**LI, Ning**

Department of Leadership and Organization Management

School of Economics and Management

Tsinghua University

Shunde Building 327F

Beijing，China

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**EDUCATION**

Texas A&M University, Ph.D., Organizational Behavior/Human Resources (Aug 2008-Aug 2012)

Shanghai Jiaotong University, B.Sc., Business Administration, Management (Sep 2001-July 2005)

**ACADEMIC POSITIONS HELD**

Nov 2021-

Full Professor

School of Economics and Management

Tsinghua University

April 2020 – July 2021

Full Professor

Pioneer Research Fellow

Henry B. Tippie College of Business, the University of Iowa

July 2017 – April 2020

Associate Professor with Tenure

Pioneer Research Fellow

Henry B. Tippie College of Business, the University of Iowa

July 2012 – June 2017

Assistant Professor

Henry B. Tippie College of Business, the University of Iowa

**HONORS, AWARDS AND RECOGNITION**

The 2020 Distinguished Early Career Contributions Science Award, Society for Industrial and Organizational Psychology (SIOP)

David & Lois Gardner Mid-Career Faculty Research Excellence Award, Tippie College of Business, The University of Iowa, 2019

20th Most Cited Article (Chiaburu, Oh, Berry, Li, Gardner, 2011) in Popular I-O Psychology Textbooks (Aguinis, Ramani, Campbell, Bernal-Turnes, Drewry, & Edgerton, 2017, Industrial and Organizational Psychology, 10(4), p. 527)

Recipient of SHRM Research Foundation Grant, “*Mining the Team: Using Big Data to Explore the Effects of Technology Use and Temporal Interaction Patterns on Team Collaboration and Team Performance*”, 2017

Early Career Excellence Research Award, Tippie College of Business, The University of Iowa, 2015

Mays Business School 2010-11 Dean’s Award for Outstanding Research by a Doctoral Student, Texas A&M University

Best Overall Doctoral Paper - “Standing out or fitting in? A multilevel examination of leader-member exchange theory in the workgroup context” at Southern Management Association 2011, Savannah, Georgia.

Best Overall Doctoral Paper - “A Temporal Perspective of Transaction Cost Theory” at Southern Management Association 2010, St. Pete Beach, Florida.

**EDITORIAL SERVICE**

Associate Editor

*Journal of Management*, 2020 July-

Senior Editor

*Management and Organization Review* 2019-2021

Deputy Editor

*Management and Organization Review* 2021-

Editorial Board

*Journal of Applied Psychology 2017-present*

*Personnel Psychology 2018-present*

*Journal of Organizational Behavior 2015-present*

**ACADEMIC PUBLICATIONS**

1. Zhou, J., Li, N., & Chi, W. (conditional acceptance). Getting Ahead or Getting Along? How Motivational Orientations Forge Newcomers’ Cohort Network Structures, Task Assistance, and Turnover. ***Journal of Organizational Behavior***.
2. Simsek, Z., Li, N., & Huang, J. L. (2021). Turbocharging Practical Implications in Management Studies. ***Journal of Management*** (Editorial)
3. Li, N., Liao, H., Pan, J., & Harris, T. B. (2021). Exploring the pandemic's potential effects on workers' collectivist values, prosocial behaviors, and attitudes toward mistreatment. ***Human Resource Management***.
4. Hu, J., Zheng, X., Tepper, B. J., Li, N., Liu, X., & Yu, J. (2021). The dark side of leader–member exchange: Observers' reactions when leaders target their teammates for abuse. ***Human Resource Management***.
5. Zhao, H. H., Li, N., Harris, T. B., Rosen, C. C., & Zhang, X. (2021). Informational advantages in social networks: The core-periphery divide in peer performance ratings. ***Journal of Applied Psychology***, 106: 1093-1102.
6. Liu, X., Zheng, X., Li, N., Yu, Y., Harms, P. D., & Yang, J. (2021). Both a curse and a blessing? A social cognitive approach to the paradoxical effects of leader narcissism. ***Human Relations***, 00187267211015925.
7. Zhang, X., Liao, H., **Li, N**†., & Colbert, A. 2020. Playing It Safe for My Family: Exploring the Dual Effects of Family Motivation on Employee Productivity and Creativity. ***Academy of Management Journal***, 63: 1923-1950.
8. Li, R., Zhang, H., Zhu, X., & **Li, N**. 2020. Does Employee Humility Foster Performance and Promotability? Exploring the Mechanisms of LMX and Peer Network Centrality in China. ***Human Resource Management***. 10.1002/hrm.22025
9. Yuan, Z., **Li, N**., Mai, Y., Ye, Z., & Yu, J. in press. Making the Right Friends: A Social Network Perspective on Newcomer Socialization in Teams. ***Human Resource Management***, 59: 585-597.
10. Li, Y., **Li, N**†\*., Li, C., & Li, J. 2020. The Boon and Bane of Creative ‘Stars’: A Social Network Exploration of How and When Team Creativity Is (and Is Not) Driven by a Star Teammate. ***Academy of Management Journal***, 6: 613-635.
11. McCormick, B. W, Reeves, C. J, Downes, P., Li, N., & Ilies, R. 2020. Scientific Contributions of Within-Person Research in Management: Making the Juice Worth the Squeeze. ***Journal of Management***, 46: 321-350.
12. Zheng, X., Zhao, H. H., Liu, X., & **Li, N**. 2019. Network reconfiguration: The implications of recognizing top performers in teams. ***Journal of Occupational and Organizational Psychology***, 92: 825-847.
13. Xie, Z., Li, N., Jiang, W., & Kirkman, B. L. 2019. The paradox of leader-member exchange (LMX) differentiation: How treating followers differently can both enhance and impede employee performance. ***Journal of Personnel Psychology***, 18: 165-176.
14. Zheng, X. S., **Li, N**\*., Harris, T. B., & Hui, L. 2019. Unspoken Yet Understood: An introduction and initial Framework of subordinates’ Moqi with supervisors. ***Journal of Management***, 45: 955-983.
15. Li, Y., **Li, N**†\*., Guo, J., Li, J., & Harris, T. B. 2018. A Network View of Advice-Giving and Individual Creativity in Teams: A Brokerage-Driven, Socially Perpetuated Phenomenon. ***Academy of Management Journal***, 61: 2210-2229.
16. Stoverink, A. C., Chiaburu, D. S., **Li, N**., & Zheng, X. 2018. Supporting team citizenship: The influence of team social resources on team‐level affiliation‐oriented and challenge-oriented behaviour. ***Human Resource Management Journal***, 28: 201-215.
17. Gardner, R. G., Harris, T. B., **Li, N**., Kirkman, B. L., & Mathieu, J. E. 2017. Understanding “It Depends” in Organization Research: A Theory-Based Taxonomy, Review, and Future Research Agenda Concerning Interactive and Quadratic Relationships. ***Organizational Research Methods***, 20: 610-638
18. **Li, N**†., & Chiaburu, D. S., & Kirkman, B. L 2017. Cross-level influences of empowering leadership on citizenship and taking-charge: Organizational support as a double-edged sword. ***Journal of Management***, 43: 1076-1102
19. Sui, Y., Wang, H., Kirkman, B. L., & **Li, N**. 2016. Understanding the curvilinear relationships between LMX differentiation and team coordination and performance. ***Personnel Psychology***, 69: 559-597.
20. **Li, N**., Zheng, X.M†., Harris, T. B., Liu, X., & Kirkman, B. L. 2016. Recognizing 'Me' Benefits 'We': Investigating the Positive Spillover Effects of Formal Individual Recognition in Teams. ***Journal of Applied Psychology,*** 101: 925-939
21. Thundiyil, T. G., Chiaburu, D. S., **Li, N**., & Wagner, D. T. 2016. Joint effects of creative self-efficacy, positive and negative affect on creative performance. ***Chinese Management Studies***, 10: 726-745.
22. Huang, J., Chiaburu, D. S., Zhang, X.A., & **Li, N**. 2015. Rising to the challenge: Deep acting is more impactful when tasks are appraised as challenging. ***Journal of Applied Psychology***, 100: 1398-1408.
23. **Li, N**†., Zhao, H. H., Walter, S., Zhang, X. A., & Yu, J. 2015. Achieving more with less: Extra milers' behavioral influences in teams. ***Journal of Applied Psychology***, 100: 1025-1039.
24. Zhang, X-A. **Li, N**., & Harris, T. 2015. Putting non-work ties to work: The case of guanxi in supervisor-subordinate relationships. ***Leadership Quarterly***, 26: 37-54.
25. Burnett, M., Chiaburu, D. S., Shapiro, D. L. & **Li, N**. 2015. Revisiting how and when perceived organizational support enhances taking charge: An inverted u-shaped perspective. ***Journal of Management***, 41: 1805-1826.
26. Zhang, X. A**., Li, N**\*., Ullrich, J., & van Dick, R. 2015. Getting everyone on board: The effect of executive differentiated transformational leadership on top management team effectiveness and subsidiary firm performance. ***Journal of Management***, 41: 1898-1933.
27. Chiaburu, D. S., Stoverink, C. A., **Li, N**., & Zhang, X.A. 2015. Extraverts engage in more interpersonal citizenship when motivated to impression manage: Getting along to get ahead? ***Journal of Management***, 41: 2004-2031.
28. Chiaburu, D. S., Chakrabarty, S., Wang, J., & **Li, N**. 2015. Organizational support and citizenship behaviors: A comparative cross-cultural meta-analysis. ***Management International Review***, 55: 707-736.
29. **Li, N**†., Kirkman, B. L. & Porter, C. O. L. H. 2014. Toward a model of work team altruism. ***Academy of Management Review,*** 39: 39:541-565.
30. **Li, N**†., Barrick, M. R., Zimmerman, R. D, & Chiaburu, D. S. 2014. Retaining the productive employee: The role of personality. ***Academy of Management Annals***, 8: 347-395.
31. Harris, T, **Li, N**., & Kirkman, B. L. 2014. Leader–member exchange (LMX) in context: How LMX differentiation and LMX relational separation attenuate LMX’s influence on OCB and turnover intention. ***Leadership Quarterly***, 25: 314-328.
32. Harris, T., **Li, N**., Boswell, W. R, & Xie, Z. T. 2014. Getting what’s new from newcomers: Empowering leadership, creativity, and adjustment in the socialization context. ***Personnel Psychology,*** 67: 567-604.
33. **Li, N**†., Chiaburu, D. S., Kirkman, B. L. & Xie, Z. T. 2013. Spotlight on the followers: Neutralizing the effect of transformational leadership on subordinates’ citizenship and taking charge. ***Personnel Psychology,*** 66: 225-260.
34. Barrick, M. R., Mount, M. K., & **Li., N**. 2013. The theory of purposeful work behavior: The role of personality, job characteristics, and experienced meaningfulness. ***Academy of Management Review***, 38: 132-153.
35. **Li, N**†., Harris, T., Boswell, W. R, & Xie, Z. T. 2011. The role of organizational insiders’ developmental feedback and proactive personality on newcomers’ performance: An interactionist perspective. ***Journal*** ***of*** ***Applied Psychology,*** 96: 1317-1327.
36. Chiaburu, D. S., Oh, I., Berry, C. M., **Li, N**., & Gardner. R. 2011. The five-factor model of personality traits and organizational citizenship: A meta-analysis. ***Journal of Applied Psychology,*** 96: 1140-1166.
37. **Li, N**†., Liang, J., & Crant, J. M. 2010. The role of proactive personality in job satisfaction and organizational citizenship behavior: A relational perspective. ***Journal of Applied Psychology***, 95: 395-404.

† corresponding author

\* equal contribution

**OTHER PUBLICATIONS**

Kirkman, B.L., **Li, N**., Zheng, X., Harris, T.B., & Liu, X. (2016, March 14). Teamwork works best when top performers are rewarded. ***Harvard Business Review*** (online): <https://hbr.org/2016/03/teamwork-works-best-when-top-performers-are-rewarded>

Kirkman, B.L., Sui, Y., Wang, H. & **Li, N**. (2016, January 13). Team Leaders Should Play Favorites (but Only in Moderation). ***Harvard Business Review*** (online):

<https://hbr.org/2016/01/team-leaders-should-play-favorites-but-only-in-moderation>

**RESEARCH GRANTS**

2017 Recipient of a $75,000 research grant from SHRM Foundation

2011 Co-recipient of a $6,000 research grant from Mays Business School at Texas A&M University

2010 Co-recipient of a $1,750 research grant from Mays Business School at Texas A&M University

2009 Co-Recipient of a $30,000 National Nature Science Foundation of China (NNSFC) Grant

**REFEREED CONFERENCE PRESENTATIONS**

Zhou, J., Li, N., Chi, W. 2020 *How Two Motivational Orientations Forge Newcomers’ Cohort Network Centrality and Emotional Support*. Paper virtually presented at the 80th Annual National Meeting of Academy of Management, online (August).

Ni, D., Li, N., Lin, J. 2020 *Why Do Women Entrepreneurs Behave Dominantly in the Workplace, and What Does It Mean?* Paper virtually presented at the 80th Annual National Meeting of Academy of Management, online (August).

Zhou, J., Li, N., Chi, W. 2020 *How Two Motivational Orientations Forge Newcomers’ Cohort Network Centrality and Emotional Support*. Paper virtually presented at the 80th Annual National Meeting of Academy of Management, online (August).

Li, N., Guo, J., Li, Y. 2019 *Linking to the Right Teammates: How Alters’ Network Structures Affect the Focal Employee Creativity*. Paper presented at the 79th Annual National Meeting of Academy of Management, Boston, MA (August).

Zhao, K., Li, N., Yu, J., & Li, Q. 2019 *How linking with external-team star colleagues sparks team member's innovation journey*. Paper presented at the 79th Annual National Meeting of Academy of Management, Boston, MA (August).

Philip, J., Cepa, K., DeShon, R., Li, N., Schildt, H., & Tonidandel, S. 2018 *Opportunities and Challenges in Big Data Research: The Path Forward.* Paper presented at the 78th Annual National Meeting of Academy of Management, Chicago, IL (August).

Li, N., Yu, J., & Wang, T. 2018 *Collaboration in the Digital Era: The Implications of Social Network Structures and Turnover.* Paper presented at the 78th Annual National Meeting of Academy of Management, Chicago, IL (August).

Li, C., Li, Y., & Li, N. 2018 *Superstar Alarm: Exploring the Dual Effects of Team Creative Star's Influence on Team Creativity.* Paper presented at the 78th Annual National Meeting of Academy of Management, Chicago, IL (August).

Yuan, Z.Y., Li, N., Mai., Ye, Z., & Yu, J. 2017 *Sponsoring Teammates’ Social Resources and Newcomer Socialization in Teams*. Paper presented at the 77th Annual National Meeting of Academy of Management, Atlanta, GA (August).

Li, N., Liao, H.Y., & Zhao, H.H. 2017. *Understanding the Antecedents and Consequences of Social Loafing in Teams: A Network Perspective*. Paper presented at the 77th Annual National Meeting of Academy of Management, Atlanta, GA (August).

Li, N., Harris, B. T., & Zhao, H.H. 2017. *Clarifying Member Personality Influences on Team Effectiveness: Toward a Social Network Approach*. Paper presented at the 77th Annual National Meeting of Academy of Management, Atlanta, GA (August).

Li, N., Zhao, H.H., Ren, J.B., & Harris, B. T. 2016. *Member personality and team processes: A social network perspective*. Paper presented at the 76th Annual National Meeting of Academy of Management, Anaheim, CA (August).

Yu, J., & Li, N. 2016. *Towards A Person-Centric Theory of Social Capital Development: A Qualitative Study*. Paper presented at the 76th Annual National Meeting of Academy of Management, Anaheim, CA (August).

Li, N. Zheng, X.M., Harris, T.B., & Liu, X. 2015. *Recognizing ""Me"", Hoping for ""We"": A Multilevel Model of Individual Recognition in Teams.* Paper presented at the 75th Annual National Meeting of Academy of Management, Vancouver, Canada (August).

Zhao, H.H., Li, N., & Zhang, X.A. 2015. *Distinguishing the Discontinuity: A Network Perspective of Peer-Performance Ratings in Teams*. Paper presented at the 75th Annual National Meeting of Academy of Management, Vancouver, Canada (August).

Li, N., Yu, J., Zhang. X. A., & Zhao, H. H. 2014. *The power of neglected ones: A social network perspective on LMX in teams*. Paper presented at the 74th Annual National Meeting of Academy of Management, Philadelphia, PA (August).

Thundiyil, T., Chiaburu, D. S., Li, N., & Wagner, D. T. 2014. *When the mood hits your eye: Interactive effects of cognition and affect on creativity*. Paper presented at the 74th Annual National Meeting of Academy of Management, Philadelphia, PA (August).

Li, N., Zhao, H. H., Walter, S., Zhang, X. A., & Yu, J. 2014. *Elite members' behavioral influence in teams*. Paper presented at The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Zhao, H. H., & Li, N. 2014. *Social Network Divide in Peer Performance Rating*. Paper presented at The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Lomeli, L., Chiaburu, D. S., Zhang, X. A., & Li, N. 2014. *Good or Bad Customer? Customer Treatment Connected to Employee Citizenship*. Paper presented at The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Swider, B. W., & Li, N. 2013 *Demystifying the impact of leader succession: an integration of three divergent theories.* Paper presented at the 73rd Annual National Meeting of Academy of Management, Orlando, FL (August).

McCormick, B. W., Li, N., Chiaburu, D. S., & Zhang, X. 2013. *Worker prosocial motivation: responses to customers in an experience sampling study.* Paper presented at the 73rd Annual National Meeting of Academy of Management, Orlando, FL (August).

Huang, J., Chiaburu, D. S, & Li, N. 2013. *A within-individual investigation of emotional labor: Consequences and moderators*. Paper presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Gardner, R., Li, N., & Harris, T. 2013. *Moderation in All Things: Interaction Effects in Management Research*. Paper presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Li, N., Harris, T., & Stoverink, C. A. 2012. *Rewarding “I” while hoping for “We”: A sensemaking view of team reward structures*. Paper presented at the Southern Management Association Meetings, Fort Lauderdale, Florida (November).

Zhang, X. A., Li, N., & Harris, T. 2012. *Followership vs. Friendship: The differential effects of guanxi and formal work ties in supervisor-subordinate relationships*. Paper presented at the Southern Management Association Meetings, Fort Lauderdale, Florida (November).

Stoverink, C. A., Chiaburu, D. S., Li, N., & Zhang, X.A. 2012. *Getting along to get ahead: The effect of extraversion on interpersonal citizenship when impression management motives are high.* Paper presented at the Southern Management Association Meetings, Fort Lauderdale, Florida (November).

Stoverink, A. C., Li, N., & Umphress, E. E. (2012). *Fairness in an Electronic Workplace: The Role of Media Richness*. Paper presented at the 72nd Annual National Meeting of Academy of Management, Boston, Massachusetts (August).

Harris, T., Kirkman, B.L., & Li, N. (2012). *Beyond Leader-Member Dyadic Relationships in Teams: A Multi-foci Perspective on Team Leadership*. Paper presented at the 72nd Annual National Meeting of Academy of Management, Boston, Massachusetts (August).

Li, N., Harris, T., Boswell, W. R, & Xie, Z. T. 2011. *Getting what’s new from newcomers: the role of empowering leadership, organizational support for creativity, and coworker trust in newcomers’ voice and creativity*. Paper presented at the Southern Management Association Meetings, Savannah, Georgia (November).

Li, N., Kirkman, B. L., & Harris, T. B. 2011. *Standing out or fitting in? A multilevel examination of leader-member exchange theory in the workgroup context*. Paper presented at the Southern Management Association Meetings, Savannah, Georgia (November). ***Winner of the*** ***Best Doctoral Paper of the Conference.***

Zhang, X. A., & Li, N. 2011. *Doing good but looking bad? The moderating effect of organizational politics on the relationship between citizenship behavior and performance ratings***.** Paper presented at the 71st Annual National Meeting of Academy of Management, San Antonio, TX (August).

Chiaburu, D. S., Chakrabarty, S., & Li, N. 2011. *Connecting social exchanges and citizenship behaviors across cultures: A meta-analytic investigation***.** Paper presented at the 71st Annual National Meeting of Academy of Management, San Antonio, TX (August).

Li, N., & Kirkman, B. L. 2010. *When should leaders treat their followers differently? Examining the positive and negative effects cross-level effects of LMX differentiation on employee performance in a team context***.** Paper presented at the Southern Management Association Meetings, St. Pete Beach, Florida (October).

Li, N. & Dai, L. 2010. *A temporal perspective of transaction cost theory***.** Paper presented at the Southern Management Association Meetings, St. Pete Beach, Florida (October). ***Winner of the*** ***Best Doctoral Paper of the Conference.***

Li, N., & Chiaburu, D. S. 2010. *Social climate as a double-edged sword: Connecting empowering leadership and discretionary behaviors****.*** Paper presented at the 70th Annual National Meeting of Academy of Management, Montreal, Canada (August).

Li, N., & Harris, T. 2010. *Promoting newcomers’ performance: The role of developmental feedback and proactive personality****.*** Paper presented at the 70th Annual National Meeting of Academy of Management, Montreal, Canada (August).

Harris, T., & Li, N. 2009. *Impediments to line of sight: A sensemaking analysis of mid-level managers' decisions to communicate tacit organizational objectives to subordinates***.** Paper presented at the Southern Management Association Meetings, Asheville, North Carolina (November).

Li, N., Kirkman, B. L. & Porter, C. O. L. H 2009. *Beyond organizational citizenship: Toward a multilevel model of team citizenship behavior***.** Paper presented at the 69th Annual National Meeting of Academy of Management, Chicago, IL (August).

Li, N., Liang, J. & Crant, M. J 2008. *Elaborating the effects of proactive personality in China: A relational perspective***.** Paper presented at the 68th Annual National Meeting of Academy of Management, Anaheim, CA (August).

**INVITED PRESENTATIONS**

University of Illinois at Urbana–Champaign (2012)

Tsinghua University (2013, 2014)

Huazhong University of Science and Technology (2013, 2015, 2019)

Peking University (2015)

Shanghai Jiaotong University (2015)

Georgia Tech (2016)

Shanghai University (2016, 2017, 2018)

Shanghai University of Finance and Economics (2016)

Tongji University (2017, 2018)

Beihang University (2017, 2018)

University of Connecticut (2017)

University of Hong Kong (2018, 2019)

Southeast University (2018, 2019)

Zhejiang University (2019)

Hitotsubashi University (2019)

**PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

**Professional Associations:**

Member, American Psychology Association (APA)

Member, Society for Industrial and Organizational Psychology (SIOP)

Member, Academy of Management (AOM)

Member, Southern Management Association (SMA)

**Ad-hoc reviewer Activities:**

*Academy of Management Journal*

*Academy of Management Review*

*Administrative Science Quarterly*

*Journal of Applied Psychology*

*Organizational Behavior and Human Decision Processes*

*Journal of Management*

*Journal of Experimental Psychology: Applied*

*Journal of Organizational Behavior*

*Organizational Psychology Review*

*Human Relations*

*Journal of Organizational and Occupational Psychology*

*Applied Psychology: An International Review*

*The Scandinavian Journal of Psychology*

*Natural Science Foundation*

**Dissertation Chair (Co-Chair):**

Dissertation Committee Co-Chair:

*Jia Yu (2016), Dept. of Management & Organizations, University of Iowa (Placed at University of Nebraska, Lincoln, Assistant Professor)*

*Hailin Zhao (2015), Dept. of Management & Organizations, University of Iowa (Placed at University of Hong Kong, Assistant Professor)*

Dissertation Committee Chair:

*Zhenyu Yuan (2019) Dept. of Management & Organizations, University of Iowa (Placed at University of Illinois, Chicago, Assistant Professor)*

*Huiyao Liao (expected 2021), Department of Management & Entrepreneurship, University of Iowa*

**Dissertation Committee Member:**

Qi Zhang (2021 expected), Dept. of Management & entrepreneurship

Robert Barrett (2020 expected), Dept. of Management & entrepreneurship

Daniel Goering (2019), Dept. of Management & entrepreneurship

Christina Li (2019), Dept. of Management & entrepreneurship

Bethany Cockburn (2018), Dept. of Management & Organizations

Sheryl Walter (2016), Dept. of Management & Organizations

Elizabeth Follmer (2016), Dept. of Management & Organizations

Cody Reeves (2015), Dept. of Management & Organizations

Patrick Downes (2015), Dept. of Management & Organizations

Erik Gonzalez-Mule (2015), Dept. of Management & Organizations

Brian W McCormick (2014), Dept. of Management & Organizations

David S DeGeest (2014), Dept. of Management & Organizations

**TEACHING**

***Texas A&M University (2011)***

Teaching interests: Organizational Behavior; Human Resource Management; Leadership; Research Methods;

MGMT 373: Managing Human Resources (for upper-level business students)

***The University of Iowa (2013-)***

06J:130: Individuals, Teams, and Organizations

165:923: Business and Culture in China

06J:276: Leadership (Ph.D. seminar)

06N:212:EXH: Management in Organizations (MBA course)

MBA:8120:0EXC: Management in Organizations (MBA course)