Curriculum Vita

Cecily Cooper

Department of Management
University of Miami
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email: cecily@miami.edu   April 23, 2019

EDUCATION

University of Southern California, Marshall School of Business
Ph.D. in Business Administration, August 2002
Concentration: Organizational Behavior

University of Florida, December 1996, B.S. with high honors
Major: Business Economics

ACADEMIC EMPLOYMENT

Associate Professor. Department of Management. University of Miami School of
Business Administration (starting June 1, 2010).

Assistant Professor. Department of Management. University of Miami School of
Business Administration (2003-2010).

Visiting Assistant Professor. Department of Management & Organizations.
The Southern Methodist University Edwin L. Cox School of Business (2002-2003).

DISSERTATION

Title: No laughing matter: The impact of supervisor humor on leader-member exchange
(LMX) quality

Committee: Gretchen M. Spreitzer (co-chair), Thomas G. Cummings (co-chair),
Nancy B. Kurland, and Timothy J. Biblarz

ACADEMIC AWARDS AND HONORS

2018   Cooper, Kong, and Crossley (2018) was noted as the #3 most read article published in Academy of Management Journal in 2018.

2018   Academy of Management Review, Editorial Board Outstanding Reviewer

2016   Invited to be an affiliate member of The Trust Project at Northwestern University and contribute video segments focusing on "Trust Violation and Repair" (see www.kellogg.northwestern.edu/trust-project/).

2011   Winner of the Most Influential Article Award (2003-2006) from the Conflict Management Division of the Academy of Management for the paper entitled, "Removing the Shadow of Suspicion: The Effects of Apology Versus Denial for Repairing Ability- Versus Integrity-based Trust Violations" (with P. Kim, D. Ferrin, and K. Dirks) which appears in *Journal of Applied Psychology*.

2006   Recipient of the Outstanding Article Award for Best Published Paper of 2004 from the International Association of Conflict Management for the paper entitled, "Removing the Shadow of Suspicion: The Effects of Apology Versus Denial for Repairing Ability- Versus Integrity-based Trust Violations" (with P. Kim, D. Ferrin, and K. Dirks) which appears in *Journal of Applied Psychology*.

2005   Winner of the Best Paper Award (Empirical) from the Conflict Management Division of the Academy of Management for the paper entitled, "Silence Speaks Volumes: The Effectiveness of Reticence for Repairing Trust Violations" (with D. Ferrin, P. Kim, and K. Dirks).

2003   Recipient of an Outstanding Reviewer Award from the Western Academy of Management Annual Conference.

2001   Recipient of the Outstanding Doctoral Student Paper Award from the Southern Management Association Annual Conference for paper entitled, "No Laughing Matter: The Impact of Supervisor Humor on Leader-Member Exchange (LMX) Quality."

ARTICLES PUBLISHED IN REFEREED JOURNALS

D. T. Kong, C. Cooper, and J. Sosik, Forthcoming. "The State of Research on Leader Humor," *Organizational Psychology Review*.

D. Ferrin, C. Cooper, K. Dirks, and P. Kim. 2018. "Heads Will Roll! Effects of Board and CEO Actions to Repair Trust in the Aftermath of a CEO Transgression," *Journal of Trust Research,* 8(1): 7-30.

C. Cooper, D.T. Kong, and C. Crossley. 2018. "Leader humor as an interpersonal resource: Integrating three theoretical perspectives," *Academy of Management Journal,* 61(2): 769-796.

C. Cooper and T. Scandura. 2015. "Getting to Fair": Justice Interactions as Identity Negotiation. *Journal of Leadership and Organizational Studies,* 22(4): 418-432.

C. Crossley, C. Cooper, and T. Wernsing. 2013. Making Things Happen Through Challenging Goals: Leader Proactivity, Trust, and Business Unit Performance. *Journal of Applied Psychology*, 98(3): 540-549.

P. Kim, C. Cooper, K. Dirks, and D. Ferrin. 2013. Repairing Trust with Individuals vs. Groups. *Organizational Behavior and Human Decision Processes*, 120(1): 1-14.

C. Schriesheim, J. Wu, and C. Cooper. 2011. A Two-Study Investigation of Item Wording Effects on Leader-Follower Convergence in Descriptions of the Leader-Member Exchange (LMX) Relationship. *Leadership Quarterly,* 22(5): 881-892.

K. Dirks, P. Kim, D. Ferrin, and C. Cooper. 2011. Understanding the Effects of Substantive Responses on Trust Following a Transgression. *Organizational Behavior and Human Decision Processes*, 114: 87–103.

P. Kim, K. Dirks, and C. Cooper. 2009. The Repair of Trust: A Dynamic Bi-Lateral Perspective and Multi-Level Conceptualization. *Academy of Management Review*, 34(3): 401-422.

C. Gibson, C. Cooper, and J. Conger. 2009. Do You See What We See? The Complex Effects of Perceptual Distance Between Leaders and Teams. *Journal of Applied Psychology*, 94(1): 62-76.

M. Augustine and C. Cooper. 2009. Getting the Most from Strategic Partnering: A Tale of Two Alliances. *Organization Dynamics,* 38(1): 37-51.

C. Cooper. 2008. Elucidating the Bonds of Workplace Humor: A Relational Process Model. *Human Relations*, 61(8): 1087-1115.

D. Ferrin, P. Kim, C. Cooper, and K. Dirks. 2007. Silence Speaks Volumes: The Effectiveness of Reticence in Comparison to Apology and Denial for Responding to Integrity- and Competence-Based Trust Violations. *Journal of Applied Psychology*, 92(4): 893-908.

P. Kim, K. Dirks, C. Cooper, and D. Ferrin. 2006. When More Blame is Better Than Less: The Implications of Internal vs. External Attributions for the Repair of Trust after a Competence- vs. Integrity-based Trust Violation. *Organizational Behavior and Human Decision Processes,* 99(1): 49-65.

C. Cooper. 2005. Just Joking Around? Employee Humor Expression as an Ingratiatory Behavior. *Academy of Management Review,* 30(4): 765-776.

C. Cooper, T. Scandura, and C. Schriesheim. 2005. Looking Forward but Learning From Our Past: Potential Challenges to Developing Authentic Leadership Theory and Authentic Leaders. *Leadership Quarterly,* 16(3): 475-493.

P. Kim, D. Ferrin, C. Cooper, and K. Dirks. 2004. Removing the Shadow of Suspicion: The Effects of Apology Versus Denial for Repairing Ability- Versus Integrity-based Trust Violations. *Journal of Applied Psychology,* 89(1): 104-118.
Reprinted in: Trust and Social Capital in Organizations. (October 2012) Costa, A.C. & Anderson, N. (Eds.). Sage Publications. ISBN: 978-1-4462-0780-2.

C. Cooper and N. B. Kurland. 2002. Telecommuting, Professional Isolation, and Employee Development in Public and Private Organizations. *Journal of Organizational Behavior*, 23(4): 511-532.

N.B. Kurland and C. Cooper. 2002. Manager Control and Employee Isolation in Telecommuting Environments. *Journal of High Technology Management Research*, 13(1): 107-126.

PAPERS UNDER REVIEW

C. Cooper, C. Crossley, and S. Sheridan, "Who Moved the Big Cheese? How Front-line Employees Form Trust in a New Executive Leader," is under review at *Academy of Management Journal* (awarded revise and resubmit).

BOOK

C. Cooper, D. Hellreigel, J. Slocum, R. Lewicki, and C. Buchanan. 2018. *Experiencing Organizational Behavior (14th edition)*. Boston, MA: Flat World Knowledge.

C. Cooper, D. Hellreigel, and J. Slocum. 2017. *Mastering Organizational Behavior (14th edition)*. Boston, MA: Flat World Knowledge.

BOOK CHAPTERS

C. Cooper. 2017. Humor and Leadership. In C. Robert (Ed.) *Humor at Work: A Psychological Perspective*. Psychology Press.

C. Cooper and T. Scandura. 2012. Was I Unfair? Antecedents and Consequences of Managerial Perspective Taking in a Predicament of Injustice. In C. Schreisheim and L. Neider (Eds.) *Research in Management: Perspectives on Trust and Justice, Vol. 9, Research in Management Series*. Charlotte, NC: Information Age Publishing.

C. Cooper and J. Sosik. 2012. The Laughter Advantage: Cultivating High Quality Connections and Workplace Outcomes through Humor. In K. Cameron and G. Spreitzer

(Eds.) *Handbook of Positive Organizational Scholarship*. New York, NY: Oxford University Press.

C. Gibson, J. Conger, and C. Cooper. 2001. Perceptual Distance: Impacts of Differences in Team Leader and Member Perceptions Across Cultures. In W.H. Mobley and M. McCall (Eds.) *Advances in Global Leadership*. Greenwich, CT: JAI Press Inc.

CONFERENCE PRESENTATIONS

C. Cooper, C. Crossley, and S. Sheridan, "Who Moved the Big Cheese? How Front-line Employees Form Trust in a New Executive Leader," at FINT, January 2019.

H. Gregg, C. Schriesheim, and C. Cooper, "An application of item response theory to investigate measurement quality in leadership," at the Southern Management Association Annual Conference, November, 2018.

T. Kong, C. Cooper, and J. Sosik, "Leader humor expression: A meta-analytic investigation of Outcomes and Processes," at the Academy of Management Annual Conference in the symposium, "Trust and distrust: New insights based on various approaches," August, 2017.

C. Cooper, T. Kong, S. Taylor, and C. Crossley, "Trust, collective regulatory focus, and performance in ongoing teams" at the Society for Industrial Organizational Psychology Annual Conference, April, 2016.

J. Huang, M. Cheong, F. Yammarino, S. Spain, J. Gooty, C. Schriesheim, and C. Cooper, "Application of Item Response Theory to Measurement Equivalence in LMX" at the Southern Management Association Annual Conference in the symposium, "New Avenues in LMX Research," October, 2015.

C. Cooper, T. Kong, and C. Schriesheim, "Developing and validating a new scale of ingratiation," at the Academy of Management Annual Conference, August, 2015.

C. Cooper and T. Kong, "A field study of leader humor and leader-member exchange quality," at the Society for Industrial Organizational Psychology Annual Conference, May, 2014.

C. Cooper, C. Crossley, and T. Wernsing, "Proactivity and Business Unit Performance: The Facilitating Role of Trust," at the 6th Workshop on Trust Within and Between Organizations, June, 2012.

C. Crossley, C. Cooper, and T. Wernsing, "Trust and the Bottom Line: New Perspectives on Trust as a Competitive Advantage," at the Academy of Management Annual Conference in the symposium, "Trust and Performance," August, 2010.

T. Scandura and C. Cooper, "Getting to 'Fair': Justice Interactions as Identity Negotiation," at the Society for Industrial-Organizational Psychology Annual Conference, April, 2009.

D. Ferrin, C. Cooper, K. Dirks, and P. Kim, "Heads Will Roll! Effects of Board and CEO Actions to Repair Trust in the Aftermath of a CEO Transgression" at the Academy of Management Annual Conference in the symposium, "Repairing Trust in Individuals and Organizations," August, 2008.

D. Vandewalle, K. Dirks, D. Ferrin, P. Heslin, C. Cooper, and P. Kim, "Will You Trust a Violator After an Apology? An Implicit Theory Model of Why it Depends on the Violation and the Violated" at the Academy of Management Annual Conference in the symposium, "Repairing Trust in Individuals and Organizations," August, 2008.

C. Schriesheim, J. Wu, and C. Cooper, "A Two-Study Investigation of Item Wording Effects on Leader-Follower Agreement in Descriptions of the Leader-Member Exchange (LMX) Relationship," at the Southern Management Association Annual Conference, November, 2007.

K. Dirks, P. Kim, C. Cooper, and D. Ferrin, "Understanding the Effects of Substantive Responses on Trust Following a Transgression," at the 4th Workshop on Trust Within and Between Organizations, October, 2007.

C. Cooper and T. Scandura, "Mirror, Mirror on the Wall: Justice Interactions as Identity Negotiation," at the Society for Industrial-Organizational Psychology Annual Conference in the symposium, "Leader-Member Exchange: Exploration and Exploitation," April, 2007.

C. Cooper and T. Scandura, "Was I Unfair? Antecedents and Consequences of Managerial Perspective-Taking in a Predicament of Injustice," at the Academy of Management Annual Conference, August, 2006.

P. Kim, K. Dirks, C. Cooper, and D. Ferrin, "The Repair of Trust: Insights, Integration, and New Directions from a Cumulative Series of Four Conceptual Models," at the International Association of Conflict Management Annual Conference, June, 2006.

C. Cooper, "The "Black Box" of Humor: An Exploration of the Processes Underlying Humor and Workplace Relations" at the Academy of Management Annual Conference, August, 2005.

D. Ferrin, P.Kim, C. Cooper, and K. Dirks, "Silence Speaks Volumes: The Effectiveness of Reticence for Repairing Trust Violations" at the Academy of Management Annual Conference, August, 2005.

K. Dirks, P. Kim, C. Cooper, and D. Ferrin, "Trust Under Repair: Regulation and Punishment as Methods for Rebuilding Trust" at the Academy of Management Annual

Conference in the symposium, "When Trust is an Uphill Climb: Studying Trust in Contexts that Do Not Encourage It," August, 2005.

P. Kim, K. Dirks, C. Cooper, and D. Ferrin, "The Effects of Internal and External Attributions on Trust Repair" at the Society for Industrial Organizational Psychology Annual Conference, April, 2005.

T. Scandura and C. Cooper, "Looks Aren't Everything: Aren't Managers Concerned with Actually Being Fair?" at the Southern Management Association Annual Conference, November, 2004.

C. Cooper, "Did You Hear the One About Humor and Leadership?: A Field Study of Supervisor Humor and LMX Quality" at the Academy of Management Annual Conference, August, 2004.

C. Cooper, T. Scandura, and C. Schriesheim, "Looking Forward but Learning From Our Past: A Constructive Commentary on Potential Challenges in the Study of Authentic Leadership" at the Gallup Leadership Institute Summit, June, 2004.

D. Ferrin, P. Kim, C. Cooper, and K. Dirks, "The Use of Explanations and Trustworthy Behavior to Repair Trust in the Aftermath of a Perceived Violation" at the Academy of Management Annual Conference in the symposium "Denials, Deception, Apologies, and Actions: The Mechanics of Restoring Trust," August, 2003.

C. Cooper, "Just Joking Around?: Employee Humor Expression as an Ingratiatory Behavior" at the Western Academy of Management Annual Conference, April, 2003.

P. Kim, D. Ferrin, C. Cooper, and K. Dirks, "Removing the Shadow of Suspicion: The Effects of Apology vs. Denial for Repairing Trust Violations" at the Academy of Management Annual Conference in the "All-Academy" symposium "Theory, Evidence, and an Agenda for Future Research on Rebuilding Trust," August, 2002.

C. Gibson, C. Cooper, and J. Conger, "Cultural Moderators of 'Perceptual Distance' in Teams: The Relationship of Leader-Member Perceptual Differences and Team Productivity Across Cultures" at the Academy of International Business Annual Conference, July, 2002.

C. Cooper, "No Laughing Matter: The Impact of Supervisor Humor on Leader-Member Exchange (LMX) Quality" at the Southern Management Association Annual Conference, November, 2001.

C. Cooper, "Managing People is Funny Business: The Importance of Supervisor Humor" at the Southern Management Association Annual Conference in the symposium "Fun and Humor at Work: Under-Explored Managerial Issues," November, 2001.

C. Gibson, J. Conger, and C. Cooper, "Perceptual Distance: The Impact of Differences in Team Leader and Member Perceptions Across Cultures" at the Academy of Management Annual Conference in the "Showcase" symposium "Teams Within Cultures, Cultures Within Teams," August, 2001.

C. Cooper, "What's Funny About Work?: A Serious Assessment of the Literature on Humor in Organizations" at the Western Academy of Management Annual Conference, April, 2001.

C. Cooper, "Just Joking Around?: The Implications of Employee Expressed Humor on Individual Outcomes in the Workplace" at the Southern Management Association Annual Conference, November, 2000.

C. Cooper, "Organizational Dress: Is it really that simple?" at the Southern Management Association Annual Conference, October, 1999.

C. Cooper, N. Kurland, and D. Bailey, "Telecommuting: Manager Control and Employee Development in One Public and Two Private Organizations", at the Academy of Management Annual Conference, August, 1999.

WORKING PAPERS

C. Cooper, D. T. Kong, C. Crossley, and R. Lassu, "Creating Performance Gains or Losses? Examining the Contrasting Effects of Felt Trust." [Study 1 data collected from employees and their supervisors across four points in time was generally supportive of hypotheses. We are about to collect data for a second study for this paper.]

H. Gregg, C. Schriesheim, and C. Cooper, "An Application of Item Response Theory to Investigate Measurement Quality in Leadership."

J. Gloor, C. Cooper, and L. Bowes-Sperry, "Humor in Adversity Improves Work Relations and Diversity?" We are collecting data for various studies during the Spring 2019 semester.

RESEARCH IN PROGRESS

D. T. Kong, L. Van Der Werff, C. Cooper, C. Crossley, C. Real, and F. Buckley, "TMT Trust and Performance: Examining the role of team voice, thriving, and depletion." We are currently surveying TMTs over the course of a few years as they attend a program at DCU. Surveys are longitudinal (five points in time for each team). We might have enough teams by May 2019 to begin analysis.

D. T. Kong, V. Patrick, and C. Cooper, "A Status-Trust Paradox of Leader Luxury Consumption and Its Implication for Workplace Creativity." We have some experimental data and field data for this project.

D. T. Kong, C. Cooper, Q. Qu, and Y. Qu, "Antecedents of Felt Trust." We will collect data for this two-study project during the Summer and Fall 2019 semesters.

INVITED SPEAKING ENGAGEMENTS

Invited speaker for the Human Resource Management and Organizational Behavior Research Cluster at University of Glasgow. Glasgow, Scotland, May 23, 2019.

Invited speaker for the Department of Management at King's College. London, England, May 28, 2019.

Invited speaker for the FIU Center for Leadership. Miami, Florida. April, 9, 2019.

Invited speaker for the Association of University of Professor of Opthalmology (AUPO) 2019 Annual Meeting. Fort Lauderdale, Florida. January 25, 2019. The presentation was entitled "Managing Trust: How Leaders can Leverage Trust to Improve Attitudes and Performance."

Keynote speaker for the Winter Workshop on Workplace Humor hosted by University of Zurich. January 7, 2019. The presentation was entitled, "My Journey as a Humor Scholar: The Long, Winding (and Sometimes Bumpy) Road."

Invited speaker for the UM Ziff Advisory Board. May 17, 2018. The presentation was entitled, "Who do you trust? How employees develop trust in leadership across levels."

Invited speaker for the Greater Miami Chamber of Commerce Young Professionals (HYPE). Coral Gables, Florida, December 7, 2017. The presentation was entitled, "Millennials and the Motivation of New Workplace Trends."

Invited speaker for the Miami-Dade Municipal Clerks Association. West Miami, Florida, October 6, 2017. The presentation was entitled, "Managing Trust: How to Leverage Trust to Improve Employee Attitudes and Performance."

Invited speaker for the Miami-Dade City & County Management Association (MDCCMA). Miami, Florida, January 22, 2016. The presentation was entitled, "Managing Trust: How to Leverage Trust to Improve Employee Attitudes and Performance."

Invited speaker for the Good Government Initiative's 2015 Leaders of Excellence Program. Miami, Florida, November 14, 2015. The requested topic was "Leading with Emotional Intelligence: What's your EQ?"

Invited speaker for the Society of Human Resource Management (SHRM) Pensacola Chapter. Pensacola, Florida, June 11, 2014. The presentation was entitled, "Fairness in the Workplace."

Invited panelist for the HRM Learning Board at King's College. London, England, June 18, 2009. The roundtable was entitled, "Maintaining or Repairing Trust During a Recession."

Invited speaker for the Department of Management & Organization at National University of Singapore. Singapore, September 3, 2008. The presentation was entitled, "How the "Guilty" Regain Trust: The Role of Accounts, Actions, and Attributions."

Invited speaker for the HRM Learning Board at King's College. London, England, June 4, 2008. The presentation was entitled, "Trust: How It's Built, Broken, and Repaired."

Invited speaker for the Department of Management at King's College. London, England, June 3, 2008. The presentation was entitled, "How the "Guilty" Regain Trust: The Role of Accounts, Actions, and Attributions."

Invited panelist for a session entitled "Damage Control: Stories of Recovery from Career Crises" at the National Lesbian and Gay Journalists Association Conference. Miami Beach, Florida, September 9, 2006.

Invited speaker for a meeting of the Chartered Property Casualty Underwriters (CPCU) Society of South Florida. Miami, Florida, December, 16, 2003.

Invited speaker for the News America Training & Development series. The presentation was entitled, "The Role of Telecommuting in the Work-Life Debate," Los Angeles, California, November 29, 2000.

RESEARCH PUBLICITY/MEDIA MENTIONS

Grant, Adam. 2018. How astronauts build trust. *WorkLife with Adam Grant TED podcast series* (released March 28).

Ciccarelli, Maura. 2018. Rebuilding employee trust after a scandal. *Human Resource Executive*. http://hrexecutive.com/rebuilding-employee-trust-after-a-scandal/

Swary, Ann-Margaret. 2009. From Surviving to Thriving: Inexpensive ways to motivate employees in lean times. *The Key West Citizen*. September 6, page 1C (Business & Classified Section).

Woollard, S. 2009. How to Regain the Trust of Disengaged Staff. *BNET Insight* (part of CBS Interactive UK). June 30.

Carey, B. Denial Makes the World Go Round. 2007. *The New York Times*. November 20, page F01 (Health Section).

Vedantam, S. 2007. Persistence of Myths Could Alter Public Policy Approach. *Washington Post*. September 4, page A03.

Vedantam, S. 2006. Apologies Accepted? It Depends on the Offense. *Washington Post*. September 25, page A02.

OTHER PUBLICATIONS

D. Ferrin, P.Kim, C. Cooper, and K. Dirks. 2005. Silence Speaks Volumes: The Effectiveness of Reticence for Repairing Trust Violations, *2005 Academy of Management Best Paper Proceedings* (Honolulu, Hawaii).

T. Scandura and C. Cooper. 2004. Looks Aren't Everything: Aren't Managers Concerned with Actually Being Fair?, *Proceedings of the 2004 Southern Management Association Annual Conference* (San Antonio, Texas).

C. Cooper. 2001. Not Just a Numbers Thing: Tactics for Improving Reliability and Validity in Qualitative Research, *RM Forum* (the on-line publication of the Research Methods Division of the Academy of Management), volume 6.

Cooper, C. 2001. No Laughing Matter: The Impact of Supervisor Humor on Leader-Member Exchange (LMX) Quality, *Proceedings of the 2001 Southern Management Association Annual Conference* (New Orleans, Louisiana).

Cooper, C. 2000. Just Joking Around?: The Implications of Expressed Humor on Individual Outcomes at Work, *Proceedings of the 2000 Southern Management Association Annual Conference* (Orlando, Florida).

TEACHING

Teaching Assistant
Microeconomics (UF)

Undergraduate Courses
Organizational Behavior (USC and UM)
Managerial Decision Making and Strategic Planning (USC)

MBA Core Program (full-time)
Organizational Behavior (SMU)
Managing Through People (UM)

Professional MBA Program
Leadership in a Global Economy (SMU)
Designing and Managing Effective Organizations (SMU)

Executive MBA Program
Organizational Behavior (UM)

Leadership and Motivation (UM)

Doctoral Program
Survey of Organizational Behavior (UM)
Individual and Interpersonal Processes (UM)

CONFERENCE INVOLVEMENT

Panelist in the "Blue Chip Editor's Panel" at the Western Academy of Management Annual Meeting, March 2019.

Member of the Conference Program Committee for the 10th FINT Workshop on Trust within and Between Organizations, January 2019 (1 of 3 faculty members organizing the conference program).

Doctoral colloquium organizer (with M. Saunders) for the 10th FINT Workshop on Trust Within and Between Organizations, January 2019.

Discussant for the symposium "Exploring trust and change: New insights into vulnerabilities by exploring tipping points for trust" at the Academy of Management Annual Meeting, August 2017.

Chair for the paper session "Trust Development & Repair" at the 9th FINT Workshop on Trust within and Between Organizations, November 2016.

Chair for the paper session "Responding to Transgressions" at the Academy of Management Annual Meeting, August 2016.

Member of the Conference Program Committee for the 9th FINT Workshop on Trust within and Between Organizations, November 2016 (1 of 3 faculty members organizing the conference program).

Panelist in the symposium "Interpersonal Trust: What Are We Talking About, What Are We Measuring, and Where Are We Going?" at the Academy of Management Annual Meeting, August 2015.

Facilitator in the Professional Development Workshop "Trust Between Individuals and Organizations" at the Academy of Management Annual Meeting, August 2015.

Moderator for the "OB New Member Networking and Research Forum" at the Academy of Management Annual Meeting, August 2014.

Member of the Conference Program Committee for the 8th FINT Workshop on Trust within and Between Organizations, November 2014 (1 of 3 faculty members organizing the conference program).

Moderator for the "OB New Member Networking and Research Forum" at the Academy of Management Annual Meeting, August 2013.

Chair for the paper session "Managing Damaged Relationships: Methods for Repair, Prevention, and Intervention" at the Academy of Management Annual Meeting, August 2012.

Chair for the paper session "Trust and Control" at the 6th Workshop on Trust Within and Between Organizations, June 2012.

Chair for the paper session "Fairness Perceptions: Factors Influencing Managerial and Organizational Efforts to Promote Fairness" at the Academy of Management Annual Meeting, August 2011.

Chair for the symposium "Trust and Performance" (with co-chair N. Gillespie) at the Academy of Management Annual Meeting, August 2010.

Chair for the symposium "Repairing Trust in Individuals and Organizations" at the Academy of Management Annual Meeting, August 2008.

Facilitator for the interactive poster session "I Second That Emotion" at the Society for Industrial and Organizational Psychology Annual Meeting, April 2008.

Discussant for the "What Leaders Know and Tell: Leaders, Knowledge, and Account-Giving" session at the Academy of Management Annual Meeting, August 2007.

Panelist in the workshop "What's So Funny?! A Roundtable Discussion on Humor and Work" at the Society for Industrial-Organizational Psychology Annual Meeting, April 2007.

Facilitator for the "Safety" interactive poster session at the Society for Industrial and Organizational Psychology Annual Meeting, May 2006.

Facilitator for the "Leader-Member Exchange" interactive poster session at the Society for Industrial and Organizational Psychology Annual Meeting, May 2006.

Participant in the OB Junior Faculty Consortium at the Academy of Management Annual Meeting, August, 2002.

Symposium co-chair for the "Fun and Humor at Work: Under-Explored Managerial Issues" symposium at the Southern Management Association Annual Meeting, November 2001.

Session chair for the "There's Nothing Funny About E-Commerce" session at the Western Academy of Management Annual Meeting, April 2001.

Discussant for the "Changing Nature of Individual and Organizational Identity" session at the Western Academy of Management Annual Meeting, April 2000.

Panelist for Qualitative/Quantitative Joint Professional Development Workshop session at the Academy of Management Annual Meeting, August, 2000.

Participant in the OMT/OB/ODC Doctoral Consortium at the Academy of Management Annual Meeting, August, 2000.

Participant in the Doctoral Student Consortium at the Southern Management Association Annual Meeting, October, 1999.

Participant in the CIBER Doctoral Internationalization Consortium hosted by the University of Michigan Business School, January, 1999.

Participant in the New Doctoral Student Consortium at the Academy of Management Annual Meeting, August, 1998 and August, 1999.

Participant in the Doctoral/Junior Faculty Consortium at the Western Academy of Management Annual Meeting, March, 1998, March, 1999, and April 2000.

HONORS

Beta Gamma Sigma (business honor society)
Full-tuition fellow, USC Ph.D. Program , 1997-2002

PROFESSIONAL SERVICE (REVIEWING)

Associate Editor for *Human Relations* (March 2018- current) (Editorial Board member, 2009-September 2016, November 2017-February 2018).

Associate Editor for *Journal of Trust Research* (2010-current).

Editorial Board member for *Academy of Management Journal* (2011-current).

Editorial Board member for *Academy of Management Review* (2009-July 2017, March 2018 - current).

Editorial Board member for *Organizational Behavior and Human Decision Processes* (2010-current).

Adhoc Reviewer for National Science Foundation (NSF).

Adhoc Reviewer for *Organization Science.*

Adhoc Reviewer for *Journal of Applied Psychology.*

Adhoc Reviewer for *Journal of Applied Social Psychology.*

Adhoc Reviewer for *Organizational Psychology Review*

Adhoc Reviewer for *Group & Organization Management*.

Adhoc Reviewer for *Negotiation & Conflict Management Research*.

Adhoc Reviewer for *Management and Organization Review*.

Reviewer for the Southern Management Association Conference, 2001.

Reviewer for the Society of Industrial-Organizational Psychology, 2006-2010, 2014, 2018.

Reviewer for the Academy of Management Conference, 2000-2006, 2008-2012, 2014, 2016.

Reviewer for the Western Academy of Management Conference, 1999-2003.

Reviewer for the FINT Conference (Trust Conference), 2012, 2014, 2016.

PROFESSIONAL SERVICE (OTHER)

Member of the FINT Executive Board (The First International Network on Trust), November 2016 – present

Member of the Most Influential Article Committee for the CM Division of the Academy of Management, 2017.

Member of the Best Paper Committee for the OB Division of the Academy of Management, 2011.

Member of the Sponsorship Committee for the New Doctoral Student Consortium at the Academy of Management, 2000.

Co-chair of the Interaction Committee for the New Doctoral Student Consortium at the Academy of Management, 1999.

UNIVERSITY SERVICE

Miami Leadership Challenge, Steering Committee, April 2018 – current. Also served as a BOD member in the 2018 challenge.

Graduate Programs Committee (GBEC), Member, February 2018 – current.

Graduate School Grievance Hearing, Panel Member, June 2017

Advisory Board, Johnson A. Endosomwan Leadership Institute (JAELI), University of Miami, October 2015 – current.

Graduate School Council, Alternate Representative, July 2015 – current.

University Research Council, University of Miami, September 2012 – May 2014.

Management Department PhD Program Coordinator, University of Miami, January 2012 – September 2015.

Faculty Development & Support Task Force, School of Business, University of Miami, January 2012- May 2012.

Management Department Speaker Series Coordinator, University of Miami, 2010-2011 school year.

University Research Council (Alternate Member), University of Miami, September 2010-August 2012.

Research Awards Committee, Johnson A. Endosomwan Leadership Institute (JAELI), University of Miami, 2010.

STUDENT ADVISING (UM)

Member of the Qualifying Examination Committee for Heath Gregg, Jenny Chin, and Melody Xu, Business School, University of Miami, Fall 2018.

Member of Dissertation Committee for Monica Sharif, School of Business Administration, University of Miami, November 2012-May 2014.

Member of Qualifying Examination Committee for Monica Sharif, School of Business Administration, University of Miami, 2012.

Faculty Advisor for Ning Li, School of Business Administration, University of Miami, August 2009-April 2011.

Member of Dissertation Committee for Betti Hamilton, School of Business Administration, University of Miami, 2003-2006.

Member of Qualifying Examination Committee for Ekin Pellegrini, School of Business Administration, University of Miami, 2003.

STUDENT ADVISING (OTHER)

Member of Dissertation Committee for Eun Young Nae, Bauer College of Business, University of Houston, February 2019 – current.

Dissertation Committee External Reader for Lisa Graham, Leadership and Change Program, Antioch University, 2009. Dissertation entitled, "What is it Like to be Funny? The Humor Producer's Subjective Experience."

GRANTS

Principal Investigator. James W. McLamore Summer Award in Business and Social Sciences. "Forgiveness or Condemnation? Comparing the Reactions of Individuals Versus Groups to Trust Violations." June, 2009-August, 2009.

Principal Investigator. James W. McLamore Summer Award in Business and Social Sciences. "Damage Control: Exploring the Relative Effectiveness of CEO & Director Responses to Organizational Malfeasance." June, 2008-August, 2008.

Principal Investigator. James W. McLamore Summer Award in Business and Social Sciences. "Turning Justice Research on its Ear: Challenging Two Basic Assumptions of Organizational Justice Scholarship." June, 2005-August, 2005.

Principal Investigator. James W. McLamore Summer Award in Business and Social Sciences. "Just Joking Around?: Employee Humor Expression as an Ingratiatory Behavior." June, 2004-August, 2004.

PROFESSIONAL AFFILIATIONS

Academy of Management
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