

Publications: Reviews

Kiewitz, C. (2004). Happy Employees and Firm Performance: Have We Been Putting the Cart Before the Horse? [Review of the article "Which Comes First: Employee Attitudes or Organizational Financial and Market Performance?"]. Academy of Management Executive, 18(1), 127-129.

Publications: Blog post

Kiewitz, C., Restubog, S. L. D., Shoss, M. K., Garcia, P. R. J. M., & Tang, R. L. (2016, June 28). Too many firms ignore their abusive boss problem [Blog post]. Retrieved from <http://blogs.lse.ac.uk/businessreview/2016/06/28/too-many-firms-ignore-their-abusive-boss-problem/>

Research Work Progress

Kiewitz, C., Restubog, S. L. D., Garcia, P. R. M., & Sweeney, P. D., "Don't you make me look bad!" The Role of Narcissism and Ego threat in the Relationship between Employees' Job Neglect and Abusive Supervision. Work in progress. Target outlet: TBA.

Hochwarter, W. A., Ferris, G. R., Ellen, III, B. P., Kiewitz, C., The negative effects of employee loyalty in political environments. Work in progress. Target outlet: TBA.

Kiewitz, C., Anger and Psychological Contract Breach. Work in progress.

Presentations: Papers at Professional Meetings

Kiewitz, C., Restubog, S. L. D., Sweeney, P. D., & Garcia, P. R. M. (2016, August 8), "Don't you make me look bad!" Employees' Job Neglect, Supervisors' Ego Threat, Narcissism and Abuse. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Meek, B., Williams, D. W., Kiewitz, C. (2013, November). Entrepreneurial Behavior in the Long Run: An Ethnographic Study of Persistence and Start-Up Behaviors. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Kiewitz, C., Restubog, Shoss, M. K., S. L. D., Garcia, P. R. M., & Tang, R. L. (2013, April), When Abused Employees remain Silent: Effects of Assertiveness and Fear. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Garcia, P. R. M., Scott, K. L., Kiewitz, C., & Tang, R. L. (2012, August). Psychological Mechanisms Linking History of Family Aggression and Abusive Supervision: A Moderated Mediation Study. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Zagenczyk, T., Restubog, S. L. D., Kiewitz, C., Kiazad, K., & Tang, R. L. (2010, December). The Role of Psychological Contracts in Mediating the Relationship between Machiavellian Orientation and Work Behaviors: Convergent Evidence from three Studies. Paper presented at the 2010 meeting of the Psychological Contract Group, Tilburg, the Netherlands.

Presentations: Papers at Professional Meetings (*continued*)

- Kiewitz, C., Restubog, S. L. D., Garcia, P. J. R. M., & Tang, R. L. (2010, August). The Sound of Silence: Investigating the Interactive Effects of Assertiveness and Climate of Fear in the Relationship between Abusive Supervision and Defensive Silence Behavior. Paper presented at the annual meeting of the Academy of Management, Montréal, Canada.
- Garcia, P. R. M., Restubog, S. L. D., Kiewitz, C., & Tang, R. L. (2010, August). Roots Run Deep: Investigating Explanatory Mechanisms Linking Supervisors' History of Family Aggression and Subordinates' Perceptions of Abusive Supervision. Paper presented at the annual meeting of the Academy of Management, Montréal, Canada.
- Kiewitz, C., Restubog, S. L. D., Kiazad, K., Zagenczyk, T., & Tang, R. L. (2009, August). Sins of the Fathers: The Role of Supervisors' prior Experience of Family Undermining in Predicting Subordinates' Perceptions of Abusive Supervision. Paper presented for presentation at the annual meeting of the Academy of Management, Chicago, IL.
- Zagenczyk, T., Gibney, R., Kiewitz, C., & Restubog, S. L. D. (2008, August). Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Zagenczyk, T., Restubog, S. L. D., Kiewitz, C., Kiazad, K., & Tang, R. L. (2008, August). Effects of Machiavellianism and psychological contract orientations in predicting work behaviors. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Restubog, S. L. D., Bordia, P., Kiewitz, C., & Tang, R. L. (2007, August). Workplace Familism: Its Nature, Measurement, and Cross-Cultural Comparison. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Douglas, S. C., Martinko, M. J., Kiewitz, C., Kim, Y., & Chun, J.-U. (2006, August). An Elaboration-Likelihood Perspective of Escalating Acts of Workplace Aggression: Cognitive, Emotional and Evaluative Components. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Gove, S., Janney, J. J., Kiewitz, C., & Matherne, B. P. (2005, August). Dual effects of social identification on team performance: Direct and mediated effects through conflict. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Durant, R. A., Campbell, K. S., White, C. D., & Kiewitz, C. (2004, August). Justice and Rapport Management. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
- Kiewitz, C., Douglas, S. C., & Crown, D. F. (2002, November). Anger, Injustice, and Hostility: The Role of Anger in the Workplace. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.
- Kiewitz, C. (2002, June) Workplace Challenges in the New Millennium: Anger and Psychological Contract Breach. Paper presented at the annual meeting of the Global Business and Technology Association, Rome, Italy.

Presentations: Papers at Professional Meetings (*continued*)

Kiewitz, C., Douglas, S. C., & Martinko, M. J. (2001, August). When a "Bad" Thing Happens to "Bad" People at Work: Overt Expressions of Anger and Psychological Health.

Paper presented at the annual meeting of the Academy of Management, Washington, DC.

Kiewitz, C. & Weaver, J. B., III (2001, February). Mapping the Links between the "Big Three" Personality Dimensions, Aggressiveness, Hostility, and Rebelliousness. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Gundlach, M. J., Hochwarter, W. A., Kiewitz, C., & Witt, L. A. (2000, November). The Impact of Vocational and Social Efficacy on Job Performance. Paper presented at the annual meeting of the Southern Management Association, Orlando, FL.

Hochwarter, W. A., Kiewitz, C., Castro, S. L., Perrewé, P. L., & Ferris, G. R. (2000, November). Positive Affectivity and Collective Efficacy as Moderators of the Relationship between Perceived Politics and Job Satisfaction. Paper presented at the annual meeting of the Southern Management Association, Orlando, FL.

Hochwarter, W. A., Zivnuska, S., Perrewé, P. L., Zellars, K. L., Kiewitz, C., Witt, L. A., & Brymer, R., A. (2000, November). What is too much or too little? The Curvilinear Effects of Job Tension on Turnover Intent, Value Attainment, and Job Satisfaction. Paper presented at the annual meeting of the Southern Management Association, Orlando, FL.

Kiewitz, C., Hochwarter, W. A., Ferris, G. R., & Castro, S. L. (1999, October). The Role of Psychological Climate in Neutralizing the Effects of Politics on Work Outcomes. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.

Kiewitz, C. & Weaver, J. B. (1998, November). The Impact of High-Trait Aggressiveness on Reactions to Media Violence. Paper presented at the annual meeting of the National Communication Association, New York.

Kiewitz, C. (1998, March). The Impact of High-Trait Aggressiveness on Reactions to Media Violence. Paper presented at the first annual Graduate Research Exposition of The University of Alabama, Tuscaloosa, AL.

Weaver, J. B., Sargent, S. L., & Kiewitz, C. (1997, May). Communication Apprehension and the Type-A Personality. Paper presented at the annual meeting of the International Communication Association, Montréal, Canada.

Kiewitz, C., Weaver, J. B., III, Brosius, H.-B. (1996, November). Cultural Differences in Perceptions of the VCR and RCD: Exploring the TV Landscapes of Israel, Germany, and the USA. Paper presented at the annual meeting of the Speech Communication Association, San Diego, CA.

Sargent, S. L., Weaver, J. B., III, & Kiewitz, C. (1996, November). Exploring the Links Between Listening Style Preferences and Communication Apprehension. Paper presented at the annual meeting of the Speech Communication Association in San Diego, CA.

Kiewitz, C. (1996, October). Death and Despair in 'ER'. The portrayal of the last moment in contemporary American television culture. Paper presented at the meeting of the International Conference on Despair and Desire, Atlanta, GA.

Presentations: Papers at Professional Meetings (*continued*)

Kiewitz, C., Weaver, J. B., III, Brosius, H. -B., & Weimann, G. (1995, May). Cultural Differences in Communication Style: A Comparison of Young Adults in Germany, Israel, and the United States. Paper presented at the annual meeting of the International Communication Association, Albuquerque, NM.

Czaplicki, A., Ehmig, S. C., & Kiewitz, C. (1995, March). Bilder in unseren Köpfen. Die Vorstellungen der Deutschen von Polen [Images in our Minds. German Notions about Poland]. Invited paper presented before the Gesellschaft für Deutsch-Polnische Freundschaft [Society for German-Polish Friendship], Mainz, Germany.

Presentations: Symposia Presentations at Professional Meetings

Durant, R. A., Kiewitz, C., Campbell, K. S., & White, C. D. (2004, August). Speech Acts as the Basis of Actionable Knowledge. Presentation of a qualitative research method for researching anger-inducing workplace events presented as part of the showcase symposium *Actionable Knowledge as the Power to Narrate* at the annual meeting of the Academy of Management, New Orleans, LA.

Presentations: Presentations at Local Meetings

Kiewitz, C. (2014, September 18). When Abused Employees Remain Silent: Effects of Assertiveness and Fear, Presentation at the *Spotlight on Technology, Art, Research & Scholarship (STARS)* Symposium, Office for Research, University of Dayton, OH.

Research Interests

Organizational Behavior, Abusive Supervision, Anger and Aggression in the Workplace, Emotion, Leadership, Organizational Justice and Politics, Personality and Work Stress

Teaching Experience

University of Dayton – Faculty Instructor, Fall 2002 - Present

- Organizational Behavior (MGT 301)
- Seminar in Leadership (MGT 410)
- Organizational Theory & Behavior (MBA 670)
- Organizational Behavior (MBA 795)

The University of Alabama – Instructor

- Leadership (MGT 320)
- Organizational Theory and Behavior (MGT 300)

Auburn University, Alabama – Instructor

- Survey Research Methods (COM 451)

Auburn University – Lab Instructor

- Lab Instructor, Introduction into Professional Communication (COM 100)

Continuing Education: Theory Development and Research Methods Workshops (selected)

Attended numerous Live Research Methods Lectures facilitated by the Consortium for the Advancement of Research Methods & Analysis (CARMA), 2006-present

Bullying at Work: Perspectives from Europe and North America, Houston, TX, 2013

Mediation and Moderation: Modern Methods and Approaches, Center for Research Methods and Data Analysis, University of Kansas, June 18-22, 2012, Lawrence, KS

Structural Equation Modeling (SEM) workshop using SmartPLS (online through Georgia State University)

Tools for Improving SEM Model Evaluation, Academy of Management, Anaheim, CA, 2008

From Zero to Coding Your Qualitative Data Within a Matter of Hours: Introducing QDA Miner, Academy of Management, Anaheim, CA, 2008

The Neverending Story: A Workshop on Survey Scale Development and Validation, Academy of Management, New Orleans, LA 2004

Hierarchical Linear Models (HLM) Interactive Research Methods Workshop (with PC instructions), Southern Management Association, Clearwater Beach, FL 2003

Introduction to Network Analysis, Southern Management Association, Atlanta, GA 2002

Personality workshop, Society for Personality & Social Psychology, San Antonio, TX, 2001

Theory Development workshop, Southern Management Association, Orlando, FL, 2000

Projects & Internships

1998, May – Aug Zeitungs Marketing Gesellschaft, Research fellow, Frankfurt, Germany

1993, Aug Philips Components, Intern, Sales department for semiconductors, Frankfurt, Germany

1992, Aug – Oct IBM, Intern, Center Marketing department, Frankfurt, Germany

1991, Oct Pressestelle der Senatorin für Arbeit und Frauen und stellvertretend regierenden Bürgermeisterin von Berlin, Dr. Christine Bergmann [Press office of the senator for work and women, and 2nd mayor of the city of Berlin, Dr. Christine Bergmann], Assistant to the press office's chief, Berlin, Germany

1990, Sep PRINZ Frankfurt, Journalist, city magazine PRINZ, Frankfurt, Germany

Extension/Service: Professional Affiliations

Academy of Management Association (OB, HR and Research Methods Divisions)

Southern Management Association

Society for Personality and Social Psychology

Extension/Service: Professional Organization Service

Journal of Occupational and Organizational Psychology – Ad hoc reviewer (2016)

Leadership Quarterly – Ad hoc reviewer (2011-present)

Journal of Business Ethics – Ad hoc reviewer (2015-present)

International Journal of Management Reviews – Ad hoc reviewer (2011-2013)

Academy of Management – Reviewer for Best OB Paper Award (2008, 2010-2012)

European Journal of Work and Organizational Psychology – Ad hoc reviewer (2010)

Extension/Service: Professional Organization Service (*continued*)

Journal of Managerial Psychology – Ad hoc reviewer (2006-2007, 2010)

Academy of Management – OB division – Internet task force – Volunteer (2006-2008)

Extension/Service: Professional Organization Service (*continued*)

Academy of Management – Reviewer for annual meetings (2004, 2007-2008, 2010, 2012)

Academy of Management – Placement Committee – Volunteer (2001-2002, 2004-2008, 2010, 2012)

Israel Science Foundation – Ad hoc reviewer for grant application (2009)

Journal of Research in Personality – Ad hoc reviewer (2008-2009)

Academy of Management – Session facilitator for annual meeting (2004)

Southern Management Association – Discussant for session at annual meeting (2005, 2006)

Southern Management Association – Reviewer for annual meetings (1999-2001, 2005-2009)

Southern Management Association – Session chair for annual meetings (2001, 2005)

Southwest Academy of Management – Reviewer for annual meetings (2001, 2002)

Extension/Service: University/School/Department/Student Organization Service

Faculty Affairs Committee (Chair and/or Member), School of Business Administration (2015-present)

University Library Committee, UD (2012-present)

Coordinator for Live Research Methods Lectures hosted by the Consortium for the Advancement of Research Methods & Analysis (CARMA), UD (2010-present)

Faculty Development Committee, University of Dayton (2008-2015)

OB/IB Search Committees, Management/Marketing Department (2014, 2015)

Catholic and Marianist Identity Committee, UD (2010-2014)

Promotion, Tenure, and Faculty Review Committee (Chair), MGT/MKT Dept. (2010-2014)

Undergraduate Core Curriculum Task Force, SBA (2013)

Dean Search Committee, SBA (2011)

Undergraduate Committee, SBA (2008-2010)

Learning Management System Advisory Panel, UD (2007)

Future Directions for UD Libraries Committee, UD (2006-2007)

Marketing Lecturer Search Committee, MGT/MKT Dept. (2006)

Entrepreneurship Search Committee, MGT/MKT Dept. (2005)

Journal Quality Assessment Committee, MGT/MKT Dept. (2004)

Research and Travel Committee, Graduate Student Association, The University of Alabama (2000-2002)

Mentor for International Students, Capstone International Center, UA (2001-2002)

Liaison Officer for Management and Marketing Ph.D. students, Graduate Student Association, UA (1999-2002)

Cultural Affairs Committee, International Student Association, Auburn University (1996-1997)

Extension/Service: University/School/Department/Student Org. Service (continued)

Instructor, Computer training course (IBM PC, MS Windows, MS Word for Windows, etc.), developed for and taught to the faculty of the Department of Communication, Johannes Gutenberg-University, Mainz, Germany (1994, March)

Joint founder of „HOPP“, an independent student group helping communication students to prepare for their final examinations, JGU (1993 – 1995)

Extension/Service: University and Community Outreach

Workplace Violence Prevention and Intervention (WVPI) Standards Committee, ASIS International & Society for Human Resource Management, 2009-2011

Awards

Presenter at STARS Symposium (Spotlight on Technology, Arts, Research and Scholarship), University of Dayton, Office for Research, 2014

Outstanding Reviewer Award, OB division, Academy of Management, 2007

Best Reviewer Award, OB, OT & OD track, Southern Management Association, 2005, 2006

Nominee for Best Reviewer, OB track, Southwestern Academy of Management, 2002

Dissertation Fellowship, Graduate School Council, The University of Alabama, academic year 2001-2002 Spring 2001

Award for Excellence in Research by a Doctoral Student, Culverhouse College of Commerce & Business Administration, The University of Alabama, 2002

Nominee for the university-wide Outstanding Graduate Research Assistant Award, The University of Alabama, 2002

Frederic Augustin Brett Memorial Endowed Scholarship, Culverhouse College of Commerce & Business Administration, The University of Alabama, academic years 1999-2000, 2000-2001 and 2001-2002

Doctoral Consortium in Organizational Behavior, Academy of Management Association, Toronto, Canada, 2000

Doctoral Consortium in Management, Southern Management Association, Orlando, Florida, 2000

Langston T. Hawley Management Graduate Scholarship Award, Culverhouse College of Commerce & Business Administration, The University of Alabama, 2000

Minnie C. Miles Human Resources Management Endowed Graduate Scholarship, Culverhouse College of Commerce & Business Administration, The University of Alabama, 2000

Top-Three Paper Award, Mass Communication Division, National Communication Association, New York, 1998

Bert E. Bradley Excellence Award, Department of Communication, Auburn University, 1996 and 1997

Top International Graduate Student, Department of Communication, College of Liberal Arts, Auburn University, academic year 1995-1996

Nominee for the Outstanding Graduate Student Award, College of Liberal Arts, Auburn University, academic year 1995-1996

Honor Society Memberships

Beta Gamma Sigma, National Honor Society of Schools of Business
Kappa Tau Alpha, National Honor Society
Phi Kappa Phi, National Honor Society