

ABOUT THE AUTHORS

Alexis M. Allen is Assistant Professor of Marketing at the University of Kentucky in Lexington, KY. Her research focuses on (1) the factors that influence consumer assessments of frontline and online service experiences, and (2) the impact of corporate social responsibility initiatives on consumer decision making. Her research has been published in several premier outlets, including the *Journal of the Academy of Marketing Science* and *Business Horizons*. She is also a regular presenter at national and international marketing conferences focusing on marketing and consumer behavior. Prior to working in academia, Alexis worked in the retail industry, as well as in collegiate athletics. She received her Ph.D. in Marketing from Florida State University. She also has an M.B.A. and a B.S. in Management, both from the Southern Illinois University.

Neal M. Ashkanasy (PhD Psychology, The University of Queensland) is Professor of Management in the UQ Business School at The University of Queensland, Australia. He studies emotion in organizations, leadership, culture, and ethical behaviour. He has published in journals such as the *Academy of Management Journal* and *Review*, the *Journal of Management*, and the *Journal of Applied Psychology*. He served as Editor-in-Chief of the *Journal of Organizational Behavior*, Associate Editor for the *Academy of Management Review*, and is currently Associate Editor for *Emotion Review* and Series Editor for *Research on Emotion in Organizations*. He is a Fellow of several learned societies, including SIOP and APS. In 2017, he was awarded a medal in the order of Australia.

Tiffany Bisbey is graduate student in the industrial/organizational psychology program at the University of Houston. Her current research interests include team processes, cognitive networks in work groups, and effects on safety in high-reliability organizations.

Cody J. Bok is industrial/organizational psychology doctoral candidate at the University of Houston. His research interests include individual differences, occupational health psychology, employee attitudes, and behavioral decision-making.

Patrick Doreian has research appointment at the Faculty of Social Sciences at the University of Ljubljana and is an emeritus professor of sociology and statistics at the University of Pittsburgh. He is a former co-editor of *Social Networks*

and edited *The Journal of Mathematical Sociology*. His research interests include partitioning networks, studying the structure and dynamics of signed networks across multiple substantive domains, scientific collaboration, voting patterns of Justices in the US Supreme Court, network autocorrelation models, the dynamics of relation formation in police academies and treating actor non-response as measurement error.

Jinyan Fan is Associate Professor at the Department of Psychology of Auburn University. He received his Ph.D. in Industrial/Organizational Psychology from The Ohio State University in 2004. His research interests are in the domains of personnel selection, newcomer orientation and socialization, cross-cultural adjustment and training, and attachment theory in the organizational context. He has published in outlets such as the *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Psychological Assessment*, *The Counseling Psychologist*, *Journal of Vocational Behavior*, and *Journal of Occupational Health Psychology*. He currently serves on the Editorial Boards of the *Journal of Vocational Behavior*, *Journal of Career Assessment*, and *International Journal of Stress Management*.

William L. Gardner is the Jerry S. Rawls Chair in Leadership and Director of the Institute for Leadership Research in the Rawls College of Business at Texas Tech University. Additionally, he serves as the Editor-in-Chief for *Group & Organization Management* and an Associate Editor for *The Leadership Quarterly*. He received both his Doctorate of Business Administration (DBA) from Florida State University. He has published over 60 peer reviewed articles in such scholarly outlets as the *Academy of Management Review*, *Academy of Management Journal*, *Group & Organization Management*, *The Leadership Quarterly*, *Journal of Management*, *Journal of Management Studies*, *Journal of Leadership & Organizational Studies*, and the *Journal of Organizational Behavior*. Extremely active in the Southern Management Association, Dr. Gardner served as the President from 2006–2007. In 2011, he received the Distinguished Doctoral Alumni Award from the College of Business at Florida State University. The Rawls College of Business recognized his research contributions in 2013 with the Outstanding Researcher Award and in 2014 with the Distinguished Faculty Research Award. In 2015, Texas Tech recognized him as an “Integrated Scholar”, and in 2016 he received the President’s Academic Achievement Award.

David B. Greenberger is Professor of Management and Human Resources at the Max M. Fisher College of Business. Since 2014, he has been Fisher’s Associate Dean for Staff, Human Resources, and Administration, overseeing all human resources at Fisher. In addition to these responsibilities, he is the Academic Director and Co-Principal Investigator of the Ohio State Center for International Business, Education and Research (CIBER), a \$1M grant from the U.S. Department of Education and is also the Director of Information

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Dr. Greenberger received his B.A. from The Johns Hopkins University, both an M.S. and Ph.D. in social psychology from the University of Wisconsin-Madison, and was a post-doctoral research associate in organizational behavior at Wisconsin's Graduate School of Business. His research focuses on management issues involved in the growth of "subscription" organizations, the causes of mentoring, the role of temporary workers in organizations, and talent management. Dr. Greenberger was the 1995 winner of the first annual, Walter A. Ulmer Award, given by the Center for Creative Leadership for his research describing the impact of vision training on leaders. He was voted the Fisher College's best Management and Human Resource doctoral professor in both 1995 and 1996 and received the college's 1993 and 2005 Pace Setters Service Awards. He has consulted and done executive education programs for a variety of organizations on topics including: the changing nature of the workforce, managerial imperatives in virtual organizations, mentoring, groups/teamwork, employee engagement and morale.

Daniel P. Gullifor is a Ph.D. student in the Rawls College of Business at Texas Tech University. He obtained his Bachelor of Science and Master of Business Administration from the Foster College of Business Administration at Bradley University. He conducts research in the field of organizational behavior and human resource management. Specifically, he studies leadership, the leader's relationship with her or his self, and how the dynamics of this relationship affects their leadership ability.

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Stacy practiced law in the area of disability law at Michigan Protection and Advocacy Service prior to coming to SHRLR. Stacy has written a book on the Americans with Disabilities Act and numerous law review articles on various aspects of employment law. Her current research focuses on accommodations for people with disabilities and employment of ex-offenders.

Lars U. Johnson industrial/organizational psychology doctoral candidate at the University of Houston. His research interests include leadership, individual differences, situation awareness, and human resources management.

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Elizabeth P. Karam is Assistant Professor of Management in the Rawls College of Business at Texas Tech University. She received her Ph.D. from Michigan State University. Her research focuses on examining the impact of leadership on affective and behavioral outcomes for individuals and teams as well as the effect of leadership on organizational and community stakeholders.

Jennifer Kuan is Visiting Assistant Professor of Management at the A. B. Freeman School of Business at Tulane University. She earned her PhD at the Haas School of Business at the University of California, Berkeley. Dr. Kuan's research interests revolve around the classic make-or-buy problem applied to various settings, including firm strategy, strategic employment relationships, nonprofit organizations, and supplier innovation. Her work has been published in a variety of outlets including the *Journal of Law & Economics*, and the *Journal of Law, Economics and Organization*.

Sandra A. Lawrence (PhD Management, The University of Queensland) is currently a Senior Research Fellow in the Centre for Governance & Public Policy, Griffith University. She is examining how organisations' whistleblowing processes, ethical culture and ethical leadership impact on organisation-wide and immediate manager-specific responses to internal whistleblowing, both in terms of investigation quality and the support and protection of wrongdoing reporters. Sandra's research interests also include workplace emotion regulation involving anger or empathy-inducing events at the intrapersonal and interpersonal levels; group processes and performance; and the influence of HRM processes on hospital clinical performance. Two of her research projects have been awarded Australian Research Council funding and has been published in leading journals (*Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*).

Paul E. Levy, Ph.D., is Professor and Chair of the Department of Psychology at The University of Akron. Dr. Levy received his Ph.D. in I/O psychology from Virginia Tech and is serving in his 12th year as chair of the Department of Psychology at The University of Akron. He is a fellow of SIOP, APS, and APA. His consulting and research interests include performance appraisal, feedback, motivation, and coaching. He is the author of one of the leading I/O textbooks in the field, was the Associate Editor of *OBHDP* for seven years, and serves on many editorial boards. He has over 70 refereed publications with many appearing in top journals in the discipline such as *Journal of Applied Psychology*, *Academy of Management Journal*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*. Dr. Levy has supervised the dissertation work of 25 students who have completed their Ph.Ds under his direction.

Mingwei Li is a Ph.D. student in the Rawls College of Business, Texas Tech University. She obtained her B.A. at Tianjin Normal University in China and M.Ed. in Peabody College of Education and Human Development at Vanderbilt University. She conducts research in the area of Organizational Behavior, focusing on leadership, team work, social identity, and impression management. She is also interested in cross-cultural migrant workers.

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He has also authored textbooks on Training and Development and Human Resource Management which are used in undergraduate and graduate courses in colleges and universities around the world. They include *Fundamental of Human Resource Management* (7th ed.), *Human Resource Management: Gaining a Competitive Advantage* (10th ed.), and *Employee Training and Development* (7th ed.), all published by McGraw-Hill Education.

Christopher C. Rosen is professor of management in the Sam M. Walton College of Business at the University of Arkansas. He earned his PhD in industrial and organizational psychology from the University of Akron. His research

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Cinthia B. Satornino entered academia to pursue cutting edge marketing research, after spending more than a decade in corporate and institutional settings as a strategic planning professional and consultant. Her research focus is on uncovering how firms can quantify and leverage the capital embedded in their social structures to increase productivity, innovation, and sales performance. She has coauthored award winning publications in several outlets, including the *Journal of Marketing*, where her article, "Social Networks within Sales Organizations: Their Development and Importance for Salesperson Performance" won the 2016 Excellence in Research Award from the AMA SalesSIG. Dr. Satornino is the founding co-Chair of the Committee for Hispanic Excellence in business, a PhD Project/White House initiative, and was recognized as a 2016 Emerging Scholar by *Diverse Magazine*. Dr. Satornino earned her MBA from the University of Florida and her Ph.D. from Florida State University. She is also the co-founder of Cordoba Parsons, a research-based sales consulting company.

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Steven T. Tseng is PhD student in the Industrial/Organizational Psychology program at the University of Akron. He received his M.A. in I/O Psychology at the University of Akron and his B.A. in Psychology at the University of California, Berkeley. His research interests include performance management, motivation, and leadership.

Sheng Wang is associate professor in the Lee Business School at the University of Nevada, Las Vegas. She received her Ph.D. from The Ohio State University. Her research interests include employee development (mentoring relationships in particular), knowledge management, human resources issues in small and entrepreneurial firms, and cross-cultural issues. She currently serves on the editorial boards of the *Journal of Occupational and Organizational Psychology* and *Group & Organization Management*. Her work has been published in the *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, and *Journal of Vocational Behavior*, among others.

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