

T. BRAD HARRIS

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EDUCATION

*Texas A&M University, Mays Business School, College Station, Texas
Ph.D. in Business Administration, Management
Major: Organizational Behavior/Human Resources
Minor: Research Methods
**in progress (graduation Spring 2012)*

Dissertation: Making Functional Team Leadership Functional: The Interactive Effects of Leader Focus and Task Interdependence (*proposal defended June 2011*).

Advisory Committee: Bradley L. Kirkman (Chair)
Murray R. Barrick
Abbie J. Shipp
Aaron B. Taylor
Richard J. Lutz (University of Florida)

University of Florida, Warrington College of Business, Gainesville, Florida (2006)
Master of Business Administration, Management/HRM/Finance

Texas Tech University, Rawls College of Business, Lubbock, Texas (2003)
Bachelor of Business Administration, Finance

ACADEMIC EXPERIENCE (TEACHING & PROFESSIONAL)

Texas A&M University, 2008 – Present
Research Assistant – OB/HRM

Instructor – MGMT 363: “The Management Process” (Spring 2011, Spring 2012)
Instructor Quality Rating (of 5.00): Mean 4.87, Median 5.00
Overall Course Rating (of 5.00): Mean 4.76, Median 5.00

Instructor – MGMT 373: “Managing Human Resources” (Fall 2010)
Instructor Quality Rating (of 5.00): Mean 5.00, Median 5.00
Overall Course Rating (of 5.00): Mean 4.85, Median 5.00

University of Florida, 2005 – 2006
Graduate Assistant – MBA Programs Office, Recruiting

REFEREED PAPERS

Li, N., **Harris, T.B.**, Boswell, W.R., & Xie, Z. (in press). The Role of Organizational Insiders' Developmental Feedback and Proactive Personality on Newcomers Performance: An Interactionist Perspective. *Journal of Applied Psychology*.

Swider, B.W., Barrick, M.R., **Harris, T.B.**, & Stoverink, A.C. (in press). Managing and creating an image in the interview: The role of interviewee initial impressions. *Journal of Applied Psychology*.

PAPERS CURRENTLY UNDER REVIEW/REVISION

Shipp, A.J., Furst, S.A., **Harris, T.B.**, & Rosen, B. Gone today but here tomorrow: Extending the unfolding model of turnover to consider boomerang employees. Under Review.

Chiaburu, D.S., **Harris, T.B.**, & Umphress, E.E. Men are from Mars, Women are from Venus? Citizenships behaviors across genders and the role of gender-specific system justification. Under Review.

Harris, T.B., Li, N., Boswell, W.R., & Xie, Z. Getting what's new from newcomers: The role of empowering leadership in newcomers' voice and creativity. Under Review.

Li, N., Kirkman, B.L., & **Harris, T.B.** Where do I stand? A multilevel examination of leader-member exchange theory in the workgroup context. Under Review.

WORKING PAPERS (COMPLETED MANUSCRIPTS)

Zhang, X., Li, N., & **Harris, T.B.** Personal ties with my boss: The case of Guanxi in Chinese organizations. Preparing for submission.

Harris, T.B., & Kirkman, B.L. Making functional team leadership functional: The interactive effects of leader focus and task interdependence. Preparing for submission.

Harris, T.B., Kirkman, B.L., & Li, N. Beyond leader-member dyadic relationships in teams: A multi-foci perspective on team leadership. Preparing for submission.

Djurdjevic, E., Koopman, J., & **Harris, T.B.** Interactive Effects of Implicit and Explicit Conscientiousness on Performance Outcomes. Preparing for submission.

Boswell, W.R., Olson-Buchanan, J.B., & **Harris, T.B.** Work-family boundaries and job satisfaction: The moderating role of job security. Preparing for submission.

WORKS IN PROGRESS

Li, N., **Harris, T.B.**, Kirkman, B.L., & Chen, G. An examination of team empowerment (data collection complete). Target: *Academy of Management Journal*.

Harris, T.B., & Li, N. Socialization in the NBA (data collection in progress). Target: *Academy of Management Journal*.

Swider, B.W., Barrick, M.R., & **Harris, T.B.** Exploring the first impression in employment interviews (data collection complete). Target: *Journal of Applied Psychology*.

Chiaburu, D.S. & **Harris, T.B.** The role of affect in training effectiveness (data collection complete). Target: *Journal of Applied Psychology*.

Harris, T.B. & Li, N. Middle Managers as buffers, amplifiers, and translators in organizational communication. (pilot complete, planning data collection). Target: *Academy of Management Journal*.

Djurdjevic, E. & **Harris, T.B.** Identity and ethical decision-making (data collection in progress). Target: *Journal of Applied Psychology*.

Djurdjevic, E. & **Harris, T.B.** Improving the construct and criterion-related validities of personality tests in personnel selection by integrating implicit measures: A focus on conscientiousness (planning data collection). Target: *Journal of Applied Psychology*.

CONFERENCE PAPERS & PRESENTATIONS

- Li, N., **Harris, T.B.**, Boswell, W.R., & Xie, Z. (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 annual meeting of the Southern Management Association (November), Savannah, GA.
- Li, N., Kirkman, B.L., & **Harris, T.B.** (2011). *Where do I stand? A multilevel examination of leader-member exchange theory in the workgroup context*. Paper presented at the annual meeting of the Southern Management Association (November), Savannah, GA.
- Harris, T.B.** & Kirkman, B.L. (2011). *Task interdependence, relational focus, and lifecycle stages as contingencies to team leadership*. Paper presented at the Academy of Management Annual Meeting (August), San Antonio.
- Stoverink, A.C., **Harris, T.B.**, Swider, B.W., & Barrick, M.R. (2011). *Putting their best foot forward: Impression management in the interview*. Paper presented at the annual meeting of the Southwest Academy of Management (March), Houston.
- Harris, T.B.**, Shipp, A.J., Furst, S.A., & Rosen, B. (2010). *Harnessing boomerang employees: The lasting effects of mentorship and recognition*. Paper presented at the annual meeting of the Academy of Management (August), Montreal.
- Li, N. & **Harris, T.B.** (2010). *Promoting newcomers' performance: The role of developmental feedback and proactive personality*. Paper presented at the annual meeting of the Academy of Management (August), Montreal.
- Harris, T.B.**, Stoverink, A.C., Swider, B.W., & Barrick, M.R. (2010). *Toward a new model of interviewer decision-making*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (April), Atlanta.
- Harris, T.B.** & Stoverink, A.C. (2010). *A multi-theoretical approach for achieving the optimal balance of an exploration-exploitation mindset*. Paper presented at the annual meeting of the Southwest Academy of Management (March), Dallas.
- Stoverink, A.C. & **Harris, T.B.** (2010). *Transactions and institutions: An organizational learning perspective*. Paper presented at the annual meeting of the Southwest Academy of Management (March), Dallas.
- Swider, B.W., Barrick, M.R., **Harris, T.B.**, & Stoverink, A.C. (2010). *Interviewers as human polygraphs: Detection of lying in the interview*. Paper presented at the annual meeting of the Southwest Academy of Management (March), Dallas.
- Harris, T.B.** & Li, N. (2009). *Impediments to line of sight: A sensemaking analysis of mid-level managers' decisions to communicate tacit organizational objectives*. Paper presented at the annual meeting of the Southern Management Association (November), Asheville, North Carolina.
- Harris, T.B.** (2009). *The entrepreneur's effect on real option valuation in the context of strategic entrepreneurship*. Paper presented at the annual meeting of the Academy of Management (August), Chicago.
- Harris, T.B.** & Kirkman, B.L. (2009). *Toward a new model of virtual team development*. Paper presented at the annual meeting of the Academy of Management (August), Chicago.

PROFESSIONAL ASSOCIATIONS

Academy of Management (2008 – Present)
Society for Industrial and Organizational Psychologists (2008 – Present)
Southern Management Association (2009 – Present)
Southwest Academy of Management (2010 – Present)

PROFESSIONAL SERVICE

Reviewer (*ad hoc*): Group & Organization Management (2011)
Reviewer (*ad hoc*): Human Resource Management Journal (2011)
Reviewer: Academy of Management Annual Meeting (OB/HR; 2010-2012)
Reviewer: Society for Industrial-Organizational Psychology (2011)
Reviewer: Southern Management Association Annual Meeting (OB/HR; 2009-2011)

GRANTS AND AWARDS

2011 Best Overall Doctoral Paper at the Annual Meeting of the Southern Management Association in Savannah, GA: “*Where do I stand? A multilevel examination of leader-member exchange theory in the workgroup context*” (with Ning Li & Brad Kirkman)

2011 Recipient of \$6,000 research grant from Mays Business School at Texas A&M University

2008 Regents Fellowship/Mays Scholarship, Texas A&M University (extends through 2013)

PAST WORK EXPERIENCE (NON-ACADEMIC)

2007-12: *Officer*: Simple Heart, Inc.
2007-08: *Account Service Manager*: TXU Energy, Dallas, TX
2004-05: *Secondary Marketing Manager*: Jefferson Mortgage, Dallas, TX