

**Darryl B. Rice, PhD**

Richard T. Farmer Associate Professor  
Associate Professor of Management  
Department of Management  
Farmer School of Business  
Miami University  
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**ACADEMIC APPOINTMENTS**

Richard T. Farmer Associate Professor, Miami University (July 2024-present)

Associate Professor of Management with Tenure, Miami University (July 2023-present)

Assistant Professor of Management, Miami University (August 2015-June 2023)

**ACADEMIC LEADERSHIP POSITIONS**

Executive Committee Member, Academy of Management's Diversity, Equity, and Inclusion division (2024-present)

Representative at Large, Academy of Management's Diversity, Equity, and Inclusion division (2022-2024)

Executive Committee Member, Academy of Management's Ombuds/Ethics Committee, (2021-present)

Board Member, Southern Management Association (2021-2024)

President, Management Faculty of Color Association (2019-2022)

Vice President, Miami University Association of Black Faculty and Staff (2021-present)

Vice President, Management Faculty of Color Association (2018-2019)

**EDUCATION**

Ph.D. **University of Central Florida**, 2015 Orlando, FL

Major: Business Administration (Organizational behavior concentration)

MBA **Jacksonville University**, 2010 Jacksonville, FL

Major: Leadership

B.S. **Florida State University**, 2005/2006 Tallahassee, FL

Double majors: Finance & Multinational Business Operations

## **PROFESSIONAL AND ACADEMIC AWARDS**

Outstanding Reviewer Award, Group & Organization Management (2024)

Institutional Inclusive Excellence Award Nominee, Miami University (2024)

Ray of Light Award, Miami University (2023)

Distinguished and Devoted Service Award, Management Faculty of Color Association (2023)

Spirit Circle Faculty Award, The PhD Project Management Doctoral Student Association (2023)

Center for Student Diversity and Inclusion Impact Partner, Miami University (2023)

James Robeson Junior Faculty Award for Research Excellence, Farmer School of Business at Miami University (2023)

Prodesse Quam Conspici Award, Miami University, (2023)

Most Outstanding Professor Award Nominee, Miami University (2023)

Top Downloaded Article, Journal of Organizational Behavior (2022)

Prodesse Quam Conspici Award, Miami University, (2022)

Faculty Commendation for Teaching, Center for Teaching Excellence, Miami University (2022)

Academy of Management Conference Best Paper: Social Issues in Management track (2022)

American Accounting Association Conference Best Paper: Ohio Region Meeting (2022)

Faculty Commendation for Teaching, Center for Teaching Excellence, Miami University (2021)

Faculty Commendation for Teaching, Center for Teaching Excellence, Miami University (2020)

Faculty Commendation for Teaching, Center for Teaching Excellence, Miami University (2018)

Southern Management Association Conference Best Doctoral Student Paper: Ethics, Social, Diversity

Issues track (2015)

University of Central Florida College of Business Administration PhD Excellence

Graduate Teaching (2014)

University of Central Florida Presidential Fellowship (2014)

Southern Management Association Conference Best Doctoral Student Paper: Ethics, Social Issues, and Diversity track (2013)

University of Notre Dame Excellence in Ethics Research Scholarship Recipient (2013)

## **RESEARCH INTERESTS**

Organizational justice

Behavioral ethics

Diversity, equity, and inclusion

Well-being and stress

## **PEER-REVIEWED JOURNAL ARTICLES (\* = doctoral student; # = master-level student; + = undergraduate student when project started)**

**Rice, D. B.,** Melaku, T., Stewart, O. J., & Young, N. C (2024). Enough is enough: Identifying and overcoming acts of anti-Black performative allyship in the peer-review process. *Organization*. [post Promotion & Tenure packet being submitted]

**Rice, D. B.,** Young, N. C., Leonard, S. & Taylor, R. (2024). Politics and race in the workplace: Understanding how and when Trump-supporting managers hinder Black employees from thriving at work. *Human Resource Management Journal*. [post Promotion & Tenure packet being submitted]

**Rice, D. B.,** Boyd, T. L.\*, & Franklin D. (2023). Black and abused: Understanding who Black employees hold accountable for their mistreatment. *International Journal of Human Resource Management*. [post Promotion & Tenure packet being submitted]

Opoku-Dakwa, A. & **Rice, D. B.** (2023). A place for critical race theory and wokeness in diversity strategies. *Academy of Management Perspectives*. [post Promotion & Tenure packet being submitted]

Crossley, C., Taylor, S., G., Trevino, L. K., Taylor, R. M., & **Rice D. B.** (2023). Welcome to the club? Personal initiative and unethical behavior in executives' promotion and derailment decisions. *Journal of Organizational Behavior*. [post Promotion & Tenure packet being submitted]

**Rice, D. B.,** Prosper, P., Franklin, D. A., & Luse, W. (2023). Examining the relationship between law enforcement agency support of anti-Black racism and Black people's evaluations of policing style: The moderating impact of sex. *Current Psychology*. [post Promotion & Tenure packet being submitted]

**Rice, D. B.,** Prosper, P, & Scott, C.\* (2023). Leading with DEI on my mind: Examining the interactive effects of supervisor perceptions of psychological diversity climate and supervisor characteristics on leadership style. *Journal of Leadership and Organizational Studies*, 30(2), 239-258. [post Promotion & Tenure packet being submitted]

**Rice, D. B.,** Taylor, R. M., Wang, Y., Wei, S., & Ge, V. (2023). My company cares about my success... I think: Clarifying why and when a firm's ethical reputation impacts employees' subjective career success. *Journal of Business Ethics*, 186(1), 159-177.

- Aguinis, H. A., Beltran J., R.,\* Archibold, E. E.,\*\* Jean, E. L.,\*\* & **Rice D. B.\*** (2023). Thought experiments: A review and recommendations. *Journal of Organizational Behavior*, 44(3), 544-560. (\* equal contribution; order is alphabetized).
- Rice, D. B.,** Massey, M.\*, Roberts, A\*. & Sterzenbach, N+. (2023). A social exchange examination of upper-level management and supervisor organizational embodiment: The roles of supervisor psychological contract fulfillment and conscientiousness. *Journal of Social Psychology*, 163(2), 191-211.
- Aguinis, H., Archibold, E. E.,\*\* & **Rice, D. B.\*** (2022). Let's fix our own problem: Quelling the irresponsible research perfect storm. *Journal of Management Studies*, 59(6), 1628-1642. (\* equal contribution; order is alphabetized).
- Wesley, C. L., Martin, G. W., **Rice, D. B.,** & Lubojacky, C. J.\* (2022). Do the right thing: The imprinting of deonance at the upper echelons. *Journal of Business Ethics*, 180(1), 187-213.
- Rice, D. B.** (2022). The word on the street: Science is not advocacy, but publishing research is. *Group & Organization Management*, 47(5), 952-962.
- Rice, D. B.** & Luse, W. (2022). How organizational justice impacts supervisor bottom-line mentality: The role of the institutionalization of ethics. *Current Psychology*, 1-13.
- Rice, D. B.** & Day, S. W. (2022). The impact of hindrance appraisals on leader bottom-line mentality: Implications for leadership drawbacks and the amplification effect of leader neuroticism. *International Journal of Stress Management*, 29(3), 229-240.
- Rice, D. B.** & Cotton-Nessler, N. (2022). I want to achieve my goals, when I can. The interactive effect of leader organization-based self-esteem and political skill on goal-focused leadership. *Current Psychology*, 1-15.
- Rice, D. B.,** Massey, M.\*, & Mchiri, A.\* (2022). A trickle-down model of organizational embodiment and the role of supervisor neuroticism. *Journal of Management & Organization*, 1-18.
- Rice, D. B.** & Busby, A. D. (2022). How and when challenging supervisors impact employee bottom-line mentality? The roles of supervisor duty orientation and employee positive affectivity. *Current Psychology*, 1-13.
- Rice, D. B.,** Young, N., & Sheridan, S. (2021). Improving employee emotional and behavioral investments via the trickle-down effect of organizational inclusiveness. The role of supervisory moral identity. *Journal of Business and Psychology*, 36(2), 267-282.
- Ambrose, M. L., **Rice, D. B.,** & Mayer, D. M. (2021). Justice climate and workgroup outcomes: The role of coworker fair behavior and workgroup structure. *Journal of Business Ethics*, 172(1), 79-99.
- Rice, D. B.,** & Young, N. (2021). Integrating ethics and inclusion: How and when upper-level managerial leadership impacts supervisory inclusiveness. *Current Psychology*, 1-14.

- Rice, D. B.,** Letwin, C., Taylor, R., & Wo, X (2021). Extending the trickle-down model of abusive supervision. The role of moral disengagement. *Journal of Social Psychology*, 161(1), 40-46.
- Rice, D. B. & Reed, N. D\***. (2021). Supervisor emotional exhaustion and goal-focused leader behavior: The roles of supervisor bottom-line mentality and conscientiousness. *Current Psychology*, 1-16.
- Rice, D. B.,** Taylor, R., & Forrester, J. (2020). The unwelcoming experience of abusive supervision and the impact of leader characteristics: Turning employees into poor organizational citizens and future quitters. *European Journal of Work and Organizational Psychology*, 29(4), 601-618.
- Rice, D. B.,** Young, N., Johnson D.+, Walton, R.#, & Stacy, S+. (2020). Overall justice and supervisor conscientiousness: Implications for ethical leadership and employee self-esteem. *Business Ethics: A European Review*, 29(4), 856-869.
- Letwin, C., Wo, D., Folger, R., **Rice, D. B.,** Taylor, R., Richard, B., & Taylor, S. (2016). The “right” and the “good” in ethical leadership: Implications for supervisors’ performance and promotability evaluations. *Journal of Business Ethics*, 137, 743-755.
- Folger, R., Ganegoda, D. B., **Rice, D. B.,** Taylor, R., & Wo, D. X. (2013). Bounded autonomy and behavioral ethics: Deonance and reactance as competing motives. *Human Relations*, 66(7), 905-924.

### **BOOK CHAPTERS**

- Rice, D. B.** (2024). My boss acts like Jim Crow: A social exchange examination of authoritarian supervisors, morally disengaged Black employees, turnover intentions, and when neuroticism matters. In T. Melaku, A. Beeman, and C. Winkler (Eds.) *Handbook on Workplace Diversity and Stratification*. Rowman & Littlefield.
- Rice, D. B.** (2018). Institutional resentment: A socio-psychological process of marginalization, retribution, and suppression. In M. Gerhardt and J. Peluchette (Eds.) *Millennials: Characteristics, Trends, and Perspectives*. Nova Science Publishers.
- Schminke, M., Johnson, M\*., & **Rice, D. B\***. (2015). Justice and organizational structure: A review. In R. Cropanzano and M. Ambrose (Eds.) *The Oxford Handbook of Organizational Justice*. New York: Oxford University Press. (\* equal contribution; order is alphabetized).

### **MANUSCRIPTS UNDER REVIEW (invited revisions or under initial review)**

- Rice, D. B.,** Welter, C., & Crawley, R. My boss is the problem: Understanding how and when supervisors with strong bottom-line mentalities drive employees to quit. Under initial review at *Journal of Business and Psychology*.
- Rice, D. B.,** Massey, M., & Day, S. My boss leads the right way: Understanding how and when the institutionalization of ethics impacts supervisors’ leadership styles. Under initial review at *Journal of Business Research*.

- Brown, R., **Rice, D. B.**, Plummer, P. No one likes feeling left out: How ostracism influences code-switching behaviors. Under initial review at *Administrative Science Quarterly*.
- Rice, D. B.**, Young, N. C., Leonard, S. & Taylor, R. Deuces, I'm out. Understanding how and when Trump-supporting managers increase Black employees' turnover intentions. Under initial review at *Human Resource Management*.
- Jennings, J., **Rice, D. B.**, Shuck B., & Duffy, C. Overworked and not healthy: Understanding how work burnout impacts employee health engagement. Under initial review at *Journal of Applied Psychology*.
- Rice, D. B.**, Melaku, T., Mchiri, A., & Meyers, D. Cultivating a more equitable, inclusive, and credible peer-review process: Reducing asymmetrical relationships of power via procedural justice. Under initial review at *Equality, Diversity and Inclusion: An International Journal*.
- Rice, D. B.**, Taylor, R. M., Wei, S., & Wang, Y. Building a better place to work: Understanding why and when top management team gender diversity impacts organizational culture. Under initial review at *Journal of Organizational Behavior*.
- Rice, D. B.**, Franklin, D. A., Forrester, J. K., & Young, N. C. Be like me: Understanding the inclusive and transmitting implications of supervisor political skill. Under initial review at *Applied Psychology: An International Review*.
- Rice, D. B.**, Maxie, J., & Miller, C. D. I feel betrayed: Examining the relationship between organizational cynicism and employees' feelings of violation. Under initial review at *Journal of Managerial Psychology*.
- Rice, D. B.**, Maxie, J., Prosper, P., & Day, S. Understanding Black people's resentment toward American law enforcement agencies: The roles of policing style and abusive police behavior. Under initial review at *Equality, Diversity and Inclusion: An International Journal*.
- Rice, D. B.**, Darden, T., Addae, G., & Lewis-Flenaugh, J. You want my commitment, earn my trust: Understanding how and when inclusive supervisors increase Black employees' organizational commitment. Under initial review at *Journal of Vocational Behavior*.
- Rice, D. B.** & Taylor, R. M. I want to, but can I? Understanding why and when moral supervisors believe they help create supportive organizations. Under initial review at *The Journal of Social Psychology*.
- Heath, M. L., Luse, W., & **Rice, D. B.** The impact of accountability and justice on workplace engagement for the underemployed versus employed. Under initial review at *Journal of Knowledge Economy*.
- Rice, D. B.**, Massey, M., & Maxie, J. S. Money over DEI. Understanding the detrimental implications of supervisors with strong bottom-line mentalities ignoring inclusive leadership. Under initial review at *Journal of Applied Psychology*.

**Rice, D. B.,** Boyd, T. L., White, M. L., & Kolp, T. Stopping rogue supervisors: Understanding how and when supervisors with strong bottom-line mentalities create hostile work environments. Under initial review at *Academy of Management Journal*.

**Rice, D. B.,** Welter, C., & Wood, A. Preventing the development of hostile work environments: Understanding the importance of integrating organizational ethics and diversity, equity, and inclusion. Under initial review at *Journal of Business Ethics*.

**Rice, D. B.,** & Prosper. You can't spell ostracism without racism: Understanding moral disengagement as a response to Black pain. Under review at *Journal of Business Ethics*.

#### **MANUSCRIPTS TO BE SUBMITTED** (Data analyzed, various writing stages)

**Rice, D. B.,** Jennings, J., Shuck B., & Duffy, C. I feel good: Understanding the interactive effect of health resources and workplace support on employee well-being and workplace engagement. Preparing for submission to *Journal of Health Psychology*.

Franklin, D. A. & **Rice, D. B.** The effect of ethical leadership on Black employee identity asymmetry, diversity climate and counter-productive work behavior. Preparing for submission to *The Leadership Quarterly*.

**Rice, D. B.** Support heuristic theory: Pushing the perception of support forward by understanding the expectation of support and the importance of others being supported. Preparing for submission to the *Academy of Management Review*.

#### **CONFERENCE PRESENTATIONS**

Melaku, T., **Rice, D. B.,** & Meyers, A. D. Taxonomy of performative allyship. *Academy of Management 2023*, Boston, MA.

**Rice, D. B.,** Smith, S., Maxie, J., & Johnson, E. Ally? Nah, my boss is my opposer: The anti-Black racism implications of supervisor authoritarianism. *Southern Management Association 2022*, Little Rock, AR.

**Rice, D. B.,** Taylor, R. M., Wei, S., Wang, Y., & Ge, V. My company cares about my success: The impact of a firm's ethical reputation on employee success. *Academy of Management 2022*, Seattle, WA. (\* received best paper award in Social Issues in Management track).

**Rice, D. B.,** Boyd, T. L., & Franklin, D. A. Black and abused: The adverse impact of Trump-supporting supervisors on Black employees. *Academy of Management 2022*, Seattle, WA.

**Rice, D. B.,** Massey, M., & Day, S. Integrating deonance and behavioral plasticity theories to advance leader duty-oriented behavior. *Academy of Management 2022*, Seattle, WA.

**Rice, D. B.,** Taylor, R. M., Wang, Y., Wei, S. The impact of female representation in top management on employee's work experiences. *Society for Industrial and Organizational Psychology 2022*, Washington D.C.

- Rice, D. B.,** Taylor, R. M., Wang, Y., Sei, S., & Ge V. The impact of firms' ethical reputation on employees' work experiences and perceptions. *Society for Industrial and Organizational Psychology 2022*, Washington D.C.
- Rice, D. B.** & Prosper, P. You can't spell ostracism without racism: Workplace ostracism as an inherent form of Black Pain and its adverse implications for Black employees. *Southern Management Association 2021*, New Orleans, LA.
- Rice, D. B.** Maxie, J, & Day, S. W. Moral allyship at work: How ethical leaders improve the workplace for Black employees and the role of psychological diversity climate. *Southern Management Association 2021*, New Orleans, LA.
- Rice, D. B.** & Miller, C. How supervisors learn to betray employees? The impact of organizational cynicism on employee feelings of violation and the role of neuroticism. *Southern Management Association 2021*, New Orleans, LA.
- Rice, D. B.,** Maxie, J., Prosper, P. Training warrior-cops or guardian-officers? Law enforcement agencies' leadership styles. *Academy of Management 2021*, Virtual.
- Rice, D. B.,** Maxie, J., Day, S. W. Moral allyship at work: Ethical leadership and Black employees' psychological diversity climate. *Academy of Management 2021*, Virtual.
- Rice, D. B.** My boss acts like Jim Crow: A social exchange examination of authoritarian supervisors, morally disengaged Black employees, turnover intentions, and when neuroticism matters. *Western Academy of Management 2021*, Virtual.
- Rice, D. B.** A trickle-down model of organizational embodiment and the impact of supervisor neuroticism. *Western Academy of Management 2021*, Virtual.
- Rice, D. B.** & Massey, M. Should I represent you? The impact of abusive management on supervisor organizational embodiment. *Academy of Management 2019*, Atlanta, GA
- Franklin, D. A. & **Rice, D. B.** The effect of ethical leadership on Black employee identity asymmetry, diversity climate and counterproductive work behavior. *Southern Management Association 2019*, Norfolk, VA.
- Wesley, C., Martin, G., & **Rice D. B.** Service academy graduate CEOs & financial restatements: An imprinting perspective on upper echelons. *Academy of Management 2019*, Boston, MA.
- Rice, D.B.,** Young, N., Johnson, D., Walton, R., & Stacy, S. Leaders' justice judgments: Pivotal cognitions for ethical leadership and implications for organizational inclusion. *Southern Management Association 2018*, Lexington, KY.
- Rice, D. B.,** Young, N., & Sheridan, S. A social cognitive examination of organizational inclusiveness and supervisory moral identity. *Academy of Management 2018*, Chicago, IL.



- Rice, D. B., & Shields-Dutton, K.** Showing that you care. An integration of leader political skill, ethical leadership, and support. *Academy of Management 2017*, Atlanta, GA.
- Rice, D. B.** Organizational resentment. The process of grievance-inducing acts and grievance resolving behavior. *Southern Management Association 2016*, Charlotte, NC.
- Rice, D. B., Taylor, R., & Forrester, J.** The Noninclusive experience of abusive supervision. Is it hot or is it cold and why it matters. *Academy of Management 2016*, Anaheim, CA.
- Rice, D. B., Young, N.C., & Sheridan, S.** A trickle-down approach to inclusive leadership: The role of supervisory moral identity. *Southern Management Association, 2015*, St. Petersburg, FL. (\*received best doctoral student paper award for Ethical, Diversity, Social Issues track).
- Rice, D. B., Folger, R., Taylor, S. G., Crossley, C., & Piccolo, R.** Judged by the bottom-line but expected to lead ethically-A leader's Catch-22. *Academy of Management 2015*, Vancouver, CN.
- Rice, D. B. & Shields-Dutton, K.** Smooth operators: How politically skilled leaders use ethical leadership as a social influence strategy. *Southern Management Association 2014*, Savannah, GA.
- Crossley, C. C., Taylor, S. G., Taylor, R., & **Rice, D. B.** On track for promotion or headed for derailment? The joint roles of leader proactivity and unethical behavior on promotability. *Southern Management of Association 2014*, Savannah, GA.
- Letwin, C., Wo, D. X., Folger, R. G., **Rice, D. B.**, Taylor, R., Richards, B., & Taylor, S. G. The "Right" and the "Good" in ethical leadership: Implications for supervisors' performance and promotability evaluations. *Academy of Management 2014*, Philadelphia, PA.
- Rice, D. B. & Taylor, R.** Abusive supervision: An unwelcoming experience. *Society for Industrial and Organizational Psychology, 2014*, Honolulu, HA.
- Rice, D. B. & Jones, N.** Organizational inclusion: A valuable byproduct of ethical and politically skilled leadership. *Southern Management Association 2013*, New Orleans, LA. (\* received best doctoral student paper award for Ethical, Diversity, Social Issues track).

## **TEACHING INTERESTS**

Organizational Behavior/Intro to Management and Leadership

Diversity and Cross-Cultural Management

Behavioral and Business Ethics

Human Resource Management

## **TEACHING EXPERIENCE**

Response Coding: 4 = Excellent, 3 = Good, 2 = Average, 1 = Poor, 0 = Unsatisfactory

*Miami University, Farmer School of Business (\* = higher than department mean and university mean)*

Spring 2024 MGT 650 Section L: Leadership, Teams, and Ethics 4.00/4.00\*

Spring 2024 MGT 291 Section H: Intro to Management and Leadership 3.64/4.00\*

Spring 2024 MGT 291 Section L: Intro to Management and Leadership 3.13/4.00

Spring 2024 MGT 304 Section A: Diversity and Cross-Cultural Management 2.83/4.00

Winter 2023 MGT 291 Section C: Intro to Management and Leadership 4.00/4.00\*

Fall 2023 MGT 304 Section A: Diversity and Cross-Cultural Management 3.20/4.00

Fall 2023 MGT 304 Section B: Diversity and Cross-Cultural Management 3.71/4.00\*

Spring 2023 MGT 650 Section L: Leadership, Teams, and Ethics 4.00/4.00\*

Spring 2023 MGT 291 Section K: Intro to Management and Leadership 3.33/4.00

Spring 2023 MGT 291 Section L: Intro to Management and Leadership 3.20/4.00

Winter 2022 BUS 420 Section D: Diversity and Cross-Cultural Management 4.00/4.00\*

Winter 2022 MGT 291 Section C: Intro to Management and Leadership 4.00/4.00\*

Fall 2022 MGT 304 Section A: Diversity and Cross-Cultural Management 3.63/4.00\*

Fall 2022 MGT 304 Section B: Diversity and Cross-Cultural Management 3.56/4.00\*

Spring 2022 MGT 291 Section L: Intro to Management and Leadership 3.62/4.00\*

Spring 2022 MGT 291 Section M: Intro to Management and Leadership 3.61/4.00\*

Spring 2022 MGT 650: Leadership, Teams, and Ethics 2.75/4.00

Fall 2021 MGT 304 Section A: Diversity and Cross-Cultural Management 3.50/4.00\*

Fall 2021 MGT 304 Section B: Diversity and Cross-Cultural Management 3.62/4.00\*

Spring 2021 MGT 291 Section E: Intro to Management and Leadership 3.59/4.00\*

Spring 2021 MGT 291 Section F: Intro to Management and Leadership 3.79/4.00\*

Spring 2021 MGT 291 Section G: Intro to Management and Leadership 3.74/4.00\*

Fall 2020 MGT 304 Section A: Diversity and Cross-Cultural Management 3.82/4.00\*

Fall 2020 MGT 304 Section B: Diversity and Cross-Cultural Management 3.15/4.00

Spring 2020 MGT 291 Section L: Intro to Management and Leadership 3.4/4.00\*

Fall 2019 MGT 304 Section A: Diversity and Cross-Cultural Management 3.58/4.00\*

Fall 2019 MGT 304 Section B: Diversity and Cross-Cultural Management 3.68/4.00\*

Spring 2019 MGT 304 Section C: Diversity and Cross-Cultural Management 2.97/4.00

Spring 2019 MGT 304 Section D: Diversity and Cross-Cultural Management 3.46/4.00\*

Spring 2019 MGT 291 Section K: Intro to Management and Leadership 3.67/4.00\*

Fall 2018 MGT 291 Section M: Intro to Management and Leadership 3.55/4.00\*

Fall 2018 MGT 291 Section N: Intro to Management and Leadership 3.78/4.00\*

Fall 2017 MGT 304 Section C: Diversity and Cross-Cultural Management 3.63/4.00\*

Fall 2017 MGT 304 Section D: Diversity and Cross-Cultural Management 3.36/4.00\*

Spring 2017 MGT 304 Section A: Diversity and Cross-Cultural Management 3.14/4.00

Spring 2017 MGT 304 Section B: Diversity and Cross-Cultural Management 2.97/4.00

Fall 2016 MGT 304 Section A: Diversity and Cross-Cultural Management 3.01/4.00

Fall 2016 MGT 304 Section B: Diversity and Cross-Cultural Management 3.67/4.00\*

Spring 2016 MGT 291 Section M: Intro to Management and Leadership 3.88/4.00\*

Spring 2016 MGT 291 Section N: Intro to Management and Leadership 3.91/4.00\*

Fall 2015 MGT 291 Section E: Intro to Management and Leadership 3.66/4.00\*

Fall 2015 MGT 291 Section F: Intro to Management and Leadership 3.64/4.00\*

Response Coding: 5 = Excellent, 4 = Very Good, 3 = Good, 2 = Fair, 1 = Poor

University of Central Florida, College of Business Administration

Spring 2014 MAN 4701: Business Ethics and Society 4.30/5.00\*

Fall 2013 MAN 4701: Business Ethics and Society 5.00/5.00\*

Summer 2013 MAN 4701: Business Ethics and Society 4.17/5.00

Spring 2013 MAN 4720: Strategic Management Capstone Lab 4.61/5.00\*

Spring 2013 MAN 4720: Strategic Management Capstone Lab 4.70/5.00\*

Fall 2012 MAN 4701: Business Ethics and Society 4.01/5.00

Summer 2012 MAN 4720: Strategic Management Capstone Lab 4.53/5.00\*

Summer 2012 MAN 4720: Strategic Management Capstone Lab 4.45/5.00\*

Spring 2012 MAN 4720: Strategic Management Capstone Lab 4.48/5.00\*

Spring 2012 MAN 4720: Strategic Management Capstone Lab 4.30/5.00\*

Fall 2011 MAN 4720: Strategic Management Capstone Lab 4.19/5.00

Fall 2011 MAN 4720: Strategic Management Capstone Lab 4.72/5.00\*

Fall 2010 MAN 4720: Strategic Management Capstone Lab 4.45/5.00\*

Fall 2010 MAN 4720: Strategic Management Capstone Lab 4.29/5.00\*

Teaching Assistant, University of Central Florida, College of Business Administration

Spring 2014 MAN 6245: Organizational Behavior and Theory (graduate-level)

Spring 2014 MAN 4441: Conflict Resolution and Negotiations (undergraduate-level)

Fall 2013 MAN 6245: Organizational Behavior and Theory (graduate-level)

Fall 2013 MAN 4240: Organizational Behavior and Theory (undergraduate-level)

Spring 2013 MAN 4441: Conflict Resolution and Negotiations (undergraduate-level)

Fall 2012 MAN 4240: Organizational Behavior and Theory (undergraduate-level)

Spring 2012 MAN 4720: Conflict Resolution and Negotiations (undergraduate-level)

Fall 2011 MAN 6245: Organizational Behavior and Theory (graduate-level)

Spring 2011 MAN 4441: Conflict Resolution and Negotiations (undergraduate-level)

Fall 2010 MAN 4441: Conflict Resolution and Negotiations (undergraduate-level)

**PROFESSIONAL DEVELOPMENT**

Diversity, Equity, and Inclusion Thought Leadership Inaugural Soiree 2023, Tuck Business School, Dartmouth University

Aspiring Leaders Conference 2023, The PhD Project, Tampa, FL.

Behavioral Ethics Workshop 2022, University of Massachusetts-Amherst.

The PhD Project/KPMG Foundation Board Meeting 2022, Manhattan, NY.

Across the Divide Conference 2021, Miami University

Management Faculty of Color Conference 2021, Seattle, WA.

Management Faculty of Color Conference 2020 (Virtual)

Management Faculty of Color Conference 2019 Chicago, IL.

Management Faculty of Color Conference 2018 Barbados

Management Faculty of Color Conference 2017 Boston, MA.

Invited guest: Strategies for Teaching Success Conference 2016, Bentley University, Waltham, MA.

OB Division “Halfway There” consortium participant: Academy of Management Conference 2013 Lake Buena Vista, FL.

Scholarship recipient: Excellence in Ethics Research Conference 2013, University of Notre Dame.

Invited guest: Professional Development for Future Faculty 2012, Olin Business School, Washington University in St. Louis.

Late-stage doctoral student consortium participant: Southern Management Association 2012, Fort Lauderdale, FL.

Invited panelist: The PhD Project Conference 2012

OB Division doctoral student consortium participant: Academy of Management Conference 2012 Boston, MA

Invited discussant: Behavioral Ethics Conference, Orlando, FL 2012

New doctoral student consortium participant: Academy of Management 2011, San Antonio, TX

New doctoral student consortium participant: The PhD Project’s Management Doctoral Student Association Conference 2011, San Antonio, TX

Invited discussant: Organizational Justice Conference, Orlando, FL 2011

### **PROFESSIONAL AFFILIATIONS**

Management Faculty of Color Association

The PhD Project

Academy of Management

Southern Management Association

Society for Industrial and Organizational Psychology

Miami University Association of Black Faculty and Staff

Alpha Phi Alpha Fraternity, Inc

## **PROFESSIONAL SERVICE**

Associate Editor for *Journal of Managerial Psychology*

Editorial Board Member for *Group and Organization Management*

Ad hoc reviewer for *Journal of Business Ethics*

Ad hoc reviewer for *Journal of Organizational Behavior*

Ad hoc reviewer for *International Journal of Human Resource Management*

Ad hoc reviewer for *Human Relations*

Ad hoc reviewer for *Equality, Diversity, & Inclusion. An International Journal*

Ad hoc reviewer for *Human Performance*

Ad hoc reviewer for *Current Psychology*

2020 Southern Management Association (session chair)

2020 Southern Management Association (panelist)

2018 Management Faculty of Color Conference (session chair)

2017 Southern Management Association Conference Reviewer

2017 Academy of Management Conference (session facilitator)

2016 Academy of Management Conference (session facilitator)

2014 Southern Management Association Conference Reviewer (Organizational Behavior Track)

2013 Southern Management Association Conference Reviewer (Pre-doctoral Student Track)

The PhD Project's Management Doctoral Student Association (MDSA) President (2012-2013)

2012 UCF's Department of Management Student Representative for AACSB Accreditation Site

Visit

## **WORK EXPERIENCE**

Bank of America/Merrill Lynch 2006-2010

- Investment Manager Analyst (2008-2010)

- Equity/401k Plan Specialist (2006-2008)

- Acquired Series 7, Series 66, and Health-Life-Variable Annuities licenses

## **REFERENCES**

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