# MADELYNN R. D. STACKHOUSE

Department of Management, Bryan School of Business & Economics
University of North Carolina at Greensboro
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## ACADEMIC APPOINTMENTS

| | | |
|---|---|---|
| 2017-present | **Bryan School of Business & Economics, University of North Carolina at Greensboro** | |
| | 2024-present | Associate Professor of Management |
| | 2024-present | Margaret Van Hoy Hill Dean's Notable Scholar |
| | 2017-2024 | Assistant Professor of Management |
| 2015-2016 | **Haskayne School of Business, University of Calgary, Alberta, Canada** | |
| | Sessional Instructor | |
| 2012-2016 | **Southern Alberta Institute of Technology (SAIT), Alberta, Canada** | |
| | Sessional Instructor | |

## EDUCATION

2013-2017    Ph.D. in Management at Haskayne School of Business, University of Calgary (Phi Beta Kappa)
Emphasis: Organizational Behavior and Human Resources

2010-2011    M.Sc. in Organizational Psychology, Manchester Business School, University of Manchester

2007-2010    B.A., Psychology (First Class Honors), Department of Psychology, University of Calgary

2007-2010    B.A., Social Anthropology (Distinction), Department of Anthropology, University of Calgary

## RESEARCH INTERESTS

Ethics    Transgressions    Workplace Mistreatment    Moral Personality    Leadership

My primary research focuses on ethics and accountability across multiple levels of analysis. I specifically investigate how individuals respond to and cope with negative workplace experiences, such as offenses and victimization, as well as how leaders can use their influence to promote ethical behavior and prevent unethical decision-making. I examine these topics from various perspectives, including antecedents (such as relationship characteristics, personal traits, and coping mechanisms), consequences (including employee well-being and performance outcomes), and contingencies (such as environmental and cognitive factors). A secondary area explores cross-cultural leadership and the factors that contribute to global leader effectiveness. In my research I also analyze potential biases and assumptions in construct conceptualization and look at measurement issues and psychometrics.

h-index – 16; Google Scholar Citations: 962; research conference presentations: 34; journal articles: 26

## REFEREED JOURNAL ARTICLES

26. **Stackhouse, M.** (2025). Work-Related Psychological Trauma Research: A Multidisciplinary Review and Integrated Trauma Response and Adaptation Model. *Academy of Management Annals, 19*(2) https://doi.org/10.5465/annals.2022.0176 *(CABS 4\*)*

25. Maerz, A., & **Stackhouse, M.** (2025). Activating moral knowledge or suppressing deviance? The interactive effects of honesty-humility and ethical leadership on workplace deviance. *Journal of Business Research, 200*, 115606. https://doi.org/10.1016/j.jbusres.2025.115606 *(CABS 3).*

24. Boon, S. D., **Stackhouse, M**., & Lozano, H. (2025). Reconsidering Forgiveness and Unforgiveness: *A Call for a More Nuanced Understanding of Unforgiveness.* Social and Personality Psychology Compass, 19(3), e70047. https://doi.org/10.1111/spc3.70047 *(IF: 2.80).*

23. **Stackhouse, M.,** Rickley, M., Liu, Y., & Taras, V. (2024). Homogeneity, heterogeneity, or independence? A multilevel exploration of Big Five personality traits and cultural values in 40 nations. *Personality and Individual Differences*, 230, 112795 (*CABS 3).* https://doi.org/10.1016/j.paid.2024.112795

22. **Stackhouse, M.,** Turner, N., & Kelley, K (2024). Repairing Damaged Professional Relationships with Leader Apologies: An Examination of Trust and Forgiveness. *European Journal of Work & Organizational Psychology,* 33(3), 399-415 *(CABS 3).* https://doi.org/10.1080/1359432X.2024.2319903

21. Ogunforora, B., Andiappan, M., **Stackhouse, M.,** and Varty, C. (2023). CEO Ethical Leadership as a Unique Source of Substantive and Rhetoric Ethical Signals for Attracting Job Seekers: The Moderating Role of Job Seeker Moral Identity. *Journal of Organizational Behavior, 44(9*), 1380-1399. https://doi.org/10.1002/job.2725 *(CABS 4)*

20. **Stackhouse, M**., Boon, S., & Paulin, M. (2023). Why we harm the organization for a perpetrator's actions: The roles of unforgiveness, group betrayal, and group embodiment in displaced revenge. *European Journal of Social Psychology, 23,* 664-680. https://doi.org/10.1002/ejsp.2929 *(CABS 3).*

19. Taras. V., Steel., P., & **Stackhouse, M.** (2023). A comparative evaluation of seven instruments for measuring values comprising Hofstede's model of culture. *Journal of World Business, 58*, 101386. https://doi.org/10.1016/j.jwb.2022.101386 *(CABS 4).*

18. Boon, S. D., Hojjat, M., Paulin, M., & **Stackhouse, M.** (2022). Between friends: Forgiveness, unforgiveness, and wrongdoing in same-sex friendships. *Journal of Social and Personal Relationships*, *39*(6), 1693-1716. https://doi.org/10.1177/02654075211062272 *(IF: 2.30).*

17. Blevins, D. P., **Stackhouse, M.,** and Dionne, S. (2022). Righting the balance: Understanding introverts (and extraverts) in the workplace. *International Journal of Management Reviews, 24,* 78-

98. *the first and second author contributed equally and are co-first authors. https://doi.org/10.1111/ijmr.12268  *(IF: 8.47 / Ranked #3 in Decision Science -/ misc)*

16. Ogunfowora, B., **Stackhouse, M.,** Maerz, A., Varty, C., Hwang, C., & Choi, J. (2021). The impact of team moral disengagement composition on team performance: the roles of team cooperation, team interpersonal deviance, and collective extraversion. *Journal of Business and Psychology, 36,* 479-494.  https://doi.org/10.1007/s10869-020-09688-2  *(CABS 3)*

15. **Stackhouse, M.,** Falkenberg, C., Drake, C., Mahdavi Mazdeh, H., (2020). Why Massive Open Online Courses (MOOCS) have been resisted: A qualitative study and resistance typology. *Innovations in Education and Teaching International, 57,* 450-459. 10.1080/14703297.2020.1727353 *(h-index – 54).*

14. Yang, J., Liu, Y., **Stackhouse, M.,** & Wang, W. (2020). Forgiveness and attribution: When abusive supervision enhances performance. *Journal of Managerial Psychology, 35,* 575-587. https://doi.org/10.1108/JMP-04-2019-0239  *(CABS 3).*

13. **Stackhouse, M.** (2019). Trait forgiveness as a predictor of state forgiveness and positive job outcomes after victimization. *Personality and Individual Differences, 149,* 209-213. https://doi.org/10.1016/j.paid.2019.06.006. *(CABS 3).*

14. **Stackhouse, M.** & Turner, N. (2019). How do organizational practices relate to perceived system safety effectiveness? Perceptions of safety climate and co-worker commitment to safety as workplace safety signals. *Journal of Safety Research, 70,* 59-69. https://doi.org/10.1016/j.jsr.2019.04.002. *(CABS 3).*

11. Mahdavi Mazdeh, H., Falkenberg, L., & **Stackhouse, M**. (2019). The innovation value canvas: A guide to defining value propositions and target customers for commercialization of technological innovations. *International Journal of Innovation Management,* 2050012. https://doi.org/10.1142/S1363919620500127 *(CABS 2; h-index – 49).*

10. Rasmussen, K. R., **Stackhouse, M.,** Boon, S. D., Comstock, K., & Ross, R. (2019). Meta-analytic connections between forgiveness and health: the moderating effects of forgiveness-related distinctions. *Psychology & Health*, *34,* 515-534. 10.1080/08870446.2018.1545906  *(h-index – 94).*

9. White, K., **Stackhouse, M. R. D.,** & Argo, J. J. (2018). When social identity threat leads to the selection of identity-reinforcing options: The role of public self-awareness. *Organizational Behavior and Human Decision Processes*, *144*, 60–73. https://doi.org/10.1016/j.obhdp.2017.09.007. *(CABS 4/ FT50).*

8. Agarwal, J., **Stackhouse, M.,** & Osiyevskyy, O. (2018). I love that company: look how ethical, prominent, and efficacious it is–A Triadic Organizational Reputation (TOR) scale. *Journal of Business Ethics, 153(3), 889-910.* https://doi.org/10.1007/s10551-016-3421-2. *(CABS 3/ FT50).*

7. Jones Ross, R. W., Boon, S. D., & **Stackhouse, M. R. D**. (2018). Redefining unforgiveness: Exploring victims' experiences in the wake of unforgiven interpersonal transgressions. *Deviant Behavior*, *39*(8), 1069–1081. https://doi.org/10.1080/01639625.2017.1399747 *(h-index – 59).*

6. **Stackhouse, M. R. D.,** Jones Ross, R. W., & Boon, S. D. (2018). Unforgiveness: Refining theory and measurement of an understudied construct. *British Journal of Social Psychology*, *57*(1), 130–153. https://doi.org/10.1111/bjso.12226. *(CABS 3).*

5. Ogunfowora, B., **Stackhouse, M. R. D.,** & Oh, W. (2018). Media depictions of CEO ethics and stakeholder support of CSR initiatives: The mediating roles of CSR motive attributions and cynicism. *Journal of Business Ethics*, *150*(2), 525–540. https://doi.org/https://doi.org/10.1007/s10551-016-3173-z. *(CABS 3, FT50).*

4. **Stackhouse, M.,** & Stewart, R. (2017). Failing to fix what is found: Risk accommodation in the oil and gas industry. *Risk Analysis*, *37*(1), 130–146. https://doi.org/10.1111/risa.12583. *(CABS 4).*

3. **Stackhouse, M.** (2016). Paths to not forgiving: The roles of social isolation, retributive orientation, and moral emotions. *Personality and Individual Differences*, *97*, 50–54. https://doi.org/doi.org/10.1016/j.paid.2016.03.023. *(CABS 3).*

2. **Stackhouse, M.,** Jones Ross, R. W., & Boon, S. D. (2016). The devil in the details: Individual differences in unforgiveness and health correlates. *Personality and Individual Differences*, *94*, 337–341. https://doi.org/https://doi.org/10.1016/j.paid.2016.02.005. *(CABS 3).*

1. Booth, T., Murray, A. L., **Matthews, M\*.,** Overduin, M., & Furnham, A. (2016). Distinguishing CEOs from Top Level Management: A Profile Analysis of Individual Differences, Career Paths and Demographics. *Journal of Business and Psychology*, *31*(2), 205–216. https://doi.org/10.1007/s10869-015-9416-7   *published under my maiden name Matthews* *(CABS 3).*

## BOOK CHAPTERS

5. Granger, S., Stackhouse, M., & Caza, B. (2024). Job Demands Resource Theory. In Hutchings, K., Michailova, S., & Wilkinson, A. (Eds.), *A Guide to Key Theories for Human Resource Management Research.* Cheltenham, UK: Edward Elgar Publishing. https://www.e-elgar.com/shop/usd/a-guide-to-key-theories-for-human-resource-management-research-9781035308750.html

4.  Rickley, M. & **Stackhouse, M.** (2021). Global leadership effectiveness: A multilevel review and exploration of the construct domain. In J. Osland, B. Reiche, B. Szkudlarek, and M. Mendenhall (Eds.), *Advances in Global Leadership* (Vol. 14) https://doi.org/10.1108/S1535-120320220000014004

3.  Taras, V., Liu, Y., Mehta, A., **Stackhouse, M.** & Gonzalez-Perez, M. (2020). Cross-cultural training: History, developments, future directions. In B. Szkudlarek, J. Osland, D. Caprar, & L. Romani (Eds.), *SAGE Handbook of Contemporary Cross-Cultural Management.* London, UK: SAGE. https://doi.org/10.4135/9781529714340

2.  Simpson, B., **Stackhouse, M.,** & White, K. (2019). Stress and consumer behavior in organizational contexts. In P. L. Perrewé, P. D. Harms, & C. Chang (Eds.), *Research in Occupational Stress and Well-Being: Examining the role of well-being in the marketing discipline* (Vol. 17, pp. 27-50). West Yorkshire, WA: Emerald Publishing Limited. https://doi.org/10.1108/S1479-355520190000017002

1.  **Stackhouse, M.,** Kirkman, B., Steel, P., & Taras, V. (2018). National Culture and Leadership Research between 2003 and 2014: A Review, Synthesis, and Direction for the next Decade of Cross-Cultural Leadership Research. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE Handbook of Industrial, Work & Organizational Psychology: Volume 3*. United Kingdom: Sage. Retrieved from https://us.sagepub.com/en-us/nam/the-sage-handbook-of-industrial-work-organizational-psychology-3v/book242731

## PROCEEDINGS AND PEER REVIEWED CONFERENCE PRESENTATIONS

*Academy of Management Proceedings*

35. *Stalion, S., & **Stackhouse, M.** (2025). Performers & Predators: A Qualitative Analysis of Workplace Power Dynamics Through Victim Narratives. In Academy of Management Proceedings (Vol. 2025, No. 1, p. 19603). Valhalla, NY 10595: Academy of Management.

34. Kelly, K., Matt, K., **Stackhouse, M.**, Szasz, S. (2023). *Four decades of workplace victimization and trauma research: From prevalence to COVID-19*. Paper presented at the annual Southern Management Association Annual Conference. St. Pete, FL.

33. **Stackhouse, M.** & Clyde, K. (2023). *Too Much Psychological Need Fulfillment? Exploring the U-Shaped Association with Motivation and Deviant Behaviors*. Paper presented at the annual Southern Management Association Annual Conference. St. Pete, FL.

32. **Stackhouse, M.** & Rickley, M. (2023). *Global Leaders Personality Profiles and C-suite Ascendance: A Person-Centered Approach.* Paper presented at the Academy of Management Association Annual Conference. Boston, MA.

31. **Stackhouse, M.** (2022). *Consequences of employee transgressions: An exploratory content analysis of supervisor forgiveness and unforgiveness experiences*. Paper presented at the annual Southern Management Association Annual Conference. Little Rock, AR.

30. **\*Stackhouse, M.,** Turner, N., & Kelly, K. (2022). *Leader apology types as trust signals for follower forgiveness and leader effectiveness ratings*. Paper presented at the Academy of Management Association Annual Conference. Seattle, WA.

29. **Stackhouse, M**., Rickley, M., Liu, Y., & Taras, V. (2022). *The relationship between personality and cultural values among workers in global virtual teams*. Paper presented at the Academy of Management Association Annual Conference. Seattle, WA. **\*** Finalist for Best IB Paper.

28. **Stackhouse, M.** (2022). *Consequences of employee transgressions: An exploratory content analysis of supervisor forgiveness and unforgiveness experiences*. Paper presented at the Southern Management Association Annual Conference, Little Rock, AR.

27. **Stackhouse, M.** & Rickley, M. (2022). *Personality profiles of global leaders: a person-centered approach to modeling global leader typologies*. Paper presented at the Southern Management Association Annual Conference, Little Rock, AR.

26. Boon, S., **Stackhouse, M.,** & Paulin, M. (2022). *Stealing office supplies: Displaced revenge as a response to interpersonal offenses in the workplace*. Paper presented at the International Association for Relationships Research Bicentennial Conference. London, UK.

25. Ogunfowara, T., Andiappan, M., **Stackhouse, M.,** & Varty, C. (2022). *CEO Ethical Leadership and CSR as Unique Sources of Substantive and Rhetoric Ethical Signals for Attracting Job Seekers: The Moderating Role of Moral Identity.* Paper presented at the Western Academy of Management Annual Conference, The Big Island, Hawaii.

24. Boon, S.D., Hojjat, M., **Stackhouse, M.** (2022). *Forgiveness between same-sex friends: Empathy (but not vengefulness or rejection sensitivity) moderates the indirect effect of commitment on forgiveness through perceived remorse.* Paper presented at the Canadian Psychological Association Annual Conference, Calgary, AB, Canada.

23. Rickley, M. & **Stackhouse, M.** (2021). *Global leadership effectiveness: Nomological network, review, and research agenda* (Academic), Paper presented at the Southern Management Association Annual Conference, New Orleans, Louisiana, United States of America.

22. Taras, V. & **Stackhouse, M.** (2021). *The good, the bad, and the ugly: Comparing psychometric properties of instruments for measuring Hofstedean cultural values*. Paper presented at the Academy of International Business (Academic), Virtual.

21. Rickley, M. & **Stackhouse, M.** (2021). *A multilevel review of global leader effectiveness*. Paper presented at the Eastern Academy of Management (Academic), Virtual, VA, United States of America.

20. **Stackhouse, M.** & Liu, Y. (2020). *The forgiving personality as a predictor of workplace emotional exhaustion via psychological contract and needs violation* [Presentation Cancelled due to Covid19]. Eastern Academy of Management Conference Annual Conference, Portland, Maine.

19. Ogunfowora, B., Bourdage, J., Maerz, A., **Stackhouse, M.,** & Hwang, C. (2020). *An exploration of how ethical leaders mitigate the deviance of dispositionally dishonest employees*. Paper presented at the Academy of Management Annual Conference (Virtual).

18. **Stackhouse, M.,** Paulin, M., & Boon, S. (2019). *Stealing Office Supplies: Does Unforgiveness Toward a Co-worker Result in Displaced Revenge Against the Organization?* Paper presented at the Southern Management Association Conference, Norfolk, VA.

17. Blevins, D. **& Stackhouse, M.** (2019). *The Return of Introversion: The Role of Introversion in Workplaces.* Paper presented at the Southern Management Association Conference, Norfolk, VA.

16. Boon, S.D., Hojjat, M., **Stackhouse, M.** & Paulin, M. (2018). *Between friends: Wrongdoing and unforgiveness in same-sex friends*. Paper presented at the 2018 conference of the International Association for Relationship Research. Fort Collins, CO, USA.

15. **Stackhouse, M.** (2018). *Implicit leadership cross-culturally: An experimental study of follower leadership preferences*. Paper presented at the Academy of Management Annual Conference, Chicago, IL. **\***

14. **Stackhouse, M.** (2018*). Co-worker disengagement as a moderator of the safety climate-individual performance relationship*. Paper presented at the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL.

13. **Stackhouse, M.** & Falkenberg, L. (2017). *Manager accounts of employee transgressions: exploring workplace forgiveness and unforgiveness.* Paper presented at the Annual Administrative Sciences Association of Canada (ASAC), Montreal, Canada. *best paper award.

12. **Stackhouse, M.,** Osiyevskyy, O., & Agarwal, J. (2016). *Extending the corporate reputation paradigm: Commensurable operationalization and measurement.* Paper presented at the Academy of Management Annual Conference. *

11. **Stackhouse, M**. & Turner, N. (2016). *Safety climate facts and system safety effectiveness: The roles of management communication to safety and co-workers disengagement with safety*. Paper presented at the Annual Administrative Sciences Association of Canada (ASAC), Edmonton, Canada.

10. **Stackhouse, M.** & McDouall, J. (2015). Safety climate on safety: the mediating role of management commitment. Paper presented at the Academy of Management Annual Conference. *

9. Ogunfowora, T., **Stackhouse, M.,** & Won-Yong, O. (2015). CSR motive attributions: The roles of executive leadership and consumer cynicism. Paper presented at the Academy of Management Annual Conference.*

8. **Stackhouse, M.** & Meyers, D. (2015). *The impact of cultural prototype (mis)match*. Paper presented at the European International Business Association Conference, Rio de Janero, Brazil.

7. **Matthews, M. (Stackhouse)** & Falkenberg, L.  (2014*). The sensemaking process of users in response to an innovation: A meso-level qualitative analysis*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, Pennsylvania. *

8. **Matthews, M. (Stackhouse)** & Ogunfowora, B. (2014).  *Supervisor moral attentiveness, ethical leadership, and employee unethical decision making.* Paper presented at the Academy of Management Annual Meeting, Philadelphia, Pennsylvania. *

5. **Matthews, M. (Stackhouse)** & Stuart, R. (2012). *Exploring safety culture in large corporations: A qualitative approach*. Paper presented at the British Psychological Society Annual Social Psychology Conference, St. Andrews, Scotland.

4. **Matthews, M. (Stackhouse),** White, K., and Argo, J. (2012). *Self-verification through identity-association: The effects of publicly versus privately communicated social identity threats on consumer preferences*. Paper presented at the Society for Consumer Psychology Annual Conference, San Antonio, Texas.

3. Ross, R. W., **Matthews, M. (Stackhouse)**, & Boon, S. D. (2012*). The development of an offense-specific unforgiveness measure*. Paper presented at the Canadian Psychological Association Annual Conference, Halifax, Nova Scotia.

2. **Matthews, M., (Stackhouse),** White, K., & Argo, H. (2011). *Choosing identity: The effects of publicaly versus privately communicated threats on consumer preferences*. Paper presented at the Association for Consumer Research Annual Conference, St. Louis, MO.

1. **Matthews, M. (Stackhouse),** Ross, R., & Boon, S. (2011*). An empirical examination of the theoretical underpinnings of unforgiveness*. Paper presented at the British Psychological Society's Social Psychology Section Annual Conference, Cambridge, UK.

## TEACHING AND SUPERVISION

**Classes Taught**

**University of North Carolina at Greensboro, Bryan School of Business & Economics,** 2017- Current

- BUS 789: Advanced Organizational Behavior *(PhD seminar)*, taught twice, recent score 5/5
- BUS 731: Cross-Cultural Management Seminar *(PhD seminar)*, taught 3 times, recent score 5/5.
- BUS 622: Cross-Cultural Management (*Master's-level*), taught 4 times, recent score 4.70/ 5.
- MGT 312: Organizational Behavior (*Undergrad*), taught 4 times, recent score 4.11/5.
- MGT 314: Industrial / Organizational Psychology (*Undergrad*), taught 4 times, recent score 4.30/ 5.

**University of Calgary, Haskayne School of Business, University of Calgary, Canada,** 2015-16.

- HROD 317: Employment Relationships in Canada – taught twice, average score 6.52/ 7.
- MGMT 773: Multivariate Analysis in Management - taught laboratory once, score 4.40/ 5.

**Southern Alberta Institute of Technology, Canada,** 2012-2016

- PSYC 1010: Intro to Psychology for Business Students – taught 8 times, average score 4.49/ 5.
- SOCI 2010: Introduction to Sociology – taught once, score 4.56/ 5.
- COMN 220: Communication and Presentation Skills – taught once, score 4.41/ 5.

**Doctoral Dissertation Committee Memberships (University of North Carolina at Greensboro)**

- Emily Belew (Supervising chair, current)
- Sam Stalion (Supervising chair, current)
- Katherine Clyde (Committee, current)
- Anna Hickman (Committee, current)
- Kathleen Isleib (Committee, current)
- Erica Henkel (Committee, current)
- Tracy Ginn (Committee, current)
- Lauren Abe (Committee, current)

- Tyler Sullivan (Committee, current)

**Directed Individual Independent Studies and Research Supervision**

- Emily Belew (Workplace Victimization) – PhD Student (2024).
- Sam Station (Qualitative Transgression Study) - PhD Student (2024).
- Jasmine Gwyn (Identity Threat & Subjective Age) – Undergraduate Honors (Co-Supervisor) (2020).
- Kristi Lynch (Implicit Leadership, Stress, and Emotional Exhaustion) – PhD Student (2022).
- Lance Mabry (Professional Identity Threat and Turnover: The Roles of, Identity Inferiority, Identification, and Social Rank) – PhD Student (2023).
- Emily Belew (Psychological Trauma in Healthcare Settings) – PhD Student (2024)
- Sam Stallion (Workplace Transgression and Moral Outrage) – PhD Student (2024)
- Paid Research Assistants: Jay Montague, Luke Pecor, Rohith Rangineni, Aishwarya Madenahalli Ranganath, Andreas Mickler, Thomas Bergeron, Emily Belew
- Volunteer Research Assistants: Kathleen Ocana, Jasmine Gwyn, Meghan Mehra, Gemma Reynolds, Amrit Kaler, Lily Tin Wah Guan, Nikki Barraza, Mehnaz Rafi, Beatrice Ana-Maria Anghelescu, Mike Kwok, Wahaj Awad, Lochlan Price, Mehta Mitran, Sarah Sheedy, Jagroop China, Pooja Sohal, Lochlan Price

## AWARDS/ HONORS

The Best Paper Award 2023 (2024), *Scholarship/Research - Journal of World Business*

The Best Paper Award 2022 (2023) Finalist, *Scholarship/ Research – International Business, Academy of Management Conference*

The Best Paper Award 2022 (2023) Finalist, *Scholarship/ Research – Southern Management Association*

The Best Paper Award 2021 (2020) Finalist, *Scholarship/ Research – Organizational Behavior, Academy of Management Conference*

The Best Paper Award (2017), *Scholarship/ Research – AASAC Conference*

The Best Paper Award 2015 (2016) Finalist, *Scholarship/ Research – Organizational Behavior, Academy of Management Conference*

**University of North Carolina at Greensboro**
- Senior Faculty Teaching Excellence Award (2024-25) Bryan School of Business & Economics. Margaret Van Hoy Hill Dean's Notable Scholar, Bryan School, UNCG (2020-2028)
- Recipient of 2021 Junior Faculty Research Excellence Award, Bryan School, UNCG
- Finalist for Faculty Teaching Excellence Award, Bryan School – 2018, 2019, 2020, 2021, 2022, 2023
- Department of Management Research Award, 2019-2020 ($5,000).

**University of Calgary, Canada**
- Finalist for Teaching Excellence Award for Experiential Learning (University-Level) – 2016, 2017
- Social Science Research Council of Canada Doctoral Fellowship, 2014-2017 ($80,000)
- Haskayne School of Business Doctoral Entrance Scholarship, 2014 ($15,000)
- Manchester Postgraduate Award, 2010 (3,500 pounds, approximately 5,950 CAD)
- Social Sciences Research Council of Canada Master's Scholarship, 2010 ($17,500, declined)
- Program for Undergraduate Research Award, 2009 ($3,000)
- Alberta Health Services Funding Award, 2008 ($500)

**Southern Alberta Institute of Technology (SAIT), Canada**
- Finalist for Instructor Excellence Award (University-Level) – 2015

## PROFESSIONAL SERVICE TO THE ACADEMY

**Associate Editor and Review Editor**
- 2024-present, Business & Society Review (Associate Editor)
- 2024-present, Frontiers in Psychology (Review Editor)

**Editorial Review Board**
- 2021-present, Cross Cultural & Strategic Management
- 2021-present European Journal of International Management (EJIM)

**Ad-Hoc Reviewer**
- 2023-present, Journal of Managerial Psychology (CABS 3 journal).
- 2023-present, Journal of Organizational Behavior (CABS 4 journal).
- 2018-present, Human Resources Management Review (5y Impact Factor: 4.29).

- 2017-present, Human Relations (FT50 journal).
- 2015-present, Journal of Business Ethics (FT50 journal).
- 2017-present, Personality and Individual Differences (CABS 3 journal).
- Academy of Management. Best Reviewer Award, 2015-18, 22.
- Discussant/Session Chair, Academy of Management Annual Conference, 2018, 2021.

## UNIVERSITY SERVICE

- Human Resource Program Director (undergraduate), 2025-present.
- Department of Management (DOM) Annual Review Committee, Department Level, 2024-present
- DOM Promotion and Tenure Committee – Department Level, 2024-present
- Strategic Planning Task Force – University Level, 2024-2025.
- Strategic Planning Committee – Bryan School, 2024-2025.
- Artificial Intelligence in Education Committee – Bryan School, 2024-present.
- PhD Program Conference Committee – Department Level, 2023-present.
- Workload Committee – Department Level – 2024-present.
- "Spanning OB and HR" PhD Consortium – Department Level, 2022-present.
- PhD Orientation Workshop Facilitator – Department Level, 2022-2024.
- International Business Doctoral Comprehensive Exam Chair – 2023-present.
- Assurance of Learning MSIB Program BUS 622 – 2019-present.
- Department of Management PhD Program Committee – 2020-present.
- Department of Management Planning & Faculty Development (DOMPFD), 2017-present.
- Department of Management Scholar's Program (DOMSPRO), Oct.1, 2018 – Nov. 15, 2018.
- Department of Management Search Committee, 2018, 2022.
- Bryan School of Business VF Collaboratory on Sustainability, 2019-2020.
- Undergraduate Research Participation System Coordinator, 2018.

## SELECT COMMUNITY ENGAGEMENT AND OB/HR SELECT WORK EXPERIENCE

- Greensboro Chamber / Action Greensboro – Survey Development, Focus Groups – 2023, 2024
- Corporate Aerospace Succession Planning and Training – 2024
- High Point Arts Council – "Arterpreneurship" Training – Bridging Art and Business – 2023

- Undisclosed Non-Profit – Strategic Planning – 2023
- Board of Directors Science Advisor, Intactix Systems (2023-2025)

Selected Consulting Experience

- Interpipeline Association
- CWC Energy Services
- BP/ British Pipeline
- Pragmatic Solutions Risk Management
- The Brooks Group

Organizational and Employee Development, Human Resources, SAIT Polytechnic (2011-2012)

Paralegal and Law Clerk, Butler Kazakoff & Associates (2010)

Human Resources Benefits and Compensation Administrator, Tarpon Energy (2009)

Land Services Project Manager and Hong Kong Liaison, Walton International (2005-2007)

Special Projects Officer, Standing Orders Processing Office, Alberta Health Services (2003-2005)