

## STEPHEN H. COURRIGHT

Department of Management

Mays Business School

Texas A&M University

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## EDUCATION

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### **University of Iowa, Tippie College of Business**

2007-2012 Ph.D. Business Administration (Organizational Behavior & Human Resource Management)

### **Brigham Young University-Idaho, College of Business and Communications**

2001-2006 B.S. Accounting, *Magna cum Laude*: Minor: Economics

## ACADEMIC EMPLOYMENT

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### **Texas A&M University, Mays Business School**

2025-Present Professor of Management & Flip and Susan Flippen Endowed Chair

2025-Present Founding Director, Flippen Leadership Institute

2019-2020 Academic Director, Center for Executive Development

2017-2020 John E. Pearson Associate Professor of Management & Presidential Impact Fellow

2012-2017 Assistant Professor of Management

### **University of Iowa, Tippie College of Business**

2020-2025 Henry B. Tippie Research Professor of Management & Entrepreneurship

2020-2025 Director of Executive Education & Founding Director, Tippie Leadership Collaborative

2007-2012 Graduate Research and Teaching Assistant

## AWARDS AND RECOGNITION

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2025 Faculty Member Making a Difference in the Lives of Graduating Seniors, University of Iowa

2024 Faculty Member Making a Difference in the Lives of Graduating Seniors, University of Iowa

2023 GREAT Executive MBA Instructor of the Year Award, University of Iowa

2023 Faculty Member Making a Difference in the Lives of Graduating Seniors, University of Iowa

2022 Best 40-Under-40 MBA Professor, Poets & Quants

2022 GREAT Executive MBA Instructor of the Year Award, University of Iowa

2022 Outstanding Service by a Faculty Member Award, University of Iowa

2022 Faculty Member Making a Difference in the Lives of Graduating Seniors, University of Iowa

2021 Co-Investigator, \$1.1M CDC/NIH Grant Award, *Supervising the Future of Remote Workers*

2019 MS-HRM Program Award for Most Impactful Faculty Member, Texas A&M University

2018 Texas A&M Association of Former Students Distinguished Teaching Award

2017 Kanter International Award for Research Excellence in Work and Family

2016 Outstanding Reviewer Award, *Academy of Management Review*

2015 Research Performance Recognition Grant, Mays Business School

2015 Faculty Fellow, Innovation in High-Impact Learning Experiences, Texas A&M University

2014 Montague-Center for Teaching Excellence Scholar Award, Texas A&M University

2012 William H. Newman Award Finalist, Academy of Management

2012 Alvah H. Chapman Jr. Outstanding Dissertation Award, Network of Leadership Scholars  
 2012 Best Student Convention Paper Award, Academy of Management, HR Division  
 2011 SHRM Foundation Dissertation Grant Award, HR Division, Academy of Management  
 2010 Obermann Graduate Fellow, Obermann Center for Advanced Studies, University of Iowa

### **SCHOLARLY REFEREED PUBLICATIONS (Google Scholar [profile](#))**

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2026 Courtright, S. H., Thurgood, G. R., Liao, H., Morgan, T. J., & Wang, J. The beauty bias and leader emergence: A theoretical integration, extension, and meta-analysis. *Journal of Management*, in press.

2026 Smith, T. A., Dennerlein, T., Kirkman, B. L., Courtright, S. H., & Zhang, P. Why do bootlickers get empowered more than boat-rockers? The effects of voice and helping on empowering leadership through threat and goal congruence perceptions. *Journal of Applied Psychology*, 111: 138-151.

2022 Smith, T. A., Butts, M. M., Courtright, S. H., Duerden, M. D., & Widmer, M. A. Work-leisure blending: An integrative conceptual review and framework to guide future research. *Journal of Applied Psychology*, 107: 560-580.

2021 McClean, S. T., Yim, J., Courtright, S. H., & Dunford, B. Transformed by the family: An episodic, attachment theory perspective on family-work enrichment and transformational leadership. *Journal of Applied Psychology*, 106: 1848-1866.

2021 McClean, S. T., Courtright, S. H., Yim, J., & Smith, T. A. Making nice or faking nice? Exploring supervisors' two-faced response to their past abusive behavior. *Personnel Psychology*, 74: 693-719.

2019 McClean, S. T., Barnes, C. M., Courtright, S. H., & Johnson, R. E. Resetting the clock on dynamic leader behaviors: A conceptual integration and agenda for future research. *Academy of Management Annals*, 13: 479-508.

2019 Andrus, J., Withers, M., Courtright, S. H., & Boivie, S. Go your own way: Exploring the causes of individual top executive turnover. *Strategic Management Journal*, 40: 1151-1168.

2019 Thiel, C. E., Harvey, J., Courtright, S. H., & Bradley, B. H. What doesn't kill you makes you stronger: How teams rebound from early-stage relationship conflict. *Journal of Management*, 45: 1623-1659.

2019 Stewart, G. L., Courtright, S. H., Manz, C. C. Self-leadership: A paradoxical core of organizational behavior. *Annual Review of Organizational Psychology and Organizational Behavior*, 6: 47-67.

2017 Courtright, S. H., McCormick, B. W., Mistry, S., & Wang, J. Quality charters or quality members? A control theory perspective on team charters and team performance. *Journal of Applied Psychology*, 102: 1462-1470.

2017 Duerden, M. D., Courtright, S. H., & Widmer, M. A. Why people play at work: A theoretical examination of leisure at work. *Leisure Sciences*, 40: 634-648.

2016 Courtright, S. H., Gardner, R. G., Smith, T. A., McCormick, B. W., & Colbert, A. E. My family made me do it: A cross-domain, self-regulatory perspective on antecedents to abusive supervision. *Academy of Management Journal*, 59: 1630-1652.

2016 Gonzalez-Mule, E., Courtright, S. H., Degeest, D. S., Seong, J. Y., & Hong, D. Channeled autonomy: The joint effects of autonomy and feedback on team performance through organization goal clarity. *Journal of Management*, 42: 2018-2033.

2015 Courtright, S. H., Thurgood, G. R., Stewart, G. L., & Pierotti, A. J. Structural interdependence in teams: An integrative framework and meta-analysis. *Journal of Applied Psychology*, 100: 1825-1846.

2015 Barrick, M. R., Thurgood, G. R., Smith, T. A., & Courtright, S. H. Collective organizational engagement: Linking motivational antecedents, strategic implementation, and firm performance. *Academy of Management Journal*, 58: 111-135.

2015 Houghton, J. D., Pearce, C. L., Manz, C. C., Courtright, S. H., & Stewart, G. L. Sharing is caring: Toward a model of proactive caring through shared leadership. *Human Resource Management Review*, 25: 313-327.

2014 Courtright, S. H., Colbert, A. E., & Choi, D. Fired up or burned out? How developmental challenge differentially impacts leader behavior. *Journal of Applied Psychology*, 99: 681-696.

2013 Courtright, S. H., McCormick, B. W., Postlethwaite, B. E., Reeves, C.J., & Mount, M. K. A meta-analysis of sex differences in physical ability: Revised estimates and strategies for reducing differences in selection contexts. *Journal of Applied Psychology*, 98: 623-641.

2012 Stewart, G. L., Courtright, S. H., & Barrick, M. R. Peer-based control in self-managing teams: Linking rational and normative influence with individual and group performance. *Journal of Applied Psychology*, 97: 435-447.

2012 Courtright, S. H., Stewart, G. L., & Ward, M. M. Applying research to save lives: Learning from team training approaches in aviation and healthcare. *Organizational Dynamics*, 41: 291-301.

2011 Seibert, S. E., Wang, G., & Courtright, S. H. Antecedents and consequences of psychological and team empowerment in organizations: A meta-analytic review. *Journal of Applied Psychology*, 96: 981-1003.

2011 Stewart, G. L., Courtright, S. H., & Manz, C. C. Self-leadership: A multilevel review. *Journal of Management*, 37: 185-222.

2011 Wang, G., Oh, I., Courtright, S. H., & Colbert, A. E. Transformational leadership and performance across criteria and levels: A meta-analytic review of 25 years of research. *Group & Organization Management*, 36: 223-270.

## OP-EDS AND INDUSTRY PUBLICATIONS

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2024 Courtright, S. H., & Lambert, P. W. Give faith a chance: How religion can save college diversity initiatives. *Deseret Magazine*.

2023 Lambert, P., Mims, A. M., Ahmad, S. Christensen, B., & Courtright, S. H. et al. Working with faith: Making place for religion in the workplace. *Coalition for Faith & Media*.

2023 Courtright, S. H. Doing executive education well in rural markets. *AACSB Insights*.

2023 Lambert, P. W. & Courtright, S. H. Business should care about faith. *Diplomatic Courier*.

2021 McClean, S., Courtright, S. H., Smith, T. A., & Yim, J. Stop making excuses for toxic bosses. *Harvard Business Review*.

## MANUSCRIPTS UNDER REVIEW OR REVISION

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1. Black, N. A., Newton, D. W., Bartels, A., Fogel, B., & Courtright, S. H. *[Title omitted to protect blind-review process]*. Revise and resubmit at *Journal of Organizational Behavior*.
2. Reid, S. M., Smith, T. A., Courtright, S. H., McClean, S. T., & Mecham, B. *[Title omitted to protect blind-review process]*. Revise and resubmit at *Journal of Organizational Behavior*.
3. Jiang, X., Oh, I., & Courtright, S. H.. *[Title omitted to protect blind-review process]*. Submitted to *Personnel Psychology*.

## REFEREED CONFERENCE PRESENTATIONS

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2025 Reid, S. M., & Courtright, S. H. *Let me speak to your manager! Employee responses to leader loyalty during customer mistreatment encounters*. Academy of Management annual meeting. Copenhagen, Denmark.

2025 Cooney, R., Jepsen, R. K., Colbert, A. E., & Courtright, S. H. *Leader well-being: An integrative review*. Academy of Management annual meeting. Copenhagen, Denmark.

2023 Black, N., Newton, D., Bartles, A., Fogel, B. M., & Courtright, S. H. *“How was work today?” An enrichment model of spouse voice cultivation to propel voice at work*. Academy of Management annual meeting. Boston, MA.

2023 Reid, S. M., Smith, T. A., Courtright, S. H., McClean, S. T., & Mecham, B. *Good cop, bad cop? How co-leader behavioral complementarity impacts team coordination and cohesion*. Academy of Management annual meeting. Boston, MA.

2022 Reid, S. M., Smith, T. A., Courtright, S. H., Mecham, B. R., & McClean, S. T. *Supervisor-supervisor fit: How co-leaders' behavioral fit impacts team coordination and cohesion*. Society for Industrial and Organizational Psychology annual meeting. Seattle, WA.

2021 McClean, S. T., & Courtright, S. H. *Ask and you shall receive? Linking leader development proactivity to developmental opportunities*. Academy of Management annual meeting, online.

2021 Yoon, S., Yim, J., & Courtright, S. H. *When a leader is ostracized: A multilevel model of leaders' experienced ostracism at work*. Academy of Management annual meeting, online.

2019 Courtright, S. H., Schleicher, D. J., & Griffin, R. W. *Talent management: From frontier to forefront*. Academy of Management annual meeting. Boston, MA.

2019 Yim, J., McClean, S. T., & Courtright, S. H. *Predicting an unpredictable leader: The role of daily relational uncertainty*. Academy of Management annual meeting. Boston, MA.

2018 McClean, S., Yim, J., Courtright, S. H., & Dunford, B. ***Inspired to inspire: An attachment theory view of family enrichment and inspirational leadership.*** Academy of Management annual meeting. Chicago, IL.

2018 Smith, T. A., Courtright, S. H., Kirkman, B. L., & Schleicher, D. S. ***When leadership is not engaging: Differentiated empowering leadership and team performance.*** Academy of Management annual meeting. Chicago, IL.

2018 Hanna, A. A., Smith, T. A., Courtright, S. H., & Zhang, P. ***Antecedents to empowering leadership: A learning goal orientation perspective.*** Academy of Management annual meeting Chicago, IL.

2017 Smith, T. A., Zhang, P., Courtright, S. H., & Kirkman, B. L. ***The effects of follower voice on empowering leadership: A follower-centric perspective.*** Academy of Management annual meeting. Atlanta, GA.

2017 Andrus, J., Withers, M., Boivie, S., & Courtright, S. H. ***You can go your own way: An examination of individual-level TMT exit.*** Strategic Management Society Special Conference. Milan, Italy.

2016 Courtright, S. H., Duerden, M., Smith, T. A., Widmer, M. ***Work hard, play hard: Developing firm internal social capital through recreation at work.*** Academy of Management annual meeting. Anaheim, CA.

2016 Courtright, S. H., Wang, J., Mistry, S., & McCormick, B. W. ***A control theory perspective on team charters, team agreeableness, and team performance.*** Academy of Management annual meeting. Anaheim, CA.

2016 Courtright, S. H., Wang, J., & Morgan, T. ***Leadership and the beauty bias: A theoretical integration and meta-analysis.*** Society for Industrial and Organizational Psychology annual meeting. Anaheim, CA.

2015 Thiel, C. E., Harvey, J., Courtright, S. H., Bradley, B. H. ***Heating up and cooling down: Relationship conflict, emotion regulation, and team processes.*** Academy of Management annual meeting. Vancouver, BC.

2015 Courtright, S. H., Duerden, M., & Smith, T. A. ***Work hard, play hard: Developing collaborative capacity through recreation at work.*** Positive Organizational Scholarship Research Conference. Orlando, FL.

2014 Courtright, S. H., Duerden, M., & Smith, T. A. ***Work hard, play hard...at work: A theory on the growing phenomenon of leisure at work.*** Academy of Management annual meeting. Philadelphia, PA.

2014 Courtright, S. H. ***When the stakes are high: Organizational change and ethical leadership.*** Society for Industrial and Organizational Psychology annual meeting. Honolulu, HI.

2013 Courtright, S. H., Colbert, A. E., Thurgood, G., & McCormick, B. W. ***When empowering leadership is perceived as passive leadership: The role of leader extraversion.*** Academy of Management annual meeting. Orlando, FL.

2013 Courtright, S. H., Gardner, R. G., McCormick, B. W. & Smith, T. ***Family-work conflict and abusive supervision: The moderating role of gender.*** Society for Industrial and Organizational Psychology annual meeting. Houston, TX.

2012 Courtright, S. H. ***Fired up or burned out? How developmental challenge differentially impacts leader behavior.*** Academy of Management annual meeting. Boston, MA.

2012 Gonzalez-Mule, E., Courtright, S. H., Seong, J. Y. ***Channeled autonomy: Joint effects of autonomy and feedback on team performance through goal clarity.*** Academy of Management annual meeting. Boston, MA.

2011 Courtright, S. H., Pierotti, A. J., & Stewart, G. L. ***The effects of team interdependence on team processes and performance: A meta-analysis.*** Academy of Management annual meeting. San Antonio, TX.

2011 Courtright, S. H., Darnold, T. C., & Shaffer, J. A. ***Third-party reactions to abusive supervision: Moderating role of trait empathy.*** Society for Industrial and Organizational Psychology annual meeting. Chicago, IL.

2011 Courtright, S. H., McCormick, B., Postlethwaite, B., & Mount, M. K. ***Sex differences in physical ability: Implications for adverse impact.*** Society for Industrial and Organizational Psychology annual meeting. Chicago, IL.

2010 Courtright, S. H. & Colbert, A. E. ***The role of follower agreeableness in influencing responses to transformational leadership.*** Academy of Management annual meeting. Montreal, QC.

2010 Stewart, G. L., Courtright, S. H., & Barrick, M. R. ***Peer-based reward and team performance: The moderating effect of cohesion.*** Society for Industrial and Organizational Psychology annual meeting. Atlanta, GA.

2009 Seibert, S. E., Wang, G., & Courtright, S. H. ***Antecedents and consequences of psychological empowerment: A meta-analytic review.*** Academy of Management annual meeting. Chicago, IL.

2009 Stewart, G. L., Courtright, S. H., & Barrick, M. R. ***Peer-based reward and individual performance: A field examination.*** Academy of Management annual meeting. Chicago, IL.

2009 Wang, G., Oh, I-S., Courtright, S. H., & Colbert, A. E. ***Transformational leadership and follower performance: A meta-analytic review.*** Academy of Management annual meeting. Chicago, IL.

2009 Courtright, S. H., & Charlier, S. D. ***Money as social exchange currency: Financial rewards and leader-member exchange.*** Society for Industrial and Organizational Psychology annual meeting. New Orleans, LA.

2009 Shaffer, J. A., Courtright, S. H., Colbert, A. E., & Darnold, T. A. ***Perpetuating abusive supervision: Reactions of third-party observers.*** Society for Industrial and Organizational Psychology annual meeting. New Orleans, LA.

## SELECT MEDIA APPEARANCES & MENTIONS

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2025 *Brain for Business*, “Does the “beauty bias” impact leader emergence?” (11 Nov)  
 2025 *Fox News*, “Beauty Bias in the Workplace” (4 Oct)  
 2024 *Newswise*, “What Makes a Good Boss” (27 June)  
 2023 *TechTarget*, “How to Set Business Goals, Step by Step” (5 Dec)  
 2023 *KGAN (CBS) News*, “Managing Stress this Holiday Season” (22 Nov)  
 2023 *Inside Higher Ed*, “U of Iowa Business School Students Build Storytelling Skills” (12 Mar)  
 2022 *Corridor Business Journal*, “UI Professor One of Top 40 MBA Professors under 40” (16 May)  
 2022 *Iowa Public Radio*, “Burnout is Bad for Business” (10 May)  
 2022 *Business Record*, “UI Office of Strategic Partnerships Outreach Strategy Takes Shape” (21 Jan)  
 2021 *The Gazette*, “The Great Resignation is Here. Here’s What Needs to Happen” (13 Nov)  
 2021 *Business Record*, “Tippie Researcher Awarded \$1.1M CDC Grant” (19 Oct)  
 2021 *BYU Radio*, “The Great Resignation” (14 Sept)  
 2021 *KCRG (NBC) News*, “Millions of Americans Quitting Jobs During The Great Resignation (24 June)  
 2020 *Iowa Public Radio*, “Remembering Tony Hsieh” (3 Dec)  
 2019 *Futurity.org*, “These ‘Shocks’ Contribute to Executive Turnover” (3 June)  
 2016 *Wall Street Journal*, “Workplace Democracy Catches On” (27 Mar)  
 2015 *Sirius XM Business Radio Channel 111*, “Zappos and Holocracies” (14 May)  
 2014 *Vox*, “Zappos Just Abolished Bosses: Inside Tech’s Latest Management Craze” (11 July)  
 2013 *The Conference Board Review*, “Who’s in Charge Here?” (21 Oct)  
 2013 *Psychology Today*, “Do Tests of Physical Ability Discriminate Against Women?” (2 Sept)  
 2013 *National Public Radio*, “Microsoft vs. Medium: A Tale of Two Office Cultures” (28 Aug)  
 2013 *National Public Radio*, “Inside the ‘Bossless’ Office, Where the Team Takes Charge” (26 Aug)  
 2013 *HuffPost Live*, “The Bossless Office” (17 June)  
 2013 *New York Magazine*, “The Boss Stops Here” (17 June)  
 2013 *Entrepreneur.com*, “3 Skills to Prevent Leadership Burnout” (20 Mar)  
 2012 *Forbes*, “Going Boss-free: Utopia or ‘Lord of the Flies’?” (9 Aug)  
 2012 *Yahoo! News*, “This, Not Money, Motivates Americans to Work Harder” (8 Aug)  
 2012 *Wall Street Journal*, “Who’s the Boss? There Isn’t One” (19 June)  
 2012 *Financial Post*, “Why Steve Jobs is not a Leader to Emulate” (12 April)  
 2010 *Wall Street Journal*, “What to Do with a Problem Boss” (20 April)

## INVITED ACADEMIC PRESENTATIONS

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2026 Durham University Business School, forthcoming  
 2025 Southern Methodist University, Cox School of Business  
 2025 Texas A&M University, Department of Psychology  
 2024 Iowa State University, Ivy College of Business  
 2023 University of Wyoming, College of Business  
 2022 University of Oklahoma, Price College of Business  
 2022 Boston College, Carroll School of Management  
 2022 University of British Columbia, Sauder School of Business  
 2021 University of Minnesota, Carlson School of Management  
 2020 Ball State University, Miller College of Business  
 2019 University of Iowa, Tippie College of Business  
 2018 Purdue University, Krannert School of Management  
 2018 Brigham Young University-Idaho, College of Business and Communications  
 2017 Utah State University, Huntsman School of Business  
 2017 Boston College, Carroll School of Management

2017 Arizona State University, W. P. Carey School of Business  
 2016 University of Pennsylvania, Wharton School  
 2015 Brigham Young University, Marriott School of Management  
 2015 Texas A&M University, Department of Psychology  
 2014 University of Illinois at Urbana-Champaign, School of Labor and Employment Relations  
 2014 Rice University, Department of Psychology  
 2012 Florida International University, Center for Leadership  
 2011 Virginia Polytechnic Institute and State University, Pamplin College of Business

## **TEACHING EXPERIENCE**

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### **Texas A&M University – Undergraduate and Graduate Courses:**

2015-Present *Talent Management*. Graduate required course for MS-HRM program. Average effectiveness rating: 4.87/5.00  
 2018-2020 *Leadership in Organizations (EMBA)*. Required course for Executive MBA students. Average effectiveness rating: 4.79/5.00  
 2012-2020 *Leadership in Organizations*. Graduate elective for MBA, MS and other university graduate programs. Average effectiveness rating: 4.88/5.00  
 2012-2020 *Leadership Development*. Undergraduate elective for business majors. Average effectiveness rating: 4.88/5.00  
 2016-2018 *Doctoral Seminar in Leadership*. Elective course for Management doctoral students. Average effectiveness rating: 5.00/5.00

### **Texas A&M University – Nondegree Executive and Professional Education:**

2015-2020 *Center for Executive Development*: Ascend Performance Materials, CenterPoint Energy, Concho Resources, Diamond Offshore Drilling, Fire Service Chief Executive Offer Program, Halliburton, Kodiak Gas Services, Kuwait Oil Company, Law Enforcement Management Institute of Texas, Saudi Aramco, Texas A&M Business Essentials Program, Texas A&M Leading Champions Program, Texas Transportation Institute, Superior Energy, United Way of Greater Houston, Weatherford International, Win-Co Foods

### **University of Iowa – Undergraduate and Graduate Courses:**

2020-2025 *Leadership and Personal Development*. Undergraduate elective for business majors. Average effectiveness rating: 5.96/6.00  
 2021-2023 *Management in Organizations*. Required course for Executive MBA students. Average effectiveness rating: 5.80/6.00  
 2020 *Strategic Management of Change*. Online MBA elective. Average effectiveness rating: 5.40/6.00  
 2010 *Individuals, Teams, and Organizations*. Undergraduate elective for business majors. Average effectiveness rating: 5.76/6.00  
 2009 *Introduction to Management*. Undergraduate required course for business majors and elective course for non-business majors. Average effectiveness rating: 5.61/6.00

### **University of Iowa – Nondegree Executive and Professional Education:**

2020-2025 *Tippie Leadership Collaborative*: Big Ten Academic Alliance, City of Iowa City, Dotdash Meredith, Fluid Truck, HTLF Bank, HON Company, HNI Corporation, Iowa City Area Business Partnership, Iowa Hospital Association, Iowa Society of Human Resource Management, Kenya Judicial Committee, Leaders in Payment, Mississippi Valley Human Resource Association, Oaknoll, Project Management Institute, State of Iowa, Stelter Company, University of Iowa College of Dentistry, University of Iowa College of

Pharmacy, University of Iowa Hospitals and Clinics, University of Iowa Human Resources, U.S. Department of Veteran Affairs, Vibrant Credit Union

## **EDITORIAL & REVIEW ACTIVITIES**

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### **Associate Editor:**

2023-present *Oxford Bibliographies in Management*

### **Editorial Boards:**

2015-present *Academy of Management Journal*

2015-present *Journal of Applied Psychology*

2015-2023 *Academy of Management Review*

### **Ad-Hoc Journal Reviewing:**

2012-present *Group & Organization Management, Human Relations, Human Resource Management, Journal of Business Ethics, Journal of Management, Personnel Psychology*

## **ACADEMIC SERVICE ACTIVITIES**

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### **Academy of Management:**

2010-present Annual Meeting reviewer  
2024 Invited PDW Presenter, *Making the most of being a full professor*  
2024 Facilitator, Organizational Behavior Research Incubator  
2024 Conference Session Discussant, *Leadership in the trenches*  
2018-2023 Panelist, HR Division Roundtable Networking Forum  
2014-2022 Panelist, HR Division Doctoral Consortium  
2022 Panelist, HR Division New Faculty Consortium  
2021 Conference Symposium Co-Chair, *The third decade of the affective revolution*  
2019 Conference Session Discussant, *Empowering leadership*  
2019 Conference Session Discussant, *Understanding consequences of workaholism*  
2016-2019 Representative-at-Large, HR Division  
2016-2019 Chair/Organizer, HR Division Late-Stage Doctoral Student Consortium  
2016-2018 Chair of Teaching Committee, HR Division  
2016 Conference Session Discussant, *Exploring the underpinnings of leadership*  
2015 Invited PDW Presenter, *Research tips and strategies from prolific junior faculty*  
2014-2015 Welcome Committee member, HR Division  
2014 PDW Organizer and Chair, *Using news media to communicate research findings*  
2013 Committee Chair for Best Student Convention Paper Award, HR Division  
2013 Conference Session Discussant, *The dark and the light: New concepts in OB research*  
2013 Conference Session Discussant, *Rewards and incentives across levels*  
2011 Conference Session Co-Chair, *Team interdependence: Looking back and moving forward*

### **Society for Industrial and Organizational Psychology:**

2009-2014 Annual Conference reviewer  
2014 Conference Session Co-Chair, *New directions in behavioral ethics*

## **SERVICE CONTRIBUTIONS AS DIRECTOR OF EXECUTIVE EDUCATION (2020-2025)**

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- Led the strategic and operational redesign of nondegree executive education at the Tippie College of Business, as profiled in [AACSB Insights](#).

- Launched the Tippie Leadership Collaborative as the Tippie College of Business's administrative unit for nondegree executive education, with a focus on evidence-based content customized in various formats to meet client needs (for an example, view [CNBC](#) clip).
- Generated a 300% increase in average annual revenue (from 2020-2025) through executive education for the Tippie College of Business.
- Reinvested executive education revenue to establish Story Lab, a high-impact leadership program for Tippie College of Business undergraduates (as profiled by [Inside Higher Ed](#)).
- Launched lifelong learning initiatives such as the [Workplace Well-Being Webinar Series](#) and the [Tippie Leads podcast](#).
- Supported over 20 faculty members teaching in executive education programs, impacting more than 12,000 enrollments across 250+ engagements.
- Established over 30 corporate, government, community, and campus partnerships via executive education programs.

## INSTITUTIONAL SERVICE ACTIVITIES

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### Texas A&M University:

2025-Present	Founding Director, Flippin Leadership Institute, Mays Business School
2022	Speaker, Texas A&M Health & Wellness Fair, <i>Addressing job burnout</i>
2019-2020	Academic Director, Center for Executive Development, Mays Business School
2019-2020	Member, Center for Executive Development Steering Committee, Mays Business School
2019	Speaker, Mays Business Fellows, <i>Becoming a leader</i>
2019	Speaker, Texas A&M Health & Wellness Fair, <i>Achieving work-life balance</i>
2018	Member, Management Clinical Faculty Search Committee, Mays Business School
2018	Member, Undergraduate Special Programs Review Committee, Mays Business School
2018	Member, VP of Human Resources Search Committee, Texas A&M University
2018	Speaker, University Deans Strategy Workshop, <i>Strategic leadership</i>
2018	Speaker, Staff Development Day Guest, <i>Becoming a leader</i>
2017	Speaker, Texas A&M New Faculty Orientation, <i>Effective time-management strategies</i>
2016-2019	Chair, OB/HR Tenure-Track Faculty Recruiting Committee, Mays Business School
2016-2018	Faculty Advisor, Research Scholars @Mays, Mays Business School
2016-2017	Strategic Planning Committee Member, Mays Business School
2015-2019	Member, Management Doctoral Program Committee, Mays Business School
2015-2018	Member, Texas A&M Honors and Undergraduate Research Advisory Council
2015-2016	Member, Entrepreneurship Curriculum Committee, Mays Business School
2015	Member, Texas A&M Leadership Grand Challenge Team, Office of the Provost
2015	Member, Management Tenure-Track Faculty Recruiting Committee, Mays Business School
2014-2019	Member, MS-HRM Admissions Committee
2014-2015	Member, Texas A&M Undergraduate Academic Appeals Panel

### University of Iowa:

2020-2025	Director of Executive Education & Founding Director, Tippie Leadership Collaborative
2020-2025	Member, College Council, Tippie College of Business
2023-2024	Strategic Plan Action and Resource Committee, Office of the Provost
2024	Organizer & Guest, <i>Tippie Leads</i> podcast
2023	Organizer & Speaker, Workplace Well-Being Webinar Series, Tippie College of Business
2023	Speaker, Tippie Webinar Series, <i>Quiet quitting and what to do about it</i>
2022	Member, Well-Being and Mental Health Collaborative, University Human Resources
2022	Speaker, EMBA MasterClass Webinar, <i>Recognizing and addressing job burnout</i>
2022	Speaker, Innovation Workshop Series, John Pappajohn Entrepreneurial Center

2021 Speaker, Tippie Webinar Series, *The Great Resignation*  
2021 Member, Data Governance Task Force, Tippie College of Business  
2021 Co-Chair, Director of Strategic Partnerships Search Committee, Tippie College of Business  
2021 Speaker, Tippie Webinar Series, *Toxic leadership: Why it happens and how to stop it*  
2021 Speaker, EMBA MasterClass Webinar, *Managing different organizational changes*  
2020 Speaker, Executive MBA Residency Week, *Leading yourself through uncertainty*

**Dissertation and Thesis Committees, Chair (with current affiliations):**

2023-2025 Stephen Reid, *Florida Atlantic University*.  
2018-2021 Junhyok Yim, *City U. of Hong Kong*.  
2017-2020 Shawn McClean, *U. of Oklahoma*.  
2016-2019 Timothy Morgan, *Texas A&M U.*  
2014-2016 Troy Smith, *U. of Oklahoma*.  
2013-2014 Taylor Vestal. Undergraduate thesis advisor. *PricewaterhouseCoopers*.

**Dissertation Committees, Member**

2020-2023 Michael Montanye, *North Central College*.  
2020-2022 Bradley Mecham, *U.S. Department of Veteran Affairs*.  
2017-2018 Andrew Lacanienta, *California Polytechnic State U.*  
2016-2018 Zack Damon, *Texas Tech U.*  
2015-2016 Jessie Wang, *Shenzhen U.*  
2014-2016 Gary Thurgood, *Utah State U.*  
2014-2015 Brant Christensen, *Brigham Young U.*  
2013-2014 Sal Mistry, *U. of Delaware*.

**External Evaluations:**

2019-Present *Promotion and tenure*: Arizona State U., Boise State U., Brigham Young U., Oregon State U., Texas A&M U., U. of Buffalo, U. of Connecticut, U. of Delaware, Utah State U.  
2023 *Department*: Brigham Young University

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**CONSULTING/ADVISING**

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2023-Present Radiant Foundation, Faith and Inclusion Global Task Force (Salt Lake City, UT)  
2021-2022 Iowa Ideas Advisory Council (Cedar Rapids, IA)  
2019 Caterpillar (San Antonio, TX)  
2018 Mustang CAT (Houston, TX)  
2016-2017 Texas A&M University, College of Architecture (College Station, TX)  
2014-2017 Texas A&M University, Division of Student Affairs (College Station, TX)  
2012 John Deere Financial (Johnston, IA)  
2010 Northwest Landscape Services (Chicago, IL)

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**PROFESSIONAL AFFILIATIONS**

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2009-present Academy of Management (Organizational Behavior and Human Resources divisions)  
2009-present Society for Industrial & Organizational Psychology