

November 2018

CURRICULUM VITAE STEVEN M. FARMER

Office Address

Wichita State University
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Education

Ph.D., Organizational Behavior. School of Management, Georgia Institute of Technology, 1993.
M.S., Management. School of Management, Georgia Institute of Technology, 1991.
M.A., Organizational and Social Psychology. Southern Methodist University, 1980.
B.S., Psychology. Tulane University, 1978.

Academic Positions and Appointments

July 2012-June 2015	Chairperson, Department of Management, W. Frank Barton School of Business, Wichita State University, Wichita, Kansas
August 2004 – present	W. Frank Barton Distinguished Chair in Business, Professor (2008), Department of Management, W. Frank Barton School of Business, Wichita State University, Wichita, Kansas
August 2002 – August 2005	Chairperson and Associate Professor, Department of Management, W. Frank Barton School of Business, Wichita State University, Wichita, Kansas
August 1999 – July 2002	Assistant Professor, Department of Management, W. Frank Barton School of Business, Wichita State University, Wichita, Kansas
August 1994 – June 1999	Assistant Professor, Faculty of Organizational Studies, School of Business, Clarkson University, Potsdam, New York
September 1993 – June 1994	Part-time Instructor, School of Management, Georgia Institute of Technology, Atlanta, Georgia
September 1989 – May 1993	Graduate Teaching Assistant, School of Management, Georgia Institute of Technology, Atlanta, Georgia
June 1990 – May 1994	Adjunct Instructor, School of Continuing Education, Oglethorpe University, Atlanta, Georgia

Research Areas

Employee innovation; work roles and identities; prosocial behaviors and identities; nascent entrepreneurship; power, politics, and upward influence in organizations; management of volunteers

Publications

Refereed Journals (current citation count per Google Citation = 6433):

- Schenkel, M.T., Farmer, S.M., & Maslyn, J.M. Process improvement suggestions in SMEs: The impact of harmonious passion for entrepreneurship, employee creative self-efficacy and time spent innovating. Accepted at *Journal of Small Business Strategy*.
- Yoon, D.J., & Farmer, S.M. Power that builds others and power that breaks: Effects of power and humility on altruism and incivility in female employees. Accepted at *Journal of Psychology*.
- Matherne, C., Ring, J.K., & Farmer, S.M. 2018. Organizational moral identity and moral identity congruence: Relationships with citizenship behaviors and unethical prosocial behaviors. *Journal of Business and Psychology*, 33: 711-726
- Maslyn, J.M., Farmer, S.M., & Bettenhausen, K. 2017. When organizational politics matters: The effects of the perceived frequency and proximity of experienced politics. *Human Relations*, 70: 1486-1513.
- Farmer, S.M., & Van Dyne, L. 2017. Organization-specific prosocial helping identity: Doing and belonging as the basis of "being fully there." *Journal of Organizational Behavior*, 38: 769-791.
- Maslyn, J.M. Schyns, B., & Farmer, S.M. 2017. Attachment style and leader-member exchange: The role of effort to build high quality relationships. *Leadership and Organization Development Journal*, 38: 450-462.
- Farmer, S.M., Van Dyne, L., & Kamdar, D. 2015. The contextualized self: How team-member exchange leads to coworker identification and helping OCB. *Journal of Applied Psychology*, 100: 583-595.
- Merriman, K., Maslyn, J.M., & Farmer, S.M. 2012. An inter- and intraindividual perspective of the substitutability of fairness rules for trust within teams. *Journal of Applied Social Psychology*, 42: 850-873.
- Farmer, S.M., Yao, X., & Kung-McIntyre, K. 2011. The behavioral impact of entrepreneur identity aspiration and prior entrepreneurial experience. *Entrepreneurship: Theory and Practice*, 35: 245-273.
- Tierney, P., & Farmer, S. M. 2011. Creative self-efficacy development and creative performance over time. *Journal of Applied Psychology*, 96: 277-293.
- Markova, G., Perry, J., & Farmer, S. 2011. It's all about the data: Challenges and solutions in the study of nascent entrepreneurship. *Journal of Developmental Entrepreneurship*, 16: 169-198.
- Farmer, S.M., & Van Dyne, L. 2010. The idealized self and the situated self as predictors of employee work behaviors. *Journal of Applied Psychology*, 95: 503-516.
- Fedor, D.F., Maslyn, J.M., Farmer, S.M., & Bettenhausen, K. 2008. The contribution of positive politics to the prediction of employee reactions. *Journal of Applied Social Psychology*, 38: 76-96.
- Caldwell, S.D., Farmer, S. M., & Fedor, D.B. 2007. The influence of age on volunteer contributions in a nonprofit organization. *Journal of Organizational Behavior*, 29: 311-333.
- Farmer, S. M., & Aguinis, H. 2005. Accounting for subordinate perceptions of supervisory power: An identity-dependence model. *Journal of Applied Psychology*, 90: 1069-1083.
- Abdinnour-Helm, S., Chapparo, B. S., & Farmer, S. M. 2005. Using the End-User Computing Satisfaction (EUCS) instrument to measure satisfaction with a web site. *Decision Sciences*, 36: 341-364.

- Farmer, S. M., & Seers, A. 2004. Time enough to work: Employee motivation and entrainment in the workplace. *Time & Society*, 13: 265-284.
- Tierney, P., & Farmer, S. M. 2004. An application of the Pygmalion process to subordinate creativity. *Journal of Management*, 30: 413-432.
- Farmer, S. M., Tierney, P., & Kung-McIntyre, K. 2003. Employee creativity in Taiwan: An application of role identity theory. *Academy of Management Journal*, 46: 618-630.
- Tierney, P., & Farmer, S. M. 2002. Creative self-efficacy: Its potential antecedents and relationship to creative performance. *Academy of Management Journal*, 45: 1137-1148.
- Farmer, S. M., & Fedor, D. B. 2001. Changing the focus on volunteering: An investigation of volunteers' multiple contributions to a charitable organization. *Journal of Management*, 27: 191-211.
- Farmer, S. M., & Maslyn, J. M. 1999. Why are styles of upward influence neglected? Making the case for a configurational approach to influence. *Journal of Management*, 25: 653-682.
- Tierney, P., Farmer, S. M., & Graen, G. B. 1999. An examination of leadership and employee creativity: The relevance of traits and relations. *Personnel Psychology*, 52: 591-620.
- Farmer, S. M., & Fedor, D. B. 1999. Volunteer participation and withdrawal: A psychological contract perspective on the role of satisfaction, expectations, and organizational support. *Nonprofit Management and Leadership*, 9: 349-367. **Editor's Award for Best Scholarly Paper in Nonprofit Management and Leadership, 1999.**
- Farmer, S. M., & Roth, J. 1998. Conflict handling behavior in work groups: Effects of group structure, decision processes, and time. *Small Group Research*, 29: 669-713.
- Farmer, S. M., Maslyn, J. M., Fedor, D. B., & Goodman, J. S. 1997. Putting upward influence strategies in context. *Journal of Organizational Behavior*, 18: 17-42.
- Maslyn, J. M., Farmer, S. M., & Fedor, D. B. 1996. Failed upward influence attempts: Predicting the nature of subordinate persistence in pursuit of organizational goals. *Group and Organization Management*, 21: 461-480.
- Herold, D. M., Farmer, S. M., & Mobley, M. I. 1995. Pre-implementation attitudes toward the introduction of robots in a unionized environment. *Journal of Engineering and Technology Management*, 12: 155-173.
- Farmer, S. M., & Hyatt, C. W. 1994. Effects of task language demands and task complexity on computer-mediated work groups. *Small Group Research*, 25: 331-366.

Refereed Proceedings Publications:

- Farmer, S.M., Yao, X., & Kung-McIntyre, K. 2008. Entrepreneur role prototypes and role identity in the U.S., China, and Taiwan. Best Paper Proceedings of the Academy of Management, Anaheim, CA.
- Yao, X., Farmer, S., & Kung-McIntyre, K. 2007. Who is the entrepreneur? Prototypical views of the entrepreneurial role across three cultures. *Frontiers of Entrepreneurship Research*: 27(5), Article 16. Available at: <http://digitalknowledge.babson.edu/fer/vol27/iss5/16>
- Caldwell, S., Farmer, S. M., & Fedor, D. B. 2004. Predictors of group and individual level outcomes of volunteers in a non-profit organization. Best Paper Proceedings of the Academy of Management, New Orleans. **Best Paper Award, Public and Nonprofit Division.**
- Farmer, S. M., and Aguinis, H. 1999. Antecedents and outcomes of subordinate perceptions of power in supervisor-subordinate relationships: An integrated model. Best Papers Proceedings of the Academy of Management, Chicago.

- Farmer, S. M., & Fedor, D. B. 1997. Volunteer participation and turnover intentions: The role of satisfaction, expectations, and organizational support. Best Papers Proceedings of the Academy of Management, Boston. *Best Paper Award, Public and Nonprofit Division*.
- Farmer, S. M., Fedor, D. B., Goodman, J. S., & Maslyn, J. M. 1993. Factors affecting the use of upward influence strategies. Best Papers Proceedings of the Academy of Management, Atlanta, Georgia.

Invited Contributions

- Farmer, S.M., & Tierney, P. 2017. Considering creative self-efficacy: Its current state and ideas for future inquiry. In M. Karwowski & J.C. Kaufman (Eds.), *Creativity and the self*, 23-47. London: Academic Press.
- Yao, X. Farmer, S., & Kung-McIntyre, K. 2016. Who is the entrepreneur? Prototypical views of the entrepreneurial role across three cultures. In T.M. Devinney, G. Markman, T. Pedersen, & L. Tibanyi (Eds.), *Advances in international management: Global entrepreneurship: Past, present & future*, 29, 117-145. Emerald Group Publishing Limited.
- Van Dyne, L., & Farmer, S. M. 2005. It's who I am: Role identity and organizational citizenship behavior of volunteers. In D. L. Turnipseed (Ed.), A handbook on organizational citizenship behavior: A review of 'Good Soldier' activity in organizations: 181-207. Hauppauge, NY: Nova Science Publishing.

Refereed Presentations

- Merriman, K.M., Farmer, S.M., & Maslyn, J.M. 2015. Differentiating entitlements and benevolents in support for societal need-based distributions. Paper presented at the annual conference of the Eastern Academy of Management, Philadelphia, PA.
- Schenkel, M.T., Farmer, S.M., & Maslyn, J.M. 2015. From harmonious passion to innovation: Examining the roles of creative self-efficacy and leadership. Paper presented at the annual conference of the Academy of Management, Vancouver, CA.
- Farmer, S.M., & Van Dyne, L. 2013. The contextualized self: How team-member exchange leads to coworker identification and helping OCB. Paper presented at the annual conference of the Academy of Management, Orlando, FL.
- Farmer, S.M., & Van Dyne, L. 2012. Prosocial or proself? Lagged antecedents and outcomes of organization-specific prosocial identity. Paper presented at the annual conference of the Academy of Management, Boston, MA.
- Maslyn, J.M., Farmer, S.M., Fedor, D.B., & Bettenhausen, K.L. 2011. Curvilinear predictors of functional and dysfunctional organizational politics. Paper presented at the 2011 Annual Society for Industrial and Organizational Psychology Conference, Chicago.
- Farmer, S.M. 2010. Creative identity, creativity, and fairness for others in the workplace. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta.
- Tierney, P., & Farmer, S.M. 2009. How LMX shapes creative and non-creative performance: The influence of reflected role appraisals. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

- Farmer, S.M., Yao, X., & Kung-McIntyre, K. 2008. Entrepreneur role prototypes and role identity in the U.S., China, and Taiwan. Paper presented at the annual conference of the Academy of Management, Anaheim, CA.
- Farmer, S. M., & Van Dyne, L. 2008. Self-role Fit: A self-determination perspective on meaning at work. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
- Yao, X., Farmer, S.M., & Kung-McIntyre, K. 2008. Entrepreneur prototypes across three cultures. Paper presented at the annual conference of the United States Association for Small Business and Entrepreneurship, San Antonio, TX.
- Merriman, K.K., Maslyn, J.M., & Farmer, S.M. 2007. The importance of distributive fairness under conditions of evolving trust: A test of uncertainty management theory. Paper presented at the annual conference of the Academy of Management, Philadelphia, PA.
- Farmer, S.M., & Tierney, P. 2007. Leader behavior, creativity, and the creative self-concept. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New York.
- Farmer, S.M., Tierney, P., & Beldona, S. 2007. Comparison of personal and contextual profiles of effective creators among high tech employees in India and the U.S. Presentation as part of symposium, Toward a global understanding of innovation and creativity, (P. Tierney, chair). Annual conference of the Society for Industrial and Organizational Psychology, New York.
- Yao, X., Farmer, S.M., & Kung-McIntyre, K. 2007. Who is the entrepreneur? Prototypical views of the entrepreneurial role across three cultures. Paper presented at the Babson College Entrepreneurship Research Conference, Madrid, Spain.
- Tierney, P., & Farmer, S.M. 2006. A multi-level perspective on leading for creativity. Paper presented at the annual Conference of the Academy of Management, Atlanta.
- Maslyn, J.M., Farmer, S.M., & Merriman, K. 2006. Predicting the fairness of allocation in groups. Paper presented at the annual conference of the Academy of Management, Atlanta.
- Maslyn, J.M., Fedor, D.B., Farmer, S.M., & Bettenhausen, K. 2005. Perceptions of the positive side of organizational politics: Roles of the frequency and distance of political behavior. Paper presented at the annual conference of the Southern Management Association, Charlotte, SC.
- Farmer, S.M., & Van Dyne, L. 2005. Doing only what they like to do? Role identities, role fit, and role verification as predictors of role behaviors. Paper presented at the annual conference of the Academy of Management, Hawaii.
- Farmer, S.M., & Tierney, P. 2005. Exploration into the impact of context and role identity in relation to creative self-efficacy. Paper presented at the annual conference of the Academy of Management, Hawaii, as part of joint OB/HR divisions symposium "Understanding the Importance of Context for Employee Creativity: A New Vision for Management in the 21st Century."
- Caldwell, S., Farmer, S. M., & Fedor, D. B. 2004. Predictors of group and individual level outcomes of volunteers in a non-profit organization. Paper presented at the annual conference of the Academy of Management, New Orleans.
- Fedor, D. B., Maslyn, J. M., Farmer, S. M., & Bettenhausen, K. 2003. A positive twist to perceptions of politics. Paper presented at the annual conference of the Academy of Management, Seattle.
- Tierney, P., & Farmer, S. M. 2003. Leading for Creativity: Development of the Creativity Leadership Index. Paper presented at the annual conference of the Academy of

- Management, Seattle.
- Tierney, P., & Farmer, S. M. 2003. A multiple role perspective of employee creativity in Taiwan. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, April.
- Abdinnour-Helm, S., Chaparro, B., & Farmer, S. M. 2002. Measuring satisfaction with a web site: A usability testing approach. Paper presented at the annual conference of the Decision Sciences Institute, San Diego.
- Farmer, S. M. 2002. Workplace creativity in an international frame. Presented at the annual conference of the Academy of International Business, San Juan, Puerto Rico.
- Farmer, S. M., Tierney, P., & Kung, K. 2001. Employee creativity in Taiwan: The interaction of role identity and multiple cultural domains. Paper presented at the annual conference of the Academy of Management, Washington, D.C. ***Nominated by Organizational Behavior Division for the Carolyn Dexter International Award.***
- Tierney, P., & Farmer, S. M. 2000. Creative self-efficacy: Its potential antecedents and relationship to creative performance. Paper presented at the annual conference of the Academy of Management, Toronto.
- Farmer, S. M., and Aguinis, H. 1999. Antecedents and outcomes of subordinate perceptions of power in supervisor-subordinate relationships: An integrated model. Paper presented at the annual conference of the Academy of Management, Chicago.
- Farmer, S. M., and Seers, A. 1999. Social entrainment processes in individual and groups: A multilevel integration. Paper presented at the annual conference of the Southern Management Association, Atlanta.
- Farmer, S. M., & Seers, A. 1998. Temporal dynamics in work teams: Toward a model of task force pacing. Paper presented at the annual conference of the Southern Management Association, New Orleans.
- Farmer, S. M., & Fedor, D. B. 1997. Volunteer participation and turnover intentions: The role of satisfaction, expectations, and organizational support. Paper presented at the annual conference of the Academy of Management, Boston.
- Farmer, S. M., & Fedor, D. B. 1996. Examinations of effective volunteering: A preliminary framework of executive-level volunteer performance in a nonprofit health care advocacy organization. Paper presented at the annual conference of the Academy of Management, Cincinnati, OH.
- Roth, J., & Farmer, S. M. 1995. Conflict-handling behavior in work groups: The effects of decision processes and time. Paper presented at the annual conference of the Academy of Management, Vancouver.
- Farmer, S. M., Fedor, D. B., & Maslyn, J. M. 1994. When the boss says no: Stability and determinants of upward influence styles after a failure. Paper presented at the annual conference of the Academy of Management, Dallas, as part of symposium (Toward a paradigm of influence: The road ahead).
- Maslyn, J. M., Fedor, D. B., & Farmer, S. M. 1994. Predicting influence tactics: The dynamic nature of antecedents. Paper presented at the annual conference of the Academy of Management, Dallas.
- Farmer, S. M., Fedor, D. B., Goodman, J. S., & Maslyn, J. M. 1993. Factors affecting the use of upward influence strategies. Paper presented at the annual conference of the Academy of Management, Atlanta, Georgia.
- Farmer, S. M., Fedor, D. B., Maslyn, J. M., & Goodman, J. S. 1993. Strategies in upward influence: Antecedents of upward influence styles. Paper presented at the annual conference of the Southern Management Association, Atlanta, Georgia.

- Farmer, S. M. 1992. Effects of informational quality on strategy and performance in computer-mediated groups. Paper presented at the annual conference of the Academy of Management, Las Vegas, Nevada.
- Farmer, S. M. 1992. Electronic media and task demands: Some implications for the study of work groups. Paper presented at the annual conference of the Southern Management Association, New Orleans, Louisiana. *Doctoral Student Best Paper Award*.
- Farmer, S. M. 1991. Computer supported collaborative work and computer-mediated technologies: A new direction for work groups. Paper presented at the 12th Annual I/O and O.B. Graduate Student Conference, St. Louis, Missouri.
- Herold, D. M., Farmer, S. M., and Mobley, M. I. 1991. Unionized workers' beliefs about robots. Paper presented at the annual conference of the Southern Management Association, Atlanta, Georgia.

Symposia Organized

For Me, For You, or For Them? Contrasting Prosocial and Proself Motivations in Organizations. Co-chair with Linn Van Dyne (Michigan State University). Organizational Behavior division symposium, 2012 annual conference of the Academy of Management, Boston. Participants: Steven Farmer, Linn Van Dyne, Bradford Baker, Michael Johnson, Danielle Cooper, Sherry Thatcher, Victoria McKee, Anya Johnson, Sharon Parker, Helena Hong, Caroline Bartel.

Toward a paradigm of influence: The road ahead. Co-chair with Asha Rao (McGill University). Joint symposium of the Organizational Behavior and Conflict Management divisions, 1994 annual conference of the Academy of Management, Dallas. Participants: Steven Farmer, Bruce Barry, K. Michele Kacmar, Asha Rao, Stuart Schmidt, and Chester Schriesheim.

Research in Progress

- A collectivist consideration of creativity leadership. With Pam Tierney.
- Starting a New Journey Yet Depleted? An Ego Depletion Perspective of Organizational Newcomers' Creativity Depletion. With L. Huang.
- Creativity under threat: Examining the reputational and knowledge hiding consequences of employee creativity. With J. Carnevale, L. Huang, & L. Vincent. Under review.
- Creative role identity congruence, cultural tightness, and creative engagement. With J. Ramsey & M. Lorenz.

Funded Research

- Yao, X., Farmer, S.M., & Kung-McIntyre, K. Entrepreneur prototypes, identity, and the goal striving process of entrepreneurial activities in China, Taiwan, and the U.S. Financial support of \$30,600 for summer 2007 through the Market Based Management Research Grant Program, Wichita State University.
- Roth, J., & Farmer, S. M. Conflict-handling behavior in work groups: The effects of decision processes and time. Paper presented at the 1995 annual conference of the Academy of Management, Vancouver. Financial support of \$2000 provided by the Consortium on Negotiation and Conflict Resolution, Georgia Institute of Technology.

Integration of task-related research on computer-mediated work groups: Development of a model. 1994. Computer equipment and software valued at \$4000 donated by Fujitsu Networks Industry Inc. to support the research.

Technical Reports

Gaimon, C., & Farmer, S. M. 1989. Delivery time requirements for the Roadshow delivery forecasting system. Prepared for W. H. Smith Wholesale, Atlanta, Georgia.

Teaching Experience

Undergraduate

- *Principles of Management*. Core business requirement (2016-present)
- *Organizational Behavior*. Upper level survey course (1989, 1991-93, 1997, 2000)
- *Human Resource Management*. Upper level survey course (1991, 1993-96)
- *Labor Relations*. Upper level survey course (1994-1998)
- *Making Effective Decisions*. Upper level elective on managerial decision making, open to graduate students (2001, 2002, 2005, 2007-present)

Graduate

- *Human Resource Management*. Elective for master's students (1995-1996)
- *Organizational Behavior and Performance Management*. Core MBA module (1997-1998)
- *Labor Relations*. Elective for master's students (1994-1998)
- *Research Methods*. Elective on field and lab based research methods (1995)
- *Business Decision-Making and Analysis*. Core MBA requirement (1999-present)
- *MBA Basics: Management and Marketing*. MBA pre-requisite (2005-2006, 2011-2012)

Executive MBA

- *Quantitative Decision Methods*. Executive MBA requirement (Fall 2008, Fall 2010).

Other

- Conducted Making Effective Decisions for Mini-MBA CMD program, 2003-2004
- Conducted Training and Development portion of HR Certificate program offered through Barton School Center for Management Development, October 1999

Teaching Interests

- Organizational behavior, esp. creativity and innovation, decision making, research methods

Professional Awards and Honors:

External

- Best Paper, Public and Nonprofit Division, 2004 Academy of Management conference
- Named to 2002 Best Reviewers list, Academy of International Business conference
- Paper nominated for the Carolyn Dexter International Award given by the annual conference of the Academy of Management, 2001 (Employee creativity in Taiwan: The interaction of role identity and multiple cultural domains).
- Editor's Award for Best Scholarly Paper in Nonprofit Management and Leadership for 1999
- Best Paper, Public and Nonprofit Division, 1997 Academy of Management conference
- Best Paper for a doctoral student, 1992 Southern Management Association conference

Internal

- Graduate Instructor of the year for 2012, W. Frank Barton School of Business
- Researcher/Writer of the Year for 2011, W. Frank Barton School of Business
- Outstanding Service Award for 2011, W. Frank Barton School of Business
- Nominated for the WSU Excellence in Research Award for 2011
- Finalist, W. Frank Barton School of Business Graduate Teaching Award for 2009
- Finalist, W. Frank Barton School of Business Graduate Teaching Award for 2007
- Wichita State University Phi Kappa Phi Faculty Scholar for 2006
- Researcher/Writer of the Year for 2006, W. Frank Barton School of Business
- Holder of W. Frank Barton Distinguished Chair in Business, 2004-present
- Finalist, W. Frank Barton School of Business Graduate Teaching Award for 2004
- Nominated for the WSU Excellence in Research award for 2004, 2005
- Barton Fellow, W. Frank Barton School of Business, 2002-2004
- Entrepreneurship Research Associate, W. Frank Barton School of Business, 2002-2004
- Member, Phi Kappa Phi Honor Society, 2002
- Researcher/Writer of the Year for 2002, Barton School of Business
- Young Faculty Scholar Award for 2001, Wichita State University
- Master of Business Administration Students Professor of the Year, W. Frank Barton School of Business, Wichita State University, 2001
- Researcher/Writer of the Year for 2001, Barton School of Business, Wichita State University
- Full membership, Graduate Faculty, Wichita State University
- Researcher/Writer of the Year for 1999, W. Frank Barton School of Business
- Appointment as Assistant Professor of Psychology, Clarkson University, 1995-1999
- Clarkson School of Business Leadership Award, 1997
- Clarkson School of Business Research Award, 1995
- President's Fellow, School of Management, Georgia Institute of Technology, 1988-1992

Editorial Roles

Associate Editor

- *Organizational Behavior and Human Decision Processes, 2012-2015*

Editorial Board Member

- *Academy of Management Journal, 2010-2013*
- *Organizational Behavior and Human Decision Processes, 2007-2012, 2015-present*
- *Journal of Organizational Behavior, 2002-2006*
- *Small Group Research, 1999-2003*

Ad hoc referee

- *Journal of Applied Psychology*
- *Group and Organization Management*
- *Human Relations*
- *Journal of Applied Social Psychology*
- *Journal of Creative Behavior*
- *Journal of Management Studies*
- *Journal of Occupational and Organizational Psychology*
- *Journal of World Business*
- *Leadership Quarterly*
- *Nonprofit and Voluntary Sector Quarterly*
- *Nonprofit Management and Leadership*
- *Organization Science*
- *Organizational Research Methods*
- *Academy of International Business Conference*
- *Academy of Management Conference*
- *International Association of Chinese Management Research*
- *Southern Management Association Conference*

Memberships

- Academy of Management
- Society for Industrial/Organizational Psychology

Administration (Wichita State)

- Chairperson, Department of Management, 2002-2005, 2012-2015

Service

Wichita State

University

- Graduate Council, 2006-2013
- Phi Kappa Phi Scholarship Coordinator, 2006-2010
- Grievance Convener, Fall 2010
- Resource Panel, Community Mental Health Centers in Kansas, 2008-present

Business School

- Chair, Graduate Programs Committee, W. Frank Barton School of Business, 2008-2011
- Member, Graduate Programs Committee, W. Frank Barton School of Business, 2011-2012
- Executive MBA teaching: MBA 800, Quantitative Decision Methods, 2008, 2010
- Entrepreneurship Curriculum Committee, 2005-2006
- Chair, Faculty Search Committee for endowed Barton Chair, 2006
- Coordinated Management major learning goals development and assessment for NCA/HLC accreditation, 2006
- Executive Committee, W. Frank Barton School of Business, 2002-2005
- Chair, Faculty Search Committee, Department of Management, 2005. 2012
- Chair, Faculty Search Committee (two positions), Department of Management, 2004
- Chair, Faculty Search Committee (two positions), Department of Management, 2001
- Graduate Program Committee, W. Frank Barton School of Business, 2001-2002
- Retrenchment Committee, W. Frank Barton School of Business, 2000-2001, 2005-present

Other

- Live Video Presentation for WSU and the World Series, “Building the Creative Worker,” October 2008, also broadcast on the Research Channel, aired Nov.-Dec. 2008