

VITA

JAMES K. SUMMERS, PH. D.

Max S. Wortman, Jr. Professor and
Associate Professor of Management
Department of Management
Ivy College of Business
Iowa State University
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EDUCATION

- Ph. D. Florida State University (2009)**
Major: Organizational Behavior-Human Resources Management
Minor: Research Methods and Statistics
- M.B.A. Missouri State University (2003)**
Major: Management
- B. S. Missouri State University (2002)**
Major: Administrative Management

POSITIONS

Iowa State University	Max S. Wortman, Jr. Professor & Associate Professor	2017-present
Iowa State University	Dean's Fellow & Associate Professor	2015-2017
Iowa State University	Assistant Professor	2012-2015
Bradley University	Assistant Professor	2009-2012

AWARDS

- Ivy College of Business Research Incentive Award (2024)
- Ivy College of Business Outstanding Achievement in Teaching (2022)
- Southern Management Conference Best Paper in Track (2021)
- Poets & Quants 40 Under 40 MBA Professors for 2020
- Dean's Summer Research Grant (2020, 2017, 2016, 2015)
- CASTLE Grant (2020, 2022, 2023)
- Top MBA Instructor Award (2021, 2019)

- Top Management Department Senior Instructor (2018, 2022)
- Faculty Mentoring Award (2017)
- Southern Management Conference Best Doctoral Paper (2015)
- Junior Faculty Research Award (2014)

RESEARCH

Journal Publications

Accepted

Fletcher, K.A., Summers, J. K., Bedwell-Torres, W.L., Humphrey, S. E., Thomas, S.E., & Ramsay, P.S. (2024). Initial Development of Perceptions of Ability and Intent Factors of (Un)Trustworthiness in Short-Term Teams. *Journal of Organizational Behavior*.

2024

Munyon, T. P., & Summers, J. K. Emotion, persuasion and team adaptation: Advancing theory through cinema. (2024). *Academy of Management Review*, 49, 1, 182-196.

2022

Howe, M., Summers, J. K., & Holwerda, J. (2022). The big data are coming!: Reconceptualizing big data for the organizational sciences. In M. Buckley, A. Wheeler, J. Baur, & J. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 40). Bingley, UK: Emerald Group Publishing Ltd.

2020

Manhart, P., Summers, J. K., & Blackhurst, J. (2020). A meta-analytic review of supply chain risk management: Assessing buffering and bridging strategies and firm performance. *Journal of Supply Chain Management*, 56, 66-87.

Summers, J. K., Munyon, T. P., Brouer, R., Pahng, P., & Ferris, G. R. (2020). The role of political skill in the stressor strain relationship: Meta-analytic development and competitive model testing. *Journal of Vocational Behavior*, 118. (First two authors contributed equally, authorship is alphabetical)

2018

Summers, J. K., Howe, M. A, McElroy, J. C., Buckley, M. R., Pahng, P., & Cortes-Mejia, S. (2018) Review and typology of stigma within organizations: Access and treatment effects. *Journal of Organizational Behavior*, 39, 853-868.

Harrison, A., Summers, J. K., & Menneke, B. (2018). The differential impact of the dark triad on the fraud diamond and unethical intentions. *Journal of Business Ethics*, 153, 53-77.

2015

Munyon, T. P., Summers, J. K., Thompson, K. A., & Ferris, G. R. (2015). Political skill and work outcomes: A theoretical extension, meta-analytic investigation, and agenda for future research.

Personnel Psychology, 68, 143-184. (First two authors contributed equally, authorship is alphabetical)

2014

McElroy, J.C., Summers, J. K., & Moore, K. (2014). The effects of piercings on job applicant suitability. *Organizational Behavior and Human Decision Processes*, 125, 26-38.

Oerder, K., Blickle, G., & Summers, J. K. (2014). How does context shape political skill? A predictive two year study of employee representatives. *Journal of Managerial Psychology*, 29, (5), 582-599.

2013

DeOrtentiis, P. S., Summers, J. K., Ammeter, A., Douglas, C., & Ferris, G. R. (2013). Team cohesion and satisfaction as intermediate linkages in the team trust – team performance relationship: A multi-mediation model test. *Career Development International*, 18(5), 521-543.

Ferris, G. R., & Summers, J. K. (2013). Further delineation of ‘social/interpersonal compatibility’s’ role in employability. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 35-38.

2012

Summers, J. K., Humphrey, S. E., & Ferris, G. R. (2012). Team member change, flux in coordination, and performance: Effects of strategic core roles, information transfer, and cognitive ability. *Academy of Management Journal*, 55, 314-338.

Blickle, G., Diekmann, C., Schneider, P. B., Kalthöfer, Y., & Summers, J. K. (2012). When modesty wins: impression management through modesty, political skill, and career success: A two study investigation. *European Journal of Work and Organizational Psychology*, 21, 899-922.

2011

Munyon, T. P., Summers, J. K., & Ferris, G. R. (2011). Team staffing modes in organizations: Strategic considerations in individual and cluster hiring approaches. *Human Resource Management Review*, 21, 228-242.

2010

Hochwarter, W. A., Summers, J. K., Thompson, T., Perrewé, P. L., & Ferris, G. R. (2010). Strain reactions to others’ entitlement behavior as a contextual stressor: Moderating role of political skill in three samples. *Journal of Occupational Health Psychology*, 15 (4), 388-398.

Munyon, T. P., Summers, J. K., Buckley, M. R., & Ranft, A. L., Ferris, G. R. (2010). Executive work design: New perspectives and future research. *Journal of Organizational Behavior*, 31, 432-447.

Blickle, G., Oerder, K., & Summers, J. K. (2010). The impact of political skill on job performance and career success of employees’ representatives. *Journal of Vocational Behavior*, 77, 383-390.

Harvey, P., Summers, J. K. & Martinko, M. J. (2010). Attributional influences on the outcome aggression relationship: A review and extension of past research. *International Journal of Organizational Theory and Behavior*, 13(2), 174-201.

Summers, J. K., Munyon, T. P., Perryman, A., & Ferris, G. R. (2010). Controlling executive dysfunctional behavior through executive work design. *Business Horizons*, 53, 581-590.

2009

Ferris, G. R., Liden, R. C., Munyon, T. P., Summers, J. K., Basik, K., & Buckley, M. R. (2009). Relationships at work: Toward a multidimensional conceptualization of dyadic work relationships. *Journal of Management*, 35, 1379-1403.

Martinko, M. J., Breaux, D., Martinez, A. D., Summers, J. K., & Harvey, P. (2009). Hurricane Katrina and attributions of responsibility: An object lesson on attribution biases. *Organizational Dynamics*, 38, 52-63.

Blickle, G., Kramer, J., Zettler, I., Momm, T., Summers, J. K., Munyon, T. P., & Ferris, G. R. (2009). Enterprising job demands as moderator of the political skill – job performance relationship. *Career Development International*, 14, 333-350.

Hochwarter, W. A., Rodgers, L. M., Summers, J. K., Meurs, J. A., Perrewé, P.L., & Ferris, G. R. (2009). Personal control antidotes to the strain consequences of generational conflict as a stressor: A two-study constructive replication and extension. *Career Development International*, 14, 465-486.

Revise and Resubmit

Gang, H., Anderson, M. A., & Summers, J.K. Gender differences in core self-evaluations: A meta-analytic review. On the myth that adult women have lower self-worth than men: A meta-analytic review of gender differences in core self-evaluations across cultures and over time. 3rd round revise and resubmit.

Liu, S., Summers, J. K. Guo, N., & Wang, H. Getting along and getting ahead: Political skill helps you become an informal leader. Under second.

Under Review

Weng, D., Summers, J. K., Tang, L., & Chen, L. Could organizations and individuals both benefit from organizational career management?; An organizational assimilation process.

Harrison, A., & Summers, J. K. The dark triad as configurations: The role of organizations on employee theft.

Manhart, P., & Mackelprang, A. & Summers, J. K. Illustrating Bayesian meta-analysis: Comparing and contrasting with frequentist meta-analysis.

Contributed Scholarly Papers or Book Chapters

Summers, J. K., Liu, S., & Holwerda, J. (2025). Understanding political skill and its facets: Within-person and multilevel implications. In D. Treadway (Ed.), *Handbook of Political Skill*. Edward Elgar.

- Harris, J.N. Ferris, G.R., Summers, J.K., & Munyon, T.P. (2016). The role of political skill in relationship development, work and social networks, and work effectiveness. In D. L. Stone & J.H. Dulebohn (Eds.), *Human resource management theory and research on new employment relationships* (A volume in the *Research in human resource management* series (Vol. 1, pp. 47-75). Charlotte, NC: Information Age Publishing.
- Munyon, T.P., Summers, J.K., Brouer, R.L., & Treadway, D.W. (2014). The implications of coalition forms for work role innovation, resource reallocation, and performance. In H. Liao & A. Joshi (Eds.), *Research in personnel and human resource management* (Vol. 32, pp. 65-97). Bingley, UK: Emerald Group Publishing Ltd.
- Treadway, D.C., Douglas, C., Ellen, B.P., Summers, J.K., & Ferris, G.R. (2014). Political skill and team leadership: The positioning of political skill in the framework of leader competencies. In R.E. Riggio & S. J. Tan (Eds.), *Leader interpersonal and influence skills: Understanding and assessing soft leader skills of leadership* (pp. 173-206). New York: Taylor and Francis.
- Summers, J.K., Munyon, T.P., Ranft, A.L., Ferris, G.R., & Buckley, M.R. (2012). Designing executive risk behavior: An agenda for improving executive outcomes through work design. In H. Liao & A. Joshi (Eds.), *Research in personnel and human resources management* (Vol. 31, pp. 55-89). Bingley, UK: Emerald Group Publishing Ltd.
- Ferris, G.R., Kane, R.E., Summers, J.K., & Munyon, T.P. (2011). Physiological and psychological health and well-being implications of political skill: Toward a multi mediation organizing framework. In P.L. Perrewé & D.C. Ganster (Eds.), *Research in occupational stress and well-being* (Vol. 9, pp. 63-107). Bingley, UK: Emerald Group Publishing Ltd.
- Lux, S., Ferris, G. R., Brouer, R. L., Laird, M. D., & Summers, J. (2008). A multi-level conceptualization of organizational politics. In J. Barling & C.L. Cooper (Eds.), *The Sage handbook of organizational behavior* (Vol. 1, pp. 353-370). Thousand Oaks, CA: Sage Publications.

Working Papers and Research in Progress

- Chamberlin, M., Howe, M., Summers, J. K., & Kang, S. Team member responses to promotive and prohibitive voice. Manuscript preparation. Target journal: *Academy of Management Journal*.
- Summers, J. K., Humphrey, S. E., Misangyi, V., Bedwell, W. L., Ramsay, P. S., & Frick, S. Team composition modeling utilizing QCA. Manuscript preparation. Target journal: *Organizational Behavior and Human Decision Processes*.
- Holwerda, J., & Summers, J. K. Manuscript preparation. Linking job demands and resources to firm-level financial performance: A time-lagged, path-analytic investigation. Target journal: *Academy of Management Journal*.
- Harris, J., Summers, J. K., & Ferris, G. R. Leader political skill and work relationship favorability: An examination of mediating characteristics and follower outcomes. Manuscript preparation. Target journal: *Personnel Psychology*.
- Manhart, P., & Summers, J. K. Organizational learning from disruption: Risk dominant logic and organizational learning mechanisms.

- Kang, S., Chamberlin, M., & Summers, J. K. The effect of voice endorsement differentiation on team effectiveness.
- Douglas, C., Kang, S., Pahng, P., & Summers, J. K. Examining team-efficacy as a mediator of the team inputs/performance relationship.:
- Pattathil Joy, C., Summers, J. K., & Krishnaswamy, K.S. How high potential managerial career progression is impacted by proximity to key positions.
- Pattathil Joy, C., Anderson, M.H, Summers, J. K., & Schleicher, D.J. Toward understanding mid-level manager succession management: Integrating HRM system strength and HR attributions.
- Howe, M., Summers. J. K., & Scheibe, K. A three-study investigation of the effects of tattoos on selection: Stigma or status?
- Bedwell, W. L., Summers. J. K., Humphrey, S. E., Ramsay, P. S., & Frick, S. Team adaptability: Social role adaptation to task switching.
- Bedwell, W. L., Summers. J. K., Grossman, M., Ramsay, P. S., & Frick, S. Membership fluidity: Meta-analysis.

CONFERENCE PRESENTATIONS

- Pahng, P., Summers, J. K., & Kang, S. (2021, November) Justice disparity in work teams: The moderating role of leader political skill. Paper presented at the Annual Conference for the Southern Management Association, New Orleans, LA.
- Pahng, P., Summers, J. K., Howe, M., & DeMarie, S. (2019, October) Justice disparity in work groups: The mediating role of inclusion in team diversity. Paper presented at the Annual Conference for the Southern Management Association, Norfolk, VA.
- Pahng, P., Summers, J. K., Munyon, T. P., Brouer, R., & Ferris, G. R. (2018, Nov.) The role of political skill in the stressor strain relationship: Meta-analytic update and extension. Paper presented at the Annual Conference for the Southern Management Association, Lexington, KY.
- Pahng, P., Summers, J. K., Howe, M., & Scheibe, K. (2018, August). Tattoos are forever: Potential selection effects of job applicant tattoos. In T.S. Barnes, G.R. Beaver & S.D. Volpone (Co-Chairs), *Stigma, stereotypes, and selection: A reality in review*. Symposium presented at the Academy of Management, 78th Annual National Meeting, Chicago.
- Howe, M., Summers, J. K., Schiebe, K., DeMarie, S., Cortes-Mejia, S., & Pahng, P. (2017, Oct.). Tattoos are forever: Potential selection effects of applicants with tattoos. Paper presented at the Annual Conference for the Southern Management Association, St. Petersburg Beach, FL.
- Fletcher, K. A., Frick, S. E., Ramsay, P. S., Garrett, S. L., Bedwell, W. L., & Summers, J. K. (2017, July). *Predicting differential and curvilinear development of four dimensions of trust in teams*. In *Team dynamics*. Paper presented at 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.
- Frick, S.E., Fletcher, K.A., Garrett, S.L., Bedwell, W.L., Ramsay, P.S., & Summers, J.K. (2016, October). The curvilinear development of trust and distrust within teams. In K.A. Fletcher &

- W.L. Bedwell (Co-chairs), *Antecedents and outcomes of team emergent states and processes*. Paper presented at the 2016 Southern Management Association Meeting, Charlotte, NC.
- Munyon, T. P., & Summers, J. K. (2016, August). T. Rallying cries as group affective communication. In Andrew Bodsky (Chair), *Advancing research on interpersonal communication: Communicating in all directions*. Symposium presented at the Academy of Management, 76nd Annual National Meeting, Anaheim, CA.
- Grossman, M.R., Bedwell, W.L., Summers, J.K., Ramsay, P.S., & Frick, S.E. (2015, April). *A meta-analytic review of membership change, interdependence, and team performance*. Poster accepted for presentation at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- McElroy, J.C., Summers, J. K., & Moore, K. (2014). *The effects of piercings on job applicant suitability*. Paper presented at the Academy of Management, 74th Annual National Meeting, Philadelphia, PA.
- Ramsay, P.S., Frick, S. A., Ramsay, P.S., Frick, S.E., Grossman, M. R., **Bedwell, W.L.**, & Summers, J. K. (2015, Oct.). *Membership fluidity in teams*. Paper presented at the annual Southern Management Association Conference, St. Petersburg, FL.
- Bedwell, W. L., Summers, J. K., Grossman, M., Ramsay, P. S., & Frick, S. (2014, July). *Membership fluidity: A Meta-analysis* In S. A. Sommer (Chair) *Adaptation: A multilevel approach*. Presentation at the 9th Annual Interdisciplinary Research (INGRoup) Conference, Raleigh, NC.
- Summers, J. K. (Panelist). (2014, July). In Fletcher, K. A., & Bedwell, W. L. (co-chairs), *The role of composition on team effectiveness*. Panel presented at the 9th Annual Interdisciplinary Research (INGRoup) Conference, Raleigh, NC.
- Cantor, D., & Summers, J. K. (2013). *Creating and resolving flux in team action processes*. Paper presented at Informs Annual Meeting, Minneapolis, MN.
- Anderson, M. H., Summers, J. K., & Haar, J. M. (2013). *The many benefits of being confident and taking action: The combined role of core self-evaluations and proactive personality in predicting attitudes, behaviors, and income*. Paper presented at the Academy of Management, 73th Annual National Meeting, Orlando, FL.
- Summers, J.K., Munyon, T.P., Treadway, D.C., Thompson, K.W., & Ferris, G.R. (2013). Political skill as a 'gateway resource' in the stressor-strain relationship: Theoretical and meta-analytic development and competitive testing of four models. In P.L. Perrewé & P.E. Spector (Co-Chairs), *The role of political skill and workplace stressors on psychological and physiological strain*. Symposium presented at the Academy of Management, 73nd Annual National Meeting, Orlando.
- Munyon, T. P., Summers, J. K., Brouer, R. L., & Treadway, D. C. (2012). *Toward a theory of coalition forms*. Paper presented at the Annual Conference for the Southern Management Association, Fort Lauderdale, FL.
- Thompson, K.W., Summers, J.K., Munyon, T.P., Treadway, D.C., & Ferris, G.R. (2012). *A meta-analytic investigation of political skill and employee performance*. Paper presented at the Society for Industrial and Organizational Psychology annual conference.

- Thompson, K.W., Summers, J.K., Munyon, T.P., Treadway, D.C., & Ferris, G.R. (2012). *Political skills' influence on work attitudes and strain: A meta-analysis*. Paper presented at the Society for Industrial and Organizational Psychology annual conference.
- Treadway, D.C., Douglas, C., Ellen, B.P. III, Summers, J.K., & Ferris, G.R. (2012). *The positioning of political skill in the framework of "soft" leader competencies: Implications for team leadership*. Paper presented at the 21st Annual Kravis-de Roulet Leadership Conference entitled "Understanding and assessing soft leader skills." Claremont College, Claremont, CA, February 24-25, 2012.
- Summers, J.K., Munyon, T.P., Buckley, M.R., & Ranft, A.L., Weinzimmer, L. (2010). *Strategic leadership by design: An agenda for improving executive outcomes through work design*. Paper presented at the Annual Conference for the Southern Management Association, St. Petersburg, FL.
- Summers, J. K., & Humphrey, S. E. (2010). The influence of team member change on flux in coordination and performance. Paper presented at the Academy of Management, 70th Annual National Meeting, Montreal.
- Ferris, G.R., Munyon, T.P., Summers, J.K., Buckley, M.R., & Ranft, A.L. (2009). *Executive work design*. Paper presented at the Academy of Management, 69th Annual National Meeting, Chicago.
- Thompson, K.W., Summers, J.K., Ferris, G.R., & Hochwarter, W.A. (2009). *Interactive effects of perceived entitlement behavior and political skill on job tension: A three-study investigation*. Paper presented at the Academy of Management, 69th Annual National Meeting, Chicago.
- Humphrey, S. E., Summers, J. K., Morgeson, F. P., & Ilies, R. (2007). *Team composition, role negotiation, and information exchange: Creating and developing a context for information exchange in teams*. In S. E. Humphrey (Chair), Information exchange in teams. Presented at the 22nd Annual Conference for the Society for Industrial and Organizational Psychology, New York, NY.
- Harvey, N.P., Martinko, M.J., & Summers, J.K. (2006). *Attributional influences on workplace aggression: An extension of past research*. Paper presented at the Annual Conference for the Southern Management Association, Clearwater, FL.
- Mishina, Y., Summers, J.K., Humphrey, S.E., Conlon, D., Morgeson, F. (2006). *What you see and who you are: Effects of visibility and status on change evaluations*. Paper presented at the 26th Annual Strategic Management Society's International Conference, Vienna, Austria.
- Summers, J.K., Humphrey, S.E., & Mishina, Y. (2006). *A model of the independent and interactive effects of role and member change on team effectiveness*. Paper presented at the Annual Academy of Management Conference, Atlanta, GA.
- Mishina, Y., Summers, J.K., Humphrey, S.E., Conlon, D., & Morgeson, F. (2006). *Visibility, status, and external evaluations of organizational change*. Paper presented at the 22nd EGOS Colloquium, 'The Organizing Society,' Bergen, Norway.
- Summers, J.K., & Humphrey, S.E. (2006). *Deviations from rational decision-making: An interactive approach*. Paper presented at the 21st Annual Conference for the Society for Industrial and Organizational Psychology, Dallas, TX.

Meurs, J.A., & Summers, J.K. (2006). *How generational conflict and self-regulation effect job tension*. Paper presented at the 21st Annual Conference for the Society for Industrial and Organizational Psychology, Dallas, TX.

Martinko, M.J., & Summers, J.K. (2005). *Judging responsibility for ethical behavior: An attributional approach*. Paper presented at the Annual Conference for the Southern Management Association, Charleston, S.C.

DISSERTATION AND THESIS COMMITTEES

Dissertation Committees

Yanjaa Shuumarjav (chair)
 Sung Kang (co-chair)
 Phoebe Pahng (chair)
 Cyriac Joy (chair)
 Sebastian Cortes Mejia (member)
 Veronica Martin-Ruiz (outside member, Marketing)
 Isidro Linan Jimenez (outside member, Supply Chain Management)
 Alex Voitenko (member, Human Computer Interaction)
 Felipe Cortes (member)
 Angela Christensen (outside member, Construction Engineering)
 Pam Manhart (outside member, Supply Chain Management)
 John Harris (member)

PROFESSIONAL ACTIVITIES, AND AFFILIATIONS

Professional Associations

Academy of Management

- 2022 AOM-HR Research Roundtable Discussant, HR New Faculty Consortium contributor
- 2021 AOM- HR SHRM Dissertation Grant Award committee member
- 2020 AOM-HR Research Roundtable Discussant
- 2019 AOM-HR Research Roundtable Discussant

Southern Management Association

- 2022 Doctoral Consortia Coordinator
- 2021 Coordinator Late-Stage Doctoral Consortium
- 2020 Coordinator Early-Stage Doctoral Consortium
- 2019 Contributor Early-Stage Doctoral Consortium
- 2018 Contributor Late-Stage Doctoral Consortium
- 2017 OB Co-Track Chair

Society of Industrial and Organizational Psychology
 INGroup

Editorial Boards

Journal of Vocational Behavior

Journal Reviews

Administrative Science Quarterly
Academy of Management Journal
Personnel Psychology
Journal of Management
Management Science
Journal of Operations Management
Production and Operations Management
Journal of Organizational Behavior
Journal of Supply Chain Management
Organizational Psychology Review
Journal of Occupational and Organizational Psychology
Human Relations
Journal of Managerial Psychology
Journal of Leadership and Organizational Studies
Journal of Applied Social Psychology

Conference Program Reviews

Academy of Management Conference – Organizational Behavior Division
 Southern Management Association – Organizational Behavior Division

Invited Talks

University of South Florida
 Florida State University
 Des Moines Young Professional Connection
 West Des Moines Accelerate Series
 West Des Moines Young Professional Connection
 Seize Des Moines
 ASQ of Iowa
 Ames Young Professional Connection
 Iowa Technology Leadership Institute
 MBI Cornerstone Academy
 MBI Annual Winter Conference
 Iowa Institute for Cooperatives

TEACHING EXPERIENCE

Instructor of Record: (evaluations on a 5-point scale, 5 = Excellent, 1 = Poor)

Bias, Diversity, and Inclusion (MBA)—Iowa State University
 Spring Intersession 2019- Overall assessment of instructor: 4.5

Human Resource Analytics (MBA)—Iowa State University
 Winter Intersession 2016- Overall assessment of instructor: 4.5

Human Resource Management (Ph.D.)—Iowa State University

Spring 2018 1 section-Overall assessment of instructor: 4.9

Negotiation (MBA)—Iowa State University

Summer 2014 1 Section- Overall assessment of instructor: 4.6
 Summer 2015 1 Section- Overall assessment of instructor: 4.7
 Summer 2016 1 Section- Overall assessment of instructor: 4.7
 Summer 2017 1 Section- Overall assessment of instructor: 4.6
 Spring Intersession 2018- Overall assessment of instructor: 4.7

Organizational Behavior (Ph.D.)– Iowa State University

Spring 2015 1 section-Overall assessment of instructor: 4.9
 Spring 2017 1 section-Overall assessment of instructor: 4.9
 Spring 2019 1 section-Overall assessment of instructor: 4.9

Organizational Behavior—Iowa State University

Spring 2014 2 sections-Overall assessment of instructor: 4.3, 4.5
 Spring 2015 1 section-Overall assessment of instructor: 4.4
 Spring 2016 1 section-Overall assessment of instructor: 4.4
 Spring 2017 1 section-Overall assessment of instructor: 4.4

Organizational Behavior (MBA)– Iowa State University

Fall 2013 2 Sections- Overall assessment of instructor: 4.8, 4.3
 Fall 2014 2 Sections- Overall assessment of instructor: 4.6, 4.5
 Fall 2015 2 Sections- Overall assessment of instructor: 4.6, 4.5
 Fall 2016 2 Sections- Overall assessment of instructor: 4.5, 4.4
 Fall 2017 2 Sections- Overall assessment of instructor: 4.3, 4.8
 Fall 2018 2 Sections- Overall assessment of instructor: 4.3, 4.8
 Fall 2019 2 Sections- Overall assessment of instructor: 4.3, 4.8
 Fall 2020 2 Sections- Overall assessment of instructor: 4.3, 4.8

Organizational Behavior (Executive MBA)– Iowa State University

Fall 2019 1 Section- Overall assessment of instructor: 4.5
 Fall 2020 1 Sections- Overall assessment of instructor: 4.5

Leadership (MBA)—Iowa State University

Summer 2014 1 Section- Overall assessment of instructor: 4.7
 Spring 2015 1 Section- Overall assessment of instructor: 4.8
 Spring 2016 1 section- Overall assessment of instructor: 4.6
 Spring 2017 1 section- Overall assessment of instructor: 4.5
 Summer 2018 1 section- Overall assessment of instructor: 4.7
 Winter Intersession 2019- Overall assessment of instructor: 4.7

Principles of Management – Iowa State University

Spring 2013 2 Sections- Overall assessment of instructor: 4.5, 4.8
 Fall 2012 2 Sections- Overall assessment of instructor: 3.9, 4.3

Negotiation (MBA) – Bradley University

Fall 2010 1 Section- Overall assessment of instructor: 4.4
 Fall 2009 1 Section- Overall assessment of instructor: 4.2

Principles of Management – Bradley University

Spring 2011 2 sections-Overall assessment of instructor: 4.2, 4.3
 Fall 2010 2 Sections- Overall assessment of instructor: 4.4, 4.5
 Spring 2010 3 Sections- Overall assessment of instructor: 4.1, 4.4, 4.7
 Fall 2009 1 Section- Overall assessment of instructor: 4.2

Contemporary Leadership Instructor - Florida State University

Spring 2008 2 Sections- Overall assessment of instructor: 4.6, 4.7
 Summer 2007 1 Section- Overall assessment of instructor: 4.7
 Spring 2007 1 Section- Overall assessment of instructor: 4.0
 Fall 2006 2 Sections- Overall assessment of instructor: 4.4, 4.3
 Summer 2005 1 Section- Overall assessment of instructor: 4.6

Negotiation and Conflict Resolution Instructor - Florida State University

Spring 2009 1 Section- Overall assessment of instructor 4.2
 Fall 2008 1 Section- Overall assessment of instructor 4.5

Organizational Behavior Instructor - Florida State University

Summer 2006 1 Section- Overall assessment of instructor: 4.1

Business Psychology - Florida State University

Fall 2007 1 Section- Overall assessment of instructor: 4.4

CONSULTING

- 360 Leadership Assessment and Coaching to more than 40 organizations across tech, finance, manufacturing, public safety, and agriculture industries
- Designed and trained high-performance work teams
- Root cause analyses for high-turnover industries
- Culture assessments and training
- Created and delivered year-long leadership development programs across multiple industries, with topics including
 - Change management
 - Negotiation and conflict resolution
 - Leadership
 - Teamwork
 - Driving engagement
 - Design Thinking
 - Planning and communicating expectations
 - Performance management
 - Work-life balance

WORK EXPERIENCE

Associate Professor– Iowa State University, Ames, IA	Summer 2015 – Present
Assistant Professor – Iowa State University, Ames, IA	Summer 2012 – Spring 2015
Assistant Professor – Bradley University, Peoria, IL	Fall 2009 – Spring 2012
Research Assistant – Florida State University, Tallahassee, FL	Fall 2004 – Spring 2006

Teaching Assistant – Florida State University, Tallahassee, FL	Summer 2006 – Spring 2009
Graduate Assistant – Missouri State University, Springfield, MO	Spring 2002 – Spring 2003
Management Intern – Wal-Mart Stores, Springfield, MO	Fall 2000 – Spring 2002
Assistant Manager – Summers’ Farm Center, Hunnewell, MO	Summer 1994 – Summer 2000
