

Scott B. Dust, Ph.D.

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ACADEMIC APPOINTMENTS

Dr. John F. Mee Endowed Assistant Professor of Management July 2018 – Current
Miami University (Oxford, OH), Farmer School of Business, Department of Management

Assistant Professor May 2015 – July 2018
Miami University (Oxford, OH), Farmer School of Business, Department of Management

Assistant Professor August 2013 – May 2015
Eastern Kentucky University (Richmond, KY), College of Business and Technology
Department of Management, Marketing, and International Business

EDUCATION

Ph.D. **Drexel University**, LeBow College of Business
Concentration: Management/Organizational Behavior
Philadelphia, PA: August 2009 – June 2013

M.B.A. **Indiana University**, Kelley School of Business
Concentration: Management
Indianapolis, IN: August 2007 – May 2009

B.S. **Indiana University**, Kelley School of Business
Concentration: Management and Entrepreneurship
Bloomington, IN: August 2001 – December 2004

RESEARCH

Peer-Reviewed Scholarly Publications

Dust, S. B., & Tims, M. (in press). Job crafting via decreasing hindrance demands: The motivating role of interdependence misfit and the facilitating role of autonomy. *Applied Psychology: An International Review*.

Dust, S. B., Wang, P., & Lai, L. (in press). I'm too old for this: Time demands and older, early-career employees' receptivity to supervisor support. *Journal of Career Development*.

Qin, X., Dust, S. B., DiRenzo, M. S., & Wang, S. (in press). Negative creativity in leader-follower relations: A daily investigation of leaders' creative mindset, moral disengagement, and abusive supervision. *Journal of Business and Psychology*.

- Bierman, L., Brymer, R., Dust, S. B., & Hwang, H. (2019). Gatekeeping and our moral fabric: Has social capital deterioration vanquished professional oversight? *Journal of Professions and Organization*, 6(3), 377-386.
- Xu, M., Qin, X., Dust, S. B., & DiRenzo, M. S. (2019). Supervisor-subordinate proactive personality congruence and psychology safety: A signaling theory approach to employee voice behavior. *The Leadership Quarterly*, 30(4), 440-453.
- Graham, K. A., Mawritz, M. B., Dust, S. B., Greenbaum, R. L., & Ziegert, J. C. (2019). Too many cooks in the kitchen: The effects of dominance incompatibility on relationship conflict and subsequent abusive supervision. *The Leadership Quarterly*, 30(3), 351-364.
- Dust, S. B., Gerhardt, M. W., & Hebbalalu, D., & Murray, M. (2019). Protecting my turf: The moderating role of generational differences on the relationships between self-direction and hedonism values and reactions to generational diversity. *The Journal of Social Psychology*, 159(2), 153-169.
- Weintraub, J., Pattusamy, M., & Dust, S. B. (2019). Mindful multitasking: Disentangling the effect of polychronicity on work-home conflict and life satisfaction. *The Journal of Social Psychology*, 159(4), 497-502.
- Margolis, J. A., & Dust, S. B. (2019). It's all relative: A social comparison perspective on organizational based self-esteem in teams. *Group and Organization Management*, 44(2), 361-395.
- Dust, S. B., Rode, J. C., Arthaud-Day, M., Culbertson, S., & Ramaswami, A. (2018). Managing the self-esteem, employment gaps, and employment quality process: The role of facilitation- and understanding-based emotional intelligence. *Journal of Organizational Behavior*, 39(5), 543-693.
- Dust, S. B., Resick, C. J., Margolis, J. A., Mawritz, M. B., & Greenbaum, R. L. (2018). Ethical leadership and employee success: Examining the roles of psychological empowerment and emotional exhaustion. *The Leadership Quarterly*, 29(5), 570-583.
- Graham, K. A., Dust, S. B., & Ziegert, J. C. (2018). Supervisor-employee power distance incompatibility, gender similarity, and relationship conflict: A test of interpersonal interaction theory. *Journal of Applied Psychology*, 103(3), 334-346.
- Dust, S. B., & Ziegert, J. C. (2016). Multi-leader teams in review: A contingent-configuration perspective of effectiveness. *International Journal of Management Reviews*, 18(4), 518-541.
- Dust, S. B. (2015). Mindfulness, flow, and mind wandering: The role of trait-based mindfulness in state-task alignment. *Industrial and Organizational Psychology*, 8(4), 1-6.
- Mawritz, M. B., Dust, S. B., & Resick, C. J. (2014). Hostile climate, abusive supervision, and employee coping: Does conscientiousness matter? *Journal of Applied Psychology*, 99(4), 737-747.
- Dust, S. B., Resick, C. J., & Mawritz, M. B. (2014). Transformational leadership, psychological empowerment, and the moderating role of mechanistic-organic contexts. *Journal of Organizational Behavior*, 35(3), 413-433.
- Dust, S. B., & Greenhaus, J. H. (2013). Integrating spirituality and the work-home interface: A resource and demand perspective. *Journal of Management, Spirituality, and Religion*, 10(3), 282-305.

Resick, C. J., Hargis, M. B., Shao, P., & Dust, S. B. (2013). Ethical leadership, moral equity judgments, and discretionary work behavior. *Human Relations*, 66(7), 951-972.

Dust, S. B., & Ziegert, J. C. (2012). When are multiple leaders most effective? It's complex. *Industrial and Organizational Psychology*, 5(4), 421-424.

Peer-Reviewed Scholarly Publications: Under Revise and Resubmit Status

Second Author. Topic: Person-Supervisor Fit. *Personnel Psychology*. Status: Third Round Revise and Resubmit.

Third Author. Topic: Daily Motivational and Performance. *Journal of Applied Psychology*. Status: Second Round Revise and Resubmit.

First Author. Topic: Daily Sleep and Recovery. *Journal of Applied Psychology*. Status: First Round Revise and Resubmit.

Second Author. Topic: Shared Leadership. *Journal of Business and Psychology*. Status: Second Round Revise and Resubmit.

Peer-Reviewed Pedagogical Cases

Dust, S. B., & Fore, M. (2015). Buckyballs: An ethics-based discussion of product liability and the responsible corporate officer doctrine. *Journal of Applied Case Research*, 13(1), 24-31.

Editor-Reviewed Publications

Gerhardt, M. W., & Dust, S. B. (in press). Business leadership education: Beyond position and profit. In M. Sowcik & S. R. Komives (Eds.), *New directions for student leadership*, San Francisco, CA: Wiley.

Dust, S. B., & Cunningham, Q. (2018). Age and generational differences: A recipe for generational faultlines and a call for diversity leadership. In M. W. Gerhardt & J. Van Eck Peluchette (Eds.), *Millennials: Trends, characteristics, and perspectives*, Hauppauge, NY: Nova Science Publishers.

Dust, S. B. (2014). Know thyself: Taking it to the next level by honing your self-awareness. *The Young Lawyer (TYL)*, Chicago, IL: American Bar Association.

Adams, J. B., Dust, S. B., & Piccolo, R. F. (2013). Approaches to minimize choking under pressure. In A.J. DuBrin (Ed.), *The handbook of research of crisis leadership in organizations*, Northampton, MA: Edward Elgar Publishing.

Conference Presentations

Kiker, J., Resick, C. R., Ziegert, J. C., D'Innocenzo, L., & Dust, S. B. (2020, April). Shared leadership emergence and its effects on information exchange and performance. *To be presented at the Society for Industrial and Organizational Psychology Conference*. Austin, TX.

Reina, C., Dust, S. B., Peterson, S. J., Kinicki, A. J., & Wei, W. (2019, August). Why leader mindfulness relates to performance: The mediating role of leader empathy. *Presented at the Academy of Management Conference*. Boston, MA.

- Rosikiewicz, B. L., Mawritz, M. B., & Dust, S. B. (2018, August). Why and when can competition inspired by coworkers increase performance? *Presented at the Academy of Management Conference*. Chicago, IL.
- Graham, K. A., Mawritz, M. B., Dust, S. B., & Ziegert, J. C. (2018, August). Dominance incompatibility, relationship conflict, and subsequent abusive supervision. *Presented at the Academy of Management Conference*. Chicago, IL.
- Dust, S. B. (2017, November). From dualism to relativism: Structured debates and constructive controversy as a catalyst for critical thinking. *Presented at the Lilly Teaching Conference*. Oxford, OH.
- Dust, S. B., & Tims, M. (2017, August). Task interdependence and job crafting: A needs-supply fit perspective. *Presented at the Academy of Management Conference*. Atlanta, GA. (Showcase Symposium Award Nomination)
- Campbell, J. T., Dust, S. B., & Ireland, R. D., M. (2017, April). Pouring, not spilling: A multi-method examination of the microfoundations of knowledge spillovers. *Presented at the Strategic Management Society Conference*. Milan, IT.
- Dust, S. B., & Wang, P. (2017, April). Mitigating unsupportive work-family cultures with early career stage supervisor support. *Presented at the Society for Industrial and Organizational Psychology Conference*. Orlando, FL.
- Dust, S. B., Rode, J. C., Arthaud-Day, M., Culbertson, S., & Ramaswami, A. (2016, August). The role of self-esteem and emotional intelligence in managing employment gaps and employment fit. *Presented at the Academy of Management Conference*. Anaheim, CA.
- Graham, K. A., Dust, S. B., & Ziegert, J. C. (2016, August). Do we go together?: Effects of dyadic power distance congruence and gender on conflict and burnout. *Presented at the Academy of Management Conference*. Anaheim, CA.
- Ziegert, J. C., & Dust, S. B. (2016, July). Leading team innovation: A role-based perspective of team leadership structures on innovative outcomes. *Presented at the INGRoup Conference*. Helsinki, Finland.
- Dust, S. B., & Tims, M. (2016, July). Testing the untested in job crafting research: Curvilinear relationships with task interdependence and meaningfulness. *Presented at the Conference on Proactive Behaviors*. Kowloon, Hong Kong.
- Polin, B., & Dust, S. B. (2015, October). The feeling is mutual: A congruence approach to employee-manager mutual and asymmetric trust. *Presented at the Midwest Academy of Management Conference*. Columbus, OH.
- Dust, S. B., & Resick, C. J. (2015, August). The effects of ethical versus unethical leadership on ethical mindfulness. *Presented at the Academy of Management Conference*. Vancouver, CA. (Showcase Symposium Award)
- Dust, S. B. (2015, April). Reconciling the effect of interdependence on job crafting and performance. *Presented at the Society for Industrial and Organizational Psychology Conference*. Philadelphia, PA.

- Dust, S. B., & Resick, C. J. (2014, August). Work characteristics and employee performance: Does need-supply congruence matter?. *Presented at the Academy of Management Conference*. Philadelphia, PA. (Best Paper Award Winner: Human Resource Division)
- Dust, S. B., & Ziegert, J. C. (2014, August). Multi-leader teams in review: A framework for understanding collective leadership effectiveness. *Presented at the Academy of Management Conference*. Philadelphia, PA.
- Dust, S. B., & Resick, C. J. (2014, August). Setting a moral compass: Ethical leadership and employee ethical mindfulness. *Presented at the Academy of Management Conference*. Philadelphia, PA.
- Polin, B., Dust, S. B., & Hood, K. (2014, June). The start of a career: The role of rational value-based decision making in the business student's choice of major. *Presented at the OBTC Teaching Conference for Management Educators*. Nashville, TN.
- Dust, S. B., & Resick, C. J. (2014, May). If I had my druthers: Reactions to work characteristic incongruence. *Presented at the Society for Industrial and Organizational Psychology Conference*. Honolulu, HI.
- Dust, S. B. (2014, March). Work characteristics congruence, psychological need fulfillment, and employee motivation. *Presented at the Appalachian Research in Business Symposium*. Johnson City, TN.
- Dust, S. B., & Resick, C. J. (2014, March). Ethical mindfulness: A scale validation study. *Presented at the Appalachian Research in Business Symposium*. Johnson City, TN. (Best Paper Award Winner)
- Polin, B., Dust, S. B., & Hood, K. (2014, March). The major decision of a major: A rational value-based decision model for business students. *Presented at the Appalachian Research in Business Symposium*. Johnson City, TN.
- Resick, C. J., Dust, S. B., Margolis, J. A., & Mawritz, M. B. (2014, March). Ethical leadership, employee success, and the mediating role of psychological empowerment. *Presented at the Positive Relationships at Work Conference*. Philadelphia, PA.
- Shor, J. A., Resick, C. J., Dust, S. B., & Mawritz, M. B. (2013, August). Beyond good and bad: Examining the empowering influence of ethical leaders. *Presented at the Academy of Management Conference*. Orlando, FL.
- Mawritz, M. B., Dust, S. B., & Resick, C. J. (2013, April). Hostile climates, abusive supervision, and the moderating role of conscientiousness. *Presented at the Society for Industrial and Organizational Psychology Conference*. Houston, TX.
- Ziegert, J. C., Resick, C. J., & Dust, S. B. (2013, April). Leader extraversion and the emergence of shared leadership. *Presented at the Society for Industrial and Organizational Psychology Conference*. Houston, TX.
- Dust, S. B., Resick, C. J., & Mawritz, M. B. (2012, October). Beyond good and evil: The motivational influence of ethical leadership. *Presented at the International Leadership Association Conference*. Denver, CO.

Dust, S. B. (2012, August). Integrating spirituality and the work-home interface: A resource and demand perspective. *Presented at the Academy of Management Conference*. Boston, MA.

Dust, S. B., & Ziegert, J. C. (2012, May). Leadership in teams: Navigating complex environments through role dispersion. *Presented at the Eastern Academy of Management Conference*. Philadelphia, PA.

Dust, S. B., Mawritz, M. B., & Resick, C. J. (2011, April). The moderating role of organizational structure on charismatic leadership effects. *Presented at the Society for Industrial and Organizational Psychology Conference*. Chicago, IL.

Resick, C. J., Dust, S. B., Ziegert, J. C., Bureau, W. E., & Shao, P. (2011, October). Principals as climate builders: Linking authentic leadership and school climate for learning. *Presented at the International Leadership Association Conference*. London, UK.

Resick, C. J., Hargis, M. B., Shao, P., & Dust, S. B. (2010, August). Internal motivation, ethical leadership and ethical mindfulness in organizations. *Presented at the Academy of Management Conference*. Montreal, CA.

Invited Presentations

University of Cincinnati, Lindner College of Business, Department of Management (2018) – *Leader-follower risk orientation incongruence, intellectual stimulation, and creativity: A configurational Approach*. Cincinnati, OH.

TEACHING

Experience

Miami University

Fall 2019 – Leadership and Learning (MGT 415 A): 3.86/4

Fall 2019 – Leadership and Learning (MGT 415 B): 3.93/4

Spring 2019 – Introduction to Management and Leadership (MGT 291 L): 3.76/4

Spring 2019 – Introduction to Management and Leadership (MGT 291 C - *Honors*): 3.50/4

Fall 2018 – Leadership and Learning (MGT 415 A): 3.90/4

Fall 2018 – Leadership and Learning (MGT 415 B): 3.88/4

Spring 2018 – Leadership and Learning (MGT 415 A): 3.81/4

Spring 2018 – Leadership and Learning (MGT 415 B): 3.97/4

Winter 2018 – Introduction to Management and Leadership (MGT 291 B): 4/4

Spring 2017 – Leadership and Learning (MGT 415 A): 4/4

Spring 2017 – Leadership and Learning (MGT 415 B): 3.97/4

Fall 2016 – Introduction to Management and Leadership (MGT 291 G): 3.82/4

Spring 2016 – Introduction to Management and Leadership (MGT 291 A): 3.71/4

Spring 2016 – Introduction to Management and Leadership (MGT 291 B): 3.71/4

Fall 2015 – Introduction to Management and Leadership (MGT 291 C): 3.60/4

Fall 2015 – Introduction to Management and Leadership (MGT 291 D): 3.94/4

Eastern Kentucky University

Spring 2015 – Entrepreneurial Leadership (MGT 465)

Spring 2015 – Innovation and Entrepreneurship (MGT 330)

Spring 2015 – Principles of Management (MGT 301 B)

Spring 2015 – Principles of Management (MGT 301 B)
Fall 2014 – Entrepreneurial Leadership (MGT 465)
Fall 2014 – Innovation and Entrepreneurship (MGT 330)
Fall 2014 – Principles of Management (MGT 301 A)
Spring 2014 – Innovation and Entrepreneurship (MGT 330)
Spring 2014 – Principles of Management (MGT 301 A)
Spring 2014 – Principles of Management (MGT 301 B)
Fall 2013 – Innovation and Entrepreneurship (MGT 330)
Fall 2013 – Principles of Management (MGT 301 A)
Fall 2013 – Principles of Management (MGT 301 B)

Drexel University

Winter 2012 – Organizational Behavior (ORGB 300): 3.75/4
Fall 2012 – Leadership and Professional Development (ORGB 625): 3.82/4
Summer 2012 – Leadership and Professional Development (ORGB 625): 3.82/4
Spring 2012 – Organizational Behavior (ORGB 300 A): 3.67/4
Spring 2012 – Organizational Behavior (ORGB 300 B): 3.92/4
Winter 2011 – Organizational Behavior (ORGB 300): 3.68/4
Fall 2011 – Organizational Behavior (ORGB 300): 3.7/4
Winter 2010 – Organizational Behavior (ORGB 300 A): 3.86/4
Winter 2010 – Organizational Behavior (ORGB 300 B): 4/4
Fall 2010 – Organizational Behavior (ORGB 300): 3.78/4

Developmental Grants

John E. and Winifred E. Dolibois Faculty Development (2017-2018): I participated in a two-day mindful leadership workshop through Google's Search Inside Yourself Leadership Institute (siyli.org).

Alumni Teaching Scholars (2016-2018): While participating in this faculty learning community I developed a pedagogical study investigating the influence of constructive controversy via structured debates on students' metacognitive capacities (i.e., self-awareness, empathy, perspective-taking, and self-regulation).

SERVICE

Miami University

Member – Farmer School of Business Graduate Programs Task Force (2019)
Departmental Liaison – Center for Teaching Excellence (2019)
Member – Management Department Program Review Committee (2019)
Presenter – Miami University Winter College (2019)
Member – Interdisciplinary Engagement Awards (IDEA) Committee (2018)
Presenter – Pre-Semester Program: *Gender and Empowering Leadership* (2018-2019)
Member – Departmental Search Committee (2018)
Presenter – Miami University Alumni College: *The Art and Science of Negotiations* (2018)
Member – Farmer School of Business Technology Strategies Committee (2018-2019)
Presenter – BUS 206 (Exploration for Business Majors): *Introduction to Human Capital Management and Leadership* (2017-2018)
Presenter – Center for Business Leadership's Team Lab Weekend: *Leadership and Teams Simulation* (2017-2018)
Presenter – Center for Teaching Excellence Seminar: *From Dualism to Relativism: Structured Debates and Constructive Controversy as a Catalyst for Critical Thinking* (2017)

Member – Departmental Search Committee (2017)
Internship Advisor – Ben Baughman, KentuckyOne Health (2016)
Undergraduate Research Advisor – *The role of meta-cognitive capacities in contingency based thinking* (Lauren Fotta) (2016-2017)
Undergraduate Research Advisor – *A Review and Analysis of Multi-Leader Team Operationalizations* (Madeline Burke) (2015-2016)
Participant – Safe Zone 101, Introductory training on LGBTQ awareness (2016)
Member – Faculty Advisory Board, Miami University Mindfulness and Contemplative Inquiry Center (2015–2018)
Participant – Bridges Luncheon (2016)

Professional Service

Editorial Review Board – *Journal of Organizational Behavior* (2020 - present)

Ad-Hoc Reviewer – *Journal of Leadership and Organizational Studies* (2019)
Ad-Hoc Reviewer – *International Journal of Hospitality Management* (2019)
Ad-Hoc Reviewer – *The Leadership Quarterly* (2018-2019)
Ad-Hoc Reviewer – *Journal of Vocational Behavior* (2018)
Ad-Hoc Reviewer – *Journal of Management Studies* (2018-2019)
Ad-Hoc Reviewer – *Learning and Individual Differences* (2018)
Ad-Hoc Reviewer – *Management Decision* (2018)
Ad-Hoc Reviewer – *Applied Psychology: An International Review* (2018)
Ad-Hoc Reviewer – *Journal of Management Inquiry* (2018)
Ad-Hoc Reviewer – *Academy of Management Learning and Education* (2018)
Ad-Hoc Reviewer – *The Journal of Social Psychology* (2018)
Ad-Hoc Reviewer – *Social Behavior and Personality* (2017; 2019)
Ad-Hoc Reviewer – *Journal of Organizational Behavior* (2017; 2019)
Ad-Hoc Reviewer – *European Journal of Work and Organizational Psychology* (2017-2019)
Ad-Hoc Reviewer – *Journal of Business Research* (2015-2016)
Ad-Hoc Reviewer – *Human Relations* (2015; 2018-2019)
Ad-Hoc Reviewer – *Journal of Management, Spirituality, and Religion* (2013-2016)
Ad-Hoc Reviewer – *Oxford Bibliographies* (2015)
Ad-Hoc Reviewer – *Journal of Business Ethics* (2016; 2018)
Ad-Hoc Reviewer – *Journal on Excellence in College Teaching* (2016-2018)
Reviewer – *Academy of Management Conference* (2009-2019)
Reviewer – *Society for Industrial and Organizational Psychology Conference* (2009-2019)

AWARDS AND HONORS

Miami University, Farmer School of Business: *Richard K. Smucker Junior Faculty Teaching Excellence Award* (2019)
Miami University, Farmer School of Business: *James Robeson Junior Faculty Research Excellence Award* (2018)
Drexel University: *Outstanding Promise Doctoral Award* (2013)
Drexel University: *Teaching Excellence Award* (2011)