

LAURENS BUJOLD STEED

Farmer School of Business
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ACADEMIC EMPLOYMENT

Assistant Professor Fall 2018 - present Department of Management
Farmer School of Business
Miami University

EDUCATION

Ph.D. 2018 Georgia Institute of Technology
Major: Organizational Behavior
Dissertation: A penny for your thoughts: The
psychological effects of payday

BSM 2010 Georgia Institute of Technology
Major: Management

REFEREED PUBLICATIONS

Harari, D., Swider, B. W., **Steed, L. B.**, & Breidenthal, A. P. (2018) Is perfect good? A meta-analysis of perfectionism in the workplace. In press at *Journal of Applied Psychology*.

Lemoine, G. J., Aggarwal, I., & **Steed, L. B.** (2016). When women emerge as leaders: Effects of extraversion and gender composition in groups. *The Leadership Quarterly*, 27(3), 470-486.
<http://dx.doi.org/10.1016/j.leaqua.2015.12.008>

MANUSCRIPTS UNDER REVIEW

Steed, L. B., Swider, B. W., Keem, S. J., & Liu, J. [Title removed to protect anonymity]. Second revise-and-resubmit to *Journal of Management*.

Swider, B. W. & **Steed, L. B.** [Title removed to protect anonymity]. Under review at Personnel Psychology.

WORKS IN PROGRESS

Swider, B. W. & **Steed, L. B.** You were always my favorite: Applicant initial attitudes and job choice decisions. Manuscript in preparation for submission.

Marr, J. C., **Steed, L. B.**, & Bianchi, E. How status inequality undermines work engagement: The role of cynical attitudes about work. Manuscript in preparation for submission to *Organizational Behavior and Human Decision Processes*.

Marr, J. C., & **Steed, L. B.** Leader self-control and context. Data collection in process.

Steed, L. B. & Swider, B. W. A penny for your thoughts: The psychological effects of payday. Manuscript in preparation for submission to *Academy of Management Journal*.

REFEREED CONFERENCE PRESENTATIONS

Marr, J. C., **Steed, L. B.**, & Bianchi, E. C. (2017). How status inequality undermines work engagement: The role of cynical attitudes about work. Paper presented at the annual meeting of the Academy of Management. Atlanta, Georgia.

Steed, L. B. (2016). August. Flexibility stigma: It's about time! Paper presented at the annual meeting of the Academy of Management. Anaheim, California.

Steed, L. B. (2016). August. You deserve a break tonight: A self-regulatory perspective on psychological detachment. Paper presented at the annual meeting of the Academy of Management. Anaheim, California.

- Finalist, HR Division Best Student Convention Paper Award

TEACHING EXPERIENCE

Georgia Institute of Technology, Scheller College of Business

MGT 3102 – Managing Human Resources in a Regulated Environment

Overall instructor rating, Spring 2016 (1 section): 4.8 (5 point scale)

Overall instructor rating, Fall 2016 (2 sections): 4.8; 4.9 (5 point scale)

Overall instructor rating, Spring 2018 (1 section): 4.9 (5 point scale)

- Teaching Ph.D. Candidate of the Year Award. 2018
- Center for the Enhancement of Teaching and Learning “Thank a Teacher” Award Recipient. 2016
- GT Professor Appreciation recognition: Men’s Baseball, Men’s Basketball, Women’s Softball.

- Participant, Serve-Learn-Sustain Course Design Workshop. 2016

RESEARCH IN THE NEWS

Fast Company – “How women leaders emerge from leaderless groups”

[<https://www.fastcompany.com/3063599/strong-female-lead/research-suggests-that-women-are-more-likely-to-emerge-as-leaders-in-lead>]

Business News Daily – “Open communication makes female leaders more effective.”

[<http://www.businessnewsdaily.com/9392-open-communication-women-leaders.html>]

The Clarion-Ledger – “Women can get ahead, but it isn’t easy”

[<http://www.clarionledger.com/story/business/2016/08/29/how-women-can-get-ahead/89540846/>]

AWARDS, SCHOLARSHIPS, AND GRANTS

Ashford Watson Stalnaker Memorial Prize for PhD Student Excellence, 2016: \$2,000

President’s Fellowship at Georgia Institute of Technology, 2013-2017: \$5,500 yearly

John R. Battle Award for Student Excellence, 2010: \$5,000

Beta Gamma Sigma Outstanding Student in Management, 2010

EXTERNAL EMPLOYMENT

Vendormate, Inc. (2010-2013)

- Senior Account Manager / SAM Consulting Team (2011-2013)
- Account Manager (2010-2011)

REVIEWING EXPERIENCE

Reviewer for the Annual Meeting of the Academy of Management

HR and OB Divisions (2015); OB Division (2016); HR Division (2017)

Social Behavior and Personality, Ad-Hoc Reviewer

Human Resource Management, Ad-Hoc Reviewer

Journal of Applied Psychology, Ad-Hoc Reviewer

PROFESSIONAL AFFILIATIONS

Academy of Management (HR Division, OB Division)

Southern Management Association