

JOEL B. CARNEVALE

Martin J. Whitman School of Management
Syracuse University
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ACADEMIC APPOINTMENTS

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| Associate Professor, Syracuse University | 2024- |
| Assistant Professor, Syracuse University Whitman Research Fellow | 2017-2024 |

EDUCATION

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| Ph.D., Management Organizational Studies, Strategy, and Change Raymond J. Harbert College of Business Auburn University | 2017 |
| M.B.A. Davis College of Business and Economics Radford University | 2012 |
| B.S., Economics Davis College of Business and Economics Radford University | 2010 |

EDITORIAL APPOINTMENTS

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| Associate Editor Journal of Business Ethics | 2022-2024 |
| Journal of Business Research | 2019-2022 |
| Editorial Board Member Journal of Management | 2022- |

RESEARCH INTERESTS

Leadership; Creativity; Reputation; Behavioral Ethics; Interpersonal dynamics.

AWARDS AND HONORS

- Whitman Research Fellowship (awarded to one faculty member throughout the Whitman School of Management in recognition of outstanding research productivity), 2023-2025
- Gutttag Junior Faculty Award (awarded to one pre-tenured faculty member throughout the Whitman School of Management for research productivity and quality), 2021-2023
- Best Paper Proceedings, Academy of Management Conference, 2016: Anaheim, CA
- Outstanding Doctoral Student Paper Award (entire OB Division), SMA, 2016: Charlotte, NC

RESEARCH PUBLICATIONS

- Huang, L., **Carnevale, J. B.**, Paterson, T. A., Mackey, J. Xiaolu, L., & Yang, D. (2024). Fulfilling Moral Duty or Prioritizing Moral Image? The Moral Self-Regulatory Consequences of Ethical Voice. *Journal of Applied Psychology*.
- Liao, M., Zhang, M. J., **Carnevale, J. B.**, Huang, C., & Wang, L. (2024). Capable Fish or Deficient Ponds? A Meta-Analysis of Consequences, Mechanisms, and Moderators of Perceived Overqualification. *Journal of Management*.
- **Carnevale, J. B.** & Benegal, A. (2023). The Butt of the Joke: Understanding the Social Evaluations of Leader Humor Targets. *Current Opinion in Psychology*.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Yu, L., & He, W. (2023). Outshined by Creative Stars: A Dual-Pathway Model of Leader Reactions to Employees' Reputation for Creativity. *Journal of Management*.
- **Carnevale, J. B.**, & Gangloff, A. K. A. (2022). A Mixed Blessing? Moral Cleansing as an Alternative Explanation for CEOs' Reparative Responses Following Misconduct. *Journal of Business Ethics*, 1-17.
- **Carnevale, J. B.**, Huang, L., Yam, K. C., & Wang, L. (2022). Laughing with Me or Laughing at Me? The Differential Effects of Leader Humor Expressions on Follower Status and Influence at Work. *Journal of Organizational Behavior* 43, 1153–1171.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Farmer, S., & Wang, Lin. (2021). Better to Give than to Receive (or Seek) Help? The Interpersonal Dynamics of Maintaining a Reputation for Creativity. *Organizational Behavior and Human Decision Processes*, 167, 144-156.
- **Carnevale, J. B.**, & Carson, J. E., & Huang, L. (2021). Greedy for Thee or Greedy for Me? A Contingency Model of Positive and Negative Reactions to Leader Greed. *Journal of Business Research*, 132, 897-905.
- **Carnevale, J. B.**, & Huang, L., Uhl-Bien, M., & Harris, S. G. (2020). Feeling Obligated Yet Hesitant to Speak Up: Investigating the Curvilinear Relationship between LMX and Promotive Voice. *Journal of Occupational and Organizational Psychology*, 66: 517–552.
- Harms, P. D., Pankaj, P. C., & **Carnevale, J. B.** (2020). Self-Centered and Self-Employed: Gender and the Relationship between Narcissism and Self-Employment. *Journal of Business Research*, 116: 183-187.
- **Carnevale, J. B.**, Huang, L., & Paterson, T. (2019). LMX-Differentiation Strengthens the Prosocial Consequences of Leader Humility: An Identification and Social Exchange Perspective. *Journal of Business Research*, 96: 287-296.
- **Carnevale, J. B.**, Huang, L., & Harms, P. (2018). Leader Consultation Mitigates the Harmful effects of Leader Narcissism: A Belongingness Perspective. *Organizational Behavior and Human Decision Processes*, 146: 76-84.
- **Carnevale, J. B.**, Huang, L., & Harms, P. (2018). Speaking Up to the Emotional Vampire: A Conservation of Resources Perspective. *Journal of Business Research*, 91: 48-59.

- **Carnevale, J. B.**, Huang, L., Credé, M., Harms, P., & Uhl-Bien, M. (2017). Leading to Stimulate Employees' Ideas: A Quantitative Review of Leader–member Exchange, Employee Voice, Creativity, and Innovative Behavior. *Applied Psychology*, 66(4), 517-552.

BOOK CHAPTERS AND INVITED ARTICLES

- Vincent, L. C., **Carnevale, J. B.**, & Benegal, A. (forthcoming). Do Creative Reputations Beget Creative Expectations? How Organizational Reputation for Creativity can Shape (and Violate) Employee Role Expectations. In J. Goncalo, & J. Katz (Eds.), *The Research Handbook on Workplace Creativity*.
- **Carnevale, J. B.**, Hatak, I. (2020). Employee Adjustment and Well-Being in the Era of COVID-19: Implications for Human Resource Management. *Journal of Business Research (Editorial on COVID-19 Impact on Business and Research)*, 116: 183-187.
 - The 9th most cited article in JBR since 2017 according to Google Scholar Metrics

CONFERENCE PROCEEDINGS

- **Carnevale, J. B.**, Walker, A. G., & Walker, H. J. Organizational Greed: Behavior, Perception, or Trait? Toward an Integrated Theory. *Academy of Management Best Paper Proceedings*, 2016 (top 10% of papers).

MANUSCRIPTS UNDER REVIEW

- Paterson T., Huang, L., Lohrke, F., **Carnevale, J. B.**, & Feng, J. Finding My Inner Entrepreneur at Work: A Longitudinal Study of Employees' Entrepreneurial Identity Aspiration. *Under Review at Journal of Business Venturing*.

MANUSCRIPTS IN PROGRESS

- **Carnevale, J. B.**, & Huang, L. The Work-Related Consequences of Employees' Creative Reputation Maintenance Concerns Over Time. *Preparing Submission to Academy of Management Journal*.
- Huang, L., Paterson T., **Carnevale, J. B.**, & Phillipich, M. Contextualizing the Influence of Leader Unethical Pro-Organizational Behavior: Integrating Role and Event System Theories. *Preparing Submission to Academy of Management Journal*.
- **Carnevale, J. B.**, Huang, L., & Xiaolu, L. Keeping the Creative Juices Flowing: How Pressure to Remain Creative Enhances Team Trust and Creative Collaboration. *Preparing Submission to Journal of Applied Psychology*.
- **Carnevale, J. B.** & Huang, L., Yu, L., Goodwin, R. D., & Wang, L. Know Your Place! How Subordinate Informal Influence and Supervisor Gender Interact to Affect Supervisor Downward Envy and Work Behavior. *Preparing Submission to Leadership Quarterly*.

SELECTED MEDIA COVERAGE

LEADERSHIP AND INFLUENCE

- [Musk's About-Face on Remote Work Latest Example of WFH Whiplash.](#) *Bloomberg News*. 2022
- [3 Reasons Introverts Can Be Good Leaders.](#) *Fast Company*. 2022
- [Humor Can Make You \(and Your Employees\) More Influential – If You Do It Right.](#) *Entrepreneur*. 2022
- [If You Think Trusting Your Employees More is the Answer, Think Again.](#) *Entrepreneur*. 2022
- [Understanding the Basics of Organizational Structure and Design.](#) *Workest*. 2021
- [The Science of Success.](#) *TIME*. 2020
- [Employee Loneliness in Remote Work Environments: What Leaders Can Do.](#) *Workest*. 2020
- [Helping Employees Cope: Leadership for a Supportive and Cooperative Workplace.](#) *Workest*. 2020
- [Preventing the Spread of Conspiracism During Times of Crisis Requires Effective Leadership.](#) *Entrepreneur*. 2020
- [Your Narcissism Is Killing Your Employees' Productivity. How to Avoid the Pitfalls.](#) *Entrepreneur*. 2018
- [Are Entrepreneurs Narcissists?](#) *Entrepreneur*. 2020
- [Can Being Bullied Make You a More Successful Entrepreneur?](#) *Entrepreneur*. 2019

CREATIVITY AND PROSOCIAL BEHAVIOR

- [Are Your Company's Leaders Feeling Outshined By Their Creative Stars? Here's Why — and What You Need to Do About It.](#) *Entrepreneur*. 2023
- [Your 'Best' Employee Could Become the Most Toxic: 3 Ways to Get Them Back on Track.](#) *Business Insider*. 2021
- [Are Your Creative Stars Fading Over Time?](#) *Entrepreneur*. 2021
- [Is Your "Best" Employee Really Your Most Toxic?](#) *Entrepreneur*. 2021
- [How to Give Creativity a Voice in the Workplace.](#) *Entrepreneur*. 2019
- [3 Ways to Boost Your Creative Potential.](#) *Workest*. 2020
- [Are Mind-Altering Substances Hurting Your Employees' Productivity?](#) *Entrepreneur*. 2020
- [Think Being Close with Your Employees Will Motivate Them to Go Above and Beyond?](#) *Entrepreneur*. 2020

INTERPERSONAL DYNAMICS AND PERSONALITY

- [How To Handle Emotional Vampires.](#) *WebMD*. 2021
- [Tips for Building a More Effective Team in the Workplace.](#) *Workest*. 2021
- [Motivate Your Workforce Through Goal Setting.](#) *Workest*. 2021
- [3 Reasons Why Narcissists in Your Organization are Impossible to Evaluate.](#) *Entrepreneur*. 2021
- [Understanding and Incorporating “Dark” Traits in Personality Assessments.](#) *Workest*. 2020
- [A Guide to Using Personality Tests in Your Organization.](#) *Workest*. 2020
- [Getting “Generation Me” Invested in Your Change Initiative.](#) *Workest*. 2020
- [Having Issues with Employee Engagement? It Could Be Personal.](#) *Workest*. 2020
- [What Is Organizational Culture, and How Can You Ensure You're Cultivating the Right One?](#) *Workest*. 2020
- [The Unexpected Source of Employee Burnout.](#) *Entrepreneur*. 2019
- [Tips for Selecting and Training a Talented Narcissist.](#) *Workest*. 2019
- [Competitive Rivals Can Make You More Successful.](#) *Entrepreneur*. 2019
- [3 Ways Entrepreneurs Can Use Envy to Fuel Success.](#) *Entrepreneur*. 2019
- [Research Says Your Ego May Be Causing Employee Burnout: Here Are 3 Ways To Stop It.](#) *Business Insider*. 2019

BEHAVIORAL ETHICS AND DECISION-MAKING

- [Overqualified Employees Can Be Helpful or Harmful to Your Business. Here's How to Keep Them Engaged and Productive.](#) *Entrepreneur*. 2024
- [How to Navigate The Social Harm of Having an Abusive Boss.](#) *Entrepreneur*. 2023
- [Why George Orwell Matters for Great Business Leadership.](#) *Entrepreneur*. 2020
- [The Zero-Sum Mindset: How to Avoid Toxic Thinking in Moments of Crisis.](#) *Entrepreneur*. 2020
- [3 Steps You Can Take to Reduce Bias and Become a Better Decision-Maker.](#) *Workest*. 2020
- [3 Reasons Why We Fall for Conspiracy Theories.](#) *Entrepreneur*. 2020
- [Are You Open to Opposing Viewpoints? 3 Tips for Improving Critical Thinking.](#) *Entrepreneur*. 2020
- [College students should start taking a closer look at the products, services they use.](#) *The Daily Orange*. 2019

CONFERENCE PRESENTATIONS

- **Carnevale, J. B.** & Vincent, L. (Co-Organizers). *Impressions and Expressions of Creativity: Expanding our Understanding of Creativity*. Organized symposium at the 84th Annual Meeting of the Academy of Management: Chicago, IL, 2024.
- **Carnevale, J. B.** Huang, L., & Xiaolu., L. A Little Help from the Water Cooler: Small Talk as a Gateway for Creative Employees' Requests for Assistance. In **Carnevale, J. B.** & Vincent, L. (Co-Organizers). *Impressions and Expressions of Creativity: Expanding our Understanding of Creativity*. Invited presentation at the 84th Annual Meeting of the Academy of Management: Chicago, IL, 2024.
- **Carnevale, J. B.** (panelist). *So What? Overcoming the Feedback Report Obstruction: Tips, Tricks, and Tools*. Professional Development Workshop (PDW) at the 84th Annual Meeting of the Academy of Management: Chicago, IL, 2024.
- **Carnevale, J. B.** (participant). *Health and Well-being Research in Entrepreneurship: New Directions for Scholarship*. Professional Development Workshop (PDW) at the 84th Annual Meeting of the Academy of Management: Chicago, IL, 2024.
- **Carnevale, J. B.** (participant). *Mental Health, Well-Being, and Entrepreneurship: Putting "Entrepreneurial Workers" Front and Center*. Professional Development Workshop (PDW) at the 83rd Annual Meeting of the Academy of Management: Boston, MA, 2023.
- **Carnevale, J. B.** & Huang, L. (Co-Organizers). *Creativity Across Levels: Taking Stock of Current Trends and Exploring Emerging Literature Streams*. Organized symposium at the 83rd Annual Meeting of the Academy of Management: Boston, MA, 2023.
- **Carnevale, J. B.** Huang, L., & Xiaolu., L. Keeping the Creative Juices Flowing: How Pressure to Remain Creative Enhances Team Trust and Creative Collaboration. In **Carnevale, J. B.** & Huang, L. (Co-Organizers). *Creativity Across Levels: Taking Stock of Current Trends and Exploring Emerging Literature Streams*. Invited presentation at the 83rd Annual Meeting of the Academy of Management: Boston, MA, 2023.
- **Carnevale, J. B.** & Goodwin, R. (Co-Organizers). *Gender and Leadership: Exploring Novel Questions, Theories, and Boundary Conditions*. Organized symposium at the 82nd Annual Meeting of the Academy of Management: Seattle, WA, 2022.

- **Carnevale, J. B.** & Huang, L., Yu, L., Duffy, M., & Wang, L. A Territoriality Perspective of Gender Differences in Supervisor's Emotional and Behavioral Reactions to Subordinate Influence. In **Carnevale, J. B.** & Goodwin, R (Co-Organizers). *Gender and Leadership: Exploring Novel Questions, Theories, and Boundary Conditions*. Invited presentation at the 82nd Annual Meeting of the Academy of Management: Seattle, WA, 2022.
- **Carnevale, J. B.**, Huang, L., Yam, K. C., & Wang, L. *Laughing with Me or Laughing at Me? The Differential Effects of Leader Humor Expressions on Follower Status and Influence at Work*. Presentation at the 4th Annual International Humor Conference: Virtual, 2022.
- **Carnevale, J. B.**, McSweeney, J., McSweeney, K., & Tucker, R. Entrepreneurial Envy: A Mixed-Blessing for Entrepreneurial Action? In L. Javadian, G., Gupta, A., & Cardon., M. Shapiro (Co-Organizers). *Emotions and Entrepreneurship: The Road Travelled, Boundary Conditions, and New Approaches*. Invited symposium at the 80th Annual Meeting of the Academy of Management: Virtual, 2020.
- **Carnevale, J. B.**, Hatak, I., Phan, P., Stephan, U., & Wiklund, J. (Co-Organizers). *Neurodiversity and the Future of Work in Entrepreneurial and Organizational Contexts*. Professional Development Workshop (PDW) at the 80th Annual Meeting of the Academy of Management: Virtual, 2020.
- **Carnevale, J. B.**, McSweeney J., McSweeney, K., & Tucker, R. *Entrepreneurial Envy*. Invitation to present at the 72nd *Rencontres de St-Gall*: St. Gallen, Switzerland, 2020.
- **Carnevale, J. B.**, & Gangloff, A. K. *Why do CEOs Make Good after Doing Bad? A Dual-Pathway Model of CEO Motives Following Misconduct*. Presentation at the Meeting of the Academy of Management Specialized Conference on Responsible Leadership in Rising Economies: Bled, Slovenia, 2019.
- **Carnevale, J. B.**, Harms, P. H., Hatak, I., Phan, P., Stephan, U., & Wiklund, J (Co-Organizers). *Mental Health and Well-being as the Link between Entrepreneurship and Leadership Research*. Professional Development Workshop (PDW) at the 79th Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.** & Vincent, L. C. (Co-Organizers). *Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity*. Organized symposium at the 79th Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., & Farmer, S. Examining the Reputational and Knowledge Sharing Consequences of Employee Creativity. In Vincent, L. C., & **Carnevale, J. B.** (Co-Organizers). *Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity*. Invited presentation at the 79th Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Yu, L., & He, W. Outshined and Envious Narcissistic Leaders: A Self-Evaluation Maintenance Perspective. In L. Huang & D. L. Shapiro (Co-Organizers). *Why and when is Narcissistic Leader Harmful: Exploring*

Mediating Mechanisms and Boundary Conditions. Invited symposium at the 79th Annual Meeting of the Academy of Management: Boston, MA, 2019.

- **Carnevale, J. B., & Huang, L.** *The Nature and Consequences of Leader Greed: A Social Information Processing Perspective*. Invited Presentation at the European Group for Organizational Studies (EGOS): Edinburgh, UK, 2019.
- **Carnevale, J. B., Huang, L., & Vincent, L. C.** *Insatiable, Individualistic, and Investing in Oneself: Examining Employee Greed from a Conservation of Resources Perspective*. Presentation at the 78th Annual Meeting of the Academy of Management: Chicago, IL, 2018.
- **Carnevale, J. B., Walker, A. G., Walker, H. J.** *Organizational Greed: Behavior, Perception, or Trait? Toward an Integrated Theory*. Presentation at the 76th Annual Meeting of the Academy of Management: Anaheim, CA, 2016.
- **Carnevale, J. B., Huang, L., & Harms, P.** *Speaking up to the Emotional Vampire: A Conservation of Resources Perspective*. Presentation at the 76th Annual Meeting of the Academy of Management: Anaheim, CA, 2016.
- **Carnevale, J. B., & Huang, L., Uhl-Bien, M., & Harris, S. G.** *The Double-Edged Sword of Leader-Member Exchange on Employee Voice in Groups: Social Contagion or Strategic Maneuvering?* Southern Management Association: Charlotte, NC, 2016.
 - Winner of the SMA Outstanding Doctoral Student Paper Award
 - Winner of the SMA Best Doctoral Student Paper In Track (OB) Award
- **Carnevale, J. B., Huang, L., & Patterson, T.** *Turning Followers into Prosocial Citizens: An Integrated Model of Leader Humility and Follower Helping Behavior*. Southern Management Association: Charlotte, NC, 2016.
- **Carnevale, J. B., & Walker, A.** *Greed at Work: A Review and Assessment*. Presentation at the 76th Annual Meeting of the Academy of Management Conference: Philadelphia, PA, 2014.
- **Kunkel, D., Carnevale, J.B. and Henderson, D.** *Understanding Workplace Incivility: Examining Issues with Measurement*. Presentation at the Allied Academies International Conference, New Orleans, LA, 2013.
- **Vehorn, C. L., Kopf, J., & Carnevale, J. B.** *Global Industry Concentration*. Presentation at the Society of Business Research, Nashville, TN, 2012.

INVITED PRESENTATIONS

- *Contributing Ideas as an Aspiring Entrepreneur: A Longitudinal Identity-based Motivation Perspective*. Keynote Speaker for "New Perspectives on Entrepreneurial Diversity and Well-being: Implications for Theory and Practice" Workshop. Trinity College Dublin. Dublin, Ireland 2024.
- *Reputation for Creativity: A Research Program of the Pressures, Leadership Responses, and Team Dynamics Facing Today's Creatives*. Sun Yat-Sen University's 100 Year Anniversary Speaker Series. Guangzhou, China, 2024.

- *Reputations at Work: Implications for Employee Creativity and Ethical Behavior*. Indian Institute of Management Jammu. Editor's Research Seminar, 2023.
- *When Image Creates Envy: The Mixed Blessing of Leader Reactions to Employees' Reputation for Creativity*. Syracuse University Department of Psychology Faculty Brown Bag Series, 2022.
- *"Emotional Vampires" At Work: How Leaders Stifle Employee Inclusion, Motivation, And Productivity And What Can Be Done About It*. Whitman Advisory Council, Syracuse, NY, 2021.
- *Leadership for a Supportive and Cooperative Workplace*. Emptor, New York, NY, 2021.
- Loneliness and the COVID-19 Pandemic. Whitman Podcast, Syracuse, NY, 2021
- *Creativity Under Threat: Examining the Reputational and Knowledge Hiding Consequences of Employee Creativity*. Syracuse University Whitman Faculty Brownbag Series, Syracuse, NY, 2019
- *Personality in the Workplace*. Alpha Kappa Psi, Syracuse, NY, 2018

ADVANCED RESEARCH TRAINING

- 2017, *FSL Course on Functional and Structural Brain Image Analysis*, 2017 University of Oxford FSL Course hosted by the University of British Columbia, Vancouver, BC.
- 2016, *Functional MRI Visiting Fellowship: A Five-Day Intensive Introduction*, 2016 fMRI Visiting Fellowship Course hosted by the Athinoula A. Martinos Center for Biomedical Imaging, Boston, MA.
- 2016, *Research Methods Consortium*, 2016 Doctoral Student and Early Career Faculty Consortium hosted by the Center for the Advancement of Research Methods & Analysis (CARMA).
- 2015, *Introduction to Social Network Analysis*, 2015 LINKS Center Workshop hosted by University of Kentucky, Lexington, KY.

RESEARCH FUNDING

- Syracuse University Roadmap Grant on Innovation, 2019 (\$37,680)
- Harbert College of Business fMRI Research Endowment, 2016 (\$1000)
- Center for Ethical Organizational Cultures fMRI Research Endowment, 2016 (\$2000)
- External Funding for fMRI Research, 2016 (\$1000)
- Vam York Fellowship Doctoral Grant Recipient, 2016 (\$3,000)
- Feild-Armenakis Fellowship Doctoral Student Award, 2016 (\$2,000)
- Vam York Fellowship Doctoral Grant Recipient, 2015 (\$4,000)
- Feild-Armenakis Fellowship Doctoral Student Award, 2015 (\$2,000)

TEACHING EXPERIENCE

SYRACUSE UNIVERSITY**Instructor****Rating**

- *Organizational Behavior Seminar (Fall, 2022)* 5.00/5
Taught 3 Doctoral students.
- *Foundations of Management (Fall, 2022)* 4.06/5
Taught 94 undergraduate students across two sections (4.00; 4.11)
- *Foundations of Management (Fall, 2021)* 4.33/5
Taught 95 students across two sections (4.39; 4.27)
- *Foundations of Management (Spring, 2021)* 4.18/5
Taught 97 students across two sections (4.11; 4.24)
- *Foundations of Management (Spring, 2020)* 4.26/5
Taught 117 students across two sections (4.00; 4.52)
- *Foundations of Management (Spring, 2019)* 4.00/5
Taught 139 students across two sections (3.98; 4.02)
- *Foundations of Management (Spring, 2018)* 4.12/5
Taught 134 students across two sections (4.11; 4.13)

AUBURN UNIVERSITY

- *Principles of Management (Summer, 2017)* 5.4/6
Taught 47 students
- *Principles of Management (Spring, 2017)* 5.5/6
Taught 134 students
- *Principles of Management (Fall, 2016)* 5.4/6
Taught 134 students
- *Principles of Management (Summer, 2016)* 5.4/6
Taught 46 students
- *Principles of Management (Spring, 2016)* 5.4/6
Taught 111 students
- *Principles of Management (Fall, 2015)* 5.5/6
Taught 113 students
- *Principles of Management (Spring, 2015)* 5.2/6
Taught 112 students
- *Principles of Management (Fall, 2014)* 5.4/6
Taught 111 students
- *Organizational Leadership and Change (Fall, 2015)* –
Assisted MBA course
- *Organizational Leadership and Change (Fall, 2015)* –
Assisted Executive MBA course
- *Strategic Management (Spring, 2014)* 4.7/6
Taught 96 students across three sections in SM lab
- *Strategic Management (Fall, 2013)* 4.8/6
Taught 53 students across two sections in SM lab

RADFORD UNIVERSITY

- *Topics in Ethical Inquiry (Spring, 2013)* 4.48/5
Taught 50 students across two sections in Business Ethics (4.39; 4.56)
- *Topics in Critical Inquiry (Fall, 2012)* 4.37/5
Taught 49 students across two sections in MGT topics (4.20; 4.54)

PROFESSIONAL SERVICE

Guest Editor

- Journal of Business Research, Special Issue (2022-2023)
“[*A Better Tomorrow? Work and Well-being in the Entrepreneurial Society*](#)”

Ad-hoc Reviewing

Journal of Management; Journal of Management Studies; Journal of Experimental Social Psychology; Human Relations; Entrepreneurship Theory and Practice; Journal of Business Ethics; Journal of Occupational and Organizational Psychology; Applied Psychology; Leadership; Academy of Management Annual Meeting; Southern Management Annual Meeting

Academy of Management Meeting

- Volunteer, AOM Mentor, 2017, 2018, 2019
- Volunteer, Session Chair, 2016
- Member, Reviewer, 2014 onwards

Southern Management Association

- Panelist, Pre-doc Consortium Panel, 2018, 2019, 2023
- Volunteer, Session Chair, 2017
- Volunteer, Placement Services, 2013
- Reviewer, 2014, 2017

Additional Assignments

- Director of Outreach, Network of Leadership Scholars (2022-Present)
- [Entrepreneur Leadership Network Contributor](#) (2019-Present)

UNIVERSITY SERVICE

Syracuse University

- Coordinator, Management PhD Program (2019-present)
- Department Representative, Doctoral Board (2019-present)
- Faculty advisor, Renée Crown University Honors Program student (2018)