

## CURRICULUM VITA

**Amir Erez**

**W. A. McGriff III Professor of Management**

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### BIOGRAPHICAL DATA

#### Education

Ph.D. School of Industrial and Labor Relations  
Cornell University, 1997

*Major Field: Human Resources Management*  
*Minor Fields: Social Psychology, Research Methods*

Dissertation: *Core self-evaluations as a Source of  
Work Motivation and Performance*  
Timothy A. Judge (Chair).

M.S. School of Industrial and Labor Relations  
Cornell University, 1993

*Major Field: Human Resources Management*  
*Minor Field: Organizational Behavior*

Thesis: *Dispositional Source of Job Satisfaction: The Role of  
Self-Deception*  
Timothy A. Judge (Chair)

M.A. Philosophy  
Hebrew University, Jerusalem, Israel, 1991

B.A. Business Administration and Philosophy  
Hebrew University, Jerusalem, Israel, 1988

## Work Experience

Instructor at Intel Electronics Jerusalem, Israel. Responsible for training new personnel in property maintenance, 1985-1988.

Consultant for a special project of the Israeli army aimed at rehabilitating soldiers from disadvantaged backgrounds, 1983-1984.

Officer (Lieutenant) in Human Resources Services of the Israeli Defense Forces. In charge of designating army personnel to different assignments in various units, 1981-1983.

Commander in Human Resources Services of the Israeli Defense Forces. In charge of human resources planning of a major unit in the army, 1980.

## SCHOLARSHIP

### Refereed Journal Articles and Book Chapters (\* = current or former student, ^assistant professor)

These articles have been cited (March, 10, 2024) in Google Scholar (GS) 22,266 times (h-index - 35) and in Web of Science (WOS) 7,952 times. Nineteen of these articles have been cited more than 100 times in WOS and additional four more than 50 times.

1. Gilbert, E., Sanor A., Bono, J., Erez, A., Huang, C., Foulk, T., & Wang, Mo. (in press). Thinking big, thinking differently: How employees' construal level motivates creative ideation at work. *Academy of Management Proceedings*.
2. Woolum, A., Foulk, T., & Erez, A. (2024). A review of the short-term implications of discrete, episodic incivility. *Social and Personality Psychology Compass*, 18, 1-15.
3. \*D'Allura, G., \*Woolum, A., \*Foulk, T., Erez, A., & Pittino, D. (2023). Event-sampling method with experimental design: A promising method for investigating microfoundational phenomena within family business. *Journal of Family Business Strategy*, 14, 1-16.
4. \*Cooper, B., Giordano, C. R., Erez, A., \*Foulk, T. A., Reed H. M., & Berg, K.B. (2022). Trapped by a first hypothesis: How rudeness leads to anchoring. *Journal of Applied Psychology*, 107 (3), 481-502.

*Media: The Marker – Israeli financial newspaper, UF at Work, UF Alumni Association, Behavioral Grooves podcast, EurekAlert, PubMed.gov, US chamber of commerce, Psychology Today.*

5. \*Woolum, A., Echeto, L. F., \*Cooper, B., \*Gale, J., Erez, A., Katz, J., Guelmann, M., Jerrell, R., & Zoidis, P. (2021). How witnessing rudeness can disrupt psychomotor performance of dental students. *Journal of Dental Education, 85 (10), 1588-1595.*
6. ^Avesar, M., Erez, A., Essakow, J, Young, C., \*Cooper, B., Akan D., Klein, M.J., Chang, T. P., & Rake, A. (2021). The effects of rudeness, experience, and perspective-taking on challenging premature closure after pediatric ICU physicians receive hand-off with the wrong diagnosis: a randomized controlled simulation trial. *Diagnosis, 73, 358-367.*
7. Riskin, A., Bamberger, P., Erez, A., & \*Zeiger, A., (2020). Discrete incivility events and team performance: A cognitive perspective on a pervasive human resource (HR) issue. In *Research in Personnel and Human Resources Management (Chapter 6, Vol 38, 223-258).* Emerald Publishing.
8. \*Foulk, T., ^De Pater, I. E., ^Schaerer, M., ^Du Plessis, C., \*Lee, R., & Erez, A., (2020). It's lonely at the bottom (too): The effects of psychological powerlessness on social closeness and withdrawal behaviors. *Personnel Psychology, 73, 363-394.*
9. \*Liu, Y., Vashdi, D., \*Cross, T., Bamberger, P. & Erez, A. (2020). Exploring the puzzle of civility: Whether and when team civil communication influences team members' role performance. *Human Relations, 73(2), 215-241.*
10. Riskin, A., Bamberger, P., Erez, A., \*Foulk, T. A., \*Cooper, B., Peterfreund, I., Sheps, J., Wilhelm-Kafil, M., Riskin, Y., Riskin-Guez, K. & Bamberger, E. (2019). Incivility and Patient Safety: A Longitudinal Study of Rudeness, Protocol Compliance and Adverse Events. *The Joint Commission Journal on Quality and Patient Safety, 45, 358-367.*  
  
<https://psnet.ahrq.gov/resources/resource/32985/Incivility-and-patient-safety-a-longitudinal-study-of-rudeness-protocol-compliance-and-adverse-events>
11. Riskin, A., Bamberger, P., Erez, A, Riskin-Gues, K., Riskin, Y., Sela, R., \*Foulk, T., \*Cooper, B., Ziv, A., Pessach-Gelblum, L., & Bamberger, E. (2019). Expression of gratitude and medical team performance. *Pediatrics, 143, 1-9.*  
  
<https://www.channelnewsasia.com/news/health/babies-may-get-better-hospital-care-when-parents-say-thanks-11337976>

<https://www.metro.us/news/babies-may-get-better-hospital-care-when-parents-say-thanks>

12. Lanaj, K., \*Fouk, T., & Erez, A. (2019). Energizing leaders via self-reflection: A within-person field experiment. *Journal of Applied Psychology, 104*, 1-18.
  13. Riskin, A., Erez, A., & Bamberger, P. (2018). Incivility's impact on individual and team performance: A cognitive perspective. *Innovations in Management, 3*, 104-114.
  14. Lanaj, K., \*Fouk, T., & Erez, A. (2018). How self-reflection can help leaders stay motivated. *Harvard Business Review*.
  15. \*Fouk, T., ^Lanaj, K., \*Tu, M., Erez, A., & Archambeau, L. (2018). Heavy is the head that wears the crown: An actor-centric approach to abusive leader behavior. *Academy of Management Journal, 61*(2), 661-684.
  16. \*Sidi, Y., ^Ackerman, R., & Erez, A. (2018). Feeling happy and (over)confident: The role of positive affect in meta-cognitive processes. *Cognition and Emotion, 32*(4), 876-884.
  17. \*Woolum, A., \*Fouk, T., ^Lanaj, K., & Erez, A. (2017). Rude-Colored Glasses: The contaminating effects of witnessed morning rudeness on perceptions and behaviors throughout the workday. *Journal of Applied Psychology, 102*(12), 1658-1672.
  18. \*Livingston, B. A., \*Schilpzand, P., & Erez, A. (2017). Not what you expected to hear: Accented messages and their effects on choice. *Journal of Management, 43*, 804-833.
  19. \*Riskin, A., Erez, A., \*Fouk, T.A., Riskin-Geus, K. S., Ziv, A., Sela, R., Pessach-Gelblum, L., & Bamberger, P. (2017). Rudeness and medical team performance. *Pediatrics, 139*(2)
- Media Citation:** CBS news, Good Morning America (ABC), Fox News, Reddit (rated #1 with 48,553 views and 86% upvoted) and 3383 comments), Sacramento Bee, Consumer Affairs, Newser, Daily Mail (UK), Yahoo.com, 3AW693 news talk Australia, The Age Victoria Australia, Science Daily, Real Radio 104.1 Orlando, News4Jax, Jacksonville Florida, OZY.com news, Newsradio KDKA Pittsburgh, The Marker (Israel).
20. \*Fouk, T., \*Woolum, A. H., & Erez, A. (2016). Catching rudeness is like catching a cold: The contagion effects of low-intensity negative behaviors. *Journal of Applied Psychology, 101*, 50-67.

**Media Citation:** *Wall Street Journal, Chicago Tribune, Boston Globe, Miami Herald, Los Angeles Times, Daily Mail (UK), Huffington Post, New York Magazine, NBC News, Time Magazine, Scientific American, People Magazine, Oprah.com, National TV Canada.*

21. \*Schilpzand, P., ^De Pater, I. E., & Erez A. (2016). Workplace incivility: A review of the literature and agenda for future research. *Journal of Organizational Behavior*, 37, S57-S88.
22. Porath, C. L., \*Foulk, T., & Erez, A. (2015). How incivility hijacks performance: It robs cognitive resources, increases dysfunctional behavior, and infects team dynamics and functioning. *Organizational Dynamics*, 44, 258-265
23. Erez, A., \*Schilpzand, P., ^Leavitt, K., \*Woolum, A. H., & Judge, T. A. (2015). Inherently relational: Interactions between peers' and individuals' personalities impact reward giving and appraisal of individual performance. *Academy of Management Journal*, 58, 1761-1784.

**Media Citation:** *Forbs, New York Magazine, The Huffington Post, Fast Company, The Globe and Mail (Canada), Yahoo News, MSN, Smithsonian Magazine, Big Think, Glamour Magazine.*

24. \*Riskin A., Erez, A., \*Foulk, T., Kugelman, A., Gover, A., Shoris, I., Riskin, K. S., & Bamberger, P. A. (2015). Damaging or just inappropriate: The impact of rudeness on medical team performance. *Pediatrics*, 136, 487-495. (Impact factor 2014: 5.473)

**Media Citation:** *Time Magazine. BBC World service Health Check*

25. Erez, A., & Grant, A. M. (2014). Separating data from intuition: Bringing evidence into the management classroom. *The Academy of Management Learning and Education*, 13, 104-119.
26. Rafaeli, A., Erez, A., \*Ravid, S., \*Derfler-Rozin, R., \*Efrat, D., & \*Scheyer, R. (2012). When customers exhibit verbal aggression employees pay cognitive costs. *Journal of Applied Psychology*, 97, 931-950.
27. Porath, C., & Erez, A. (2011). How rudeness takes its toll *The Psychologist*, 24, 508-511.
28. ^Porath, C., & Erez, A. (2009). Overlooked But Not Untouched: How Rudeness Reduces Onlookers' Performance on Routine and Creative Tasks *Organizational Behavior and Human Decision Processes*, 109, 29-44.

29. D'Allura G., & Erez, A. (2009). The family as a group: Implications for governance and organizational performance in family firms. In Di Guardo, M. C., Pinna, R., & Zaru D. (Eds.), *Per lo sviluppo, la competitività e l'innovazione del Sistema economico: Il contributo degli studi di Organizzazione aziendale* (Chapter 11, pp. 252-276). Franco Angeli, Milano Italy.
30. Erez, A., \*Misangyi, V. F., Johnson, D. E., LePine, M. A., \*Halverson, K. C. (2008). Stirring the Hearts of Followers: Charismatic Leadership as the Transferal of Affect. *Journal of Applied Psychology, 93*, 602-615.
31. ^Porath, C., & Erez, A. (2007) Does Rudeness Matter? The Effect of rudeness on Task Performance and Helpfulness. *Academy of Management Journal, 50*, 1181-1197.
32. Judge, T. A., & Erez, A. (2007). Interaction and Intersection: The Constellation of Emotional Stability and Extraversion in Predicting Performance. *Personnel Psychology, 60*, 573-596.
33. Isen, A. M., & Erez, A. (2007). Some measurement issues in the study of affect. In, Ong, A. & Van Dulmen, M. (Eds.). *Oxford Handbook of Methods in Positive Psychology* (pp. 250-265). NY: Oxford Press.
34. Judge, T. A., Bono, J. E., Erez, A., & Locke, E. A. (2005). Core Self-Evaluations and Job and Life Satisfaction: The Role of Self-Concordance and Goal Attainment. *Journal of Applied Psychology, 90*, 257-268.
35. Judge, T. A., Erez, A., Bono, J.E., & Thoresen, C. J. (2003). The Core Self-Evaluations Scale: Development of a Measure. *Personnel Psychology, 56*, 303-331.
36. Erez, A., LePine, J. A., & Elms, H. (2002). Effects of Rotated Leadership and Peer Evaluation on the Functioning and Effectiveness of Self-Managed Teams: A Quasi-Experiment. *Personnel Psychology, 55*, 929-948.
37. Erez, A., & Isen, A. M. (2002). The Influence of Positive-Affect on Expectancy Motivation: Integrating Affect and Cognition into Motivation Theories. *Journal of Applied Psychology, 87*, 1055-1067.
38. Judge, T. A., Erez, A., Bono, J. E., & Thoresen, C. J. (2002). Discriminant and Incremental Validity of Four Personality Traits: Are Measures of Self-Esteem, Neuroticism, Locus of Control, and Generalized Self-Efficacy Indicators of a Common Core Construct? *Journal of Personality and Social Psychology, 83*, 693-710

39. Johnson, D. E., Erez, A., \*Kiker, D. S., & Motowidlo, S. J. (2002). Liking and Attributions of Motives as Mediators of the Relationships between Individuals' Reputations, Helpful Behaviors, and Rater's Reward Decisions. *Journal of Applied Psychology, 87*, 808-815.
40. LePine, J. A., Erez, A., & Johnson, D. E. (2002). A Meta-Analysis of the Dimensionality of Organizational Citizenship Behavior. *Journal of Applied Psychology, 87*, 52-65.
41. Judge, T. A., Bono, J. E., Erez, A., Locke, E.A., & Thoresen, C. J. (2002). The Scientific Merit of Valid Measures of General Concepts: Personality Research and Core Self-Evaluations. In J. M. Brett and F. Drasgow (Eds.), *The psychology of Work: Theoretical Based Empirical Research*. Mahwah, NJ: Lawrence Erlbaum Associates, INC. [Citations: GS: 38]
42. Erez, A., & Judge, T. A. (2001). Relationship of Core Self-Evaluations to Goal Setting, Motivation, and Performance. *Journal of Applied Psychology, 86*, 1270-1279.
43. LePine, J. A., Colquitt, J. A., & Erez, A. (2000). Adaptability to Changing Task Contexts: Effects of General Cognitive Ability, Conscientiousness, and Openness to Experience. *Personnel Psychology, 53*, 563-595.
44. Judge, T. A., Erez, A., & Thoresen, C. J. (2000). Why Negative Affectivity (and Self-Deception) Should be Included in Job Stress Research: Bathing the Baby with the Bath Water. *Journal of Organizational Behavior, 21*, 101-111
45. Welbourne, T. A., Johnson, D. E., & Erez, A. (1998). The Role-Based Performance Scale: Validity Analysis of a Theory-Based Measure. *Academy of Management Journal, 41*, 540-555.
46. Judge, T. A., Erez, A., & Bono, J. E. (1998). The Power of Being Positive: The Relationship Between Positive Self-Concept and Job Performance. *Human Performance, 11*, 167-187. [
47. Erez, A., Bloom, M. C., & Wells, M. T. (1996). Using Random Rather than Fixed Effects Models in Meta-Analysis: Implications for Situational Specificity and Validity Generalization. *Personnel Psychology, 49*, 275-305.
48. Erez, A., Johnson, D. E., & Judge, T. A. (1995). Self-Deception as a Mediator of the Relationship Between Dispositions and Subjective Well-Being. *Personality and Individual Differences, 19*, 597-612.

### **Book review**

1. Erez, A. (1998). Book Review of "Reworking Authority" by Larry Hirschhorn. Industrial and Labor Relations Review, 51, 537-538.

**Manuscripts in Revision or under review (\* = current or former student, ^assistant professor)**

1. \*Gale, J., Erez, A., Bamberger, P., \*Foulk, T., \*Cooper, B., Riskin, A., \*Schilpzand, P., & Vashdi, D. (Conditional Accept). Rudeness and team performance: Adverse effects via member social value orientation and coordinative team processes. *Journal of Applied Psychology*.
2. \*Gale, J., \*Foulk T., Erez, A., Krishnan, S, Kim, H. L., & Cooper, B. (1<sup>st</sup> Round Revise & Resubmit). From Road to rage: How commute stress causes rudeness at work. Submission Target: *Journal of Applied Psychology*.
3. Erez, A. \*Gale, J., Cooper, B., Porath, C., & \*Rano, G. (Under Review). Overconfidence and Uncooperative: Effects of overconfidence on Relationship with Peers. *Journal of Applied Psychology*.
4. Erez, A., Berson, Y., Gale, J., Cooper, B., Woolum, A., & Porath, C. (Under Review). Voice suppression as a vehicle of the "cascading spiral of incivility" from supervisors' rudeness to subordinates' aggression. *Journal of Applied Psychology*.
5. Gilbert, E., Sanor A., Bono, J., Erez, A., Huang, C., Foulk, T., & Wang, M. (Under Review). Thinking big, thinking differently: How employees' construal level motivates creative ideation at work. *Academy of Management Journal*.

**Manuscripts in Preparation**

1. \*Gale, J., Erez, A., Shapiro, D., Craford, E., Koopman, J., & Keurston, R. Appropriate! – Really? Effects of social distance on endorsement of leader abusive behavior. Submission Target: *Academy of Management Journal*.
2. \*Cooper, B., \*Pounds, T., Halevi, N., & Erez, A. Incivility divides and hurts: Exposure to brief rudeness boosts intergroup discrimination." Submission Target: *Organizational Behavior and Human Decision Processes*.
3. \*Cooper, B., De Pater, I. E., \*Foulk, T. A., & Erez, A. The cycle of incivility: How incivility begets incivility. Submission target: *Journal of Applied Psychology*.



4. Erez, A., Porath, C. L., \*Foulk T, & \*Gale, J. Even if it's only on your mind: The cognitive toll of incivility. Submission target: *Science*.
5. \*Woolum, A. H., \*Hurst, C., Erez, A, & Bono, J. Competence is in the Eye of a Similar Beholder: How Similarity between Observers' and Targets' Core Self-Evaluations Impact Targets Competence Evaluations . Submission target: *Organizational Behavior and Human Decision Processes*.

### **Research in Progress (Data Collection Completed)**

1. Erez, A., \*Foulk, T., Mitchell, T. R., \*Jackson, C. A., & Judge, T. A. Anticipation and recollection are better than the experience: Effects of a rosy view on event evaluations. Submission target: *Administrative Science Quarterly*.
2. Erez, A., \*Foulk, T., Elms, H., & \*Fong, E. Cheating, Lying, Stealing: It Happens More in Groups. Submission target: *Journal of Personality and Social Psychology*.
3. Schaumberg, R., Foulk, T., Woolum, A., Berson, Y., & Erez, A. Is being rude in one incident makes you more prosocial in other contexts?

### **Research in Progress (Data in collection)**

1. \*Schilpzand, P., Erez, A, \*Foulk, T. & Mitchell, T. R. Personal Courage as a Source of Emergent Effective Leadership.
2. Erez, A. \*Long, D., Foulk, T., & \*Woolum, A. The spread of rudeness in networks: A test of the contagious effects of rudeness among navy pilots during deployment.
3. Erez, A. Barsade, S., LePlame, M, & \*Tu, M. Is research on affect and cognition influenced by a theory induced bias? A meta-analysis on the influence of mood on cognitive functioning.

### **Conference Presentations and Invited talks**

1. Gilbert, E., Sanor A., Bono, J., Erez, A., Huang, C., Foulk, T., & Wang, M. (Under Review). Thinking big, thinking differently: How employees' construal level motivates creative ideation at work. Paper to be presented at the 84 Annual Meeting of the Academy of Management (2024), Chicago, IL.

2. Gake, J., Erez, A., Shapiro, D., Crawford, E., & Krueston, R. Who finds abusive supervision acceptable and Why: The role of social distance as a mechanism. Paper presented at the 83 Annual Meeting of the Academy of Management (2023), Boston, MA.
3. Gale, J., Foulk T., Erez, A., & Krishnan, S. From Road to rage: How commute stress causes rudeness at work (And what to do about it). Presented at the 81<sup>th</sup> Annual Meeting of the Academy of Management (2021), Virtual Meeting.
4. Erez, A., Bamberger, P., Foulk, T., Cooper, B., Riskin ., A., Schilpzand, P., & Vashdi, D. When sticks in a bundle are breakable: Effects of rudeness on team coordinative processes and performance. Presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management (2020), Virtual Meeting.
5. Schilpzand, P., & Erez, A. Dispositional courage positively predicts leadership perceptions. Presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management (2019), Boston, MA.
6. Cooper, B., Pounds, T., Halevy, N., & Erez, A. Incivility divides and hurts: Exposure to brief incidental rudeness boosts intergroup discrimination. Presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management (2019), Boston, MA.
7. Cooper, B., De Pater, I., Foulk, T. & Erez, A. The Lose-Lose Scenario: Negative Consequences of Instigated Incivility. Presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management (2018), Chicago, IL.
8. Erez, A. Faculty Fellow in Shipp, A (Chair) Organizational Behavior Junior Faculty Workshop. Presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management (2018). Chicago, IL.
9. Erez, A. When somebody is offensive - Can you think? Keynote address in the UF Provost symposium on "The role of the university and UF faculty in addressing the rise of extremism on campus and in the nation. February 2018.
10. Erez, A. When small offenses have major negative consequences - Effects of rudeness in individual' and Teams' Functioning. Rotary club of Gainesville, Fl. February 2018.
11. Erez A. When small offenses have major negative consequences - Effects of rudeness in individual' and Teams' Functioning. Neurosurgery Department Grand Rounds, UF school of Medicine and Shands Hospital, February 2018.

12. Erez A. When small offenses have major negative consequences – Effects of rudeness in individual' and Teams' Functioning. ACS All Hands Meeting, University of Florida. February 2018.
13. Cooper, B., Pounds, T., Halevy, N., & Erez, A. An organizational house of cards: How witnessing rudeness undermines intergroup cooperation. Presented at the 4<sup>th</sup> Israel Organizational Behavior Conference (2018). Tel Aviv, Israel.
14. Wheeler-Smith, S., Erez, A., & Gilbert, E. A route to insight via another's pain: The facilitating effect of Schadenfreude on creativity. Presented at the 4<sup>th</sup> Israel Organizational Behavior Conference (2018). Tel Aviv, Israel.
15. Erez, A. Faculty Fellow in O'Neill (Chair) Organizational Behavior Junior Faculty Workshop. Presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management (2017). Atlanta, GA.
16. Wheeler-Smith, S. L., Erez, A., & \*Gilbert, E. K. A route to insight via another's pain: The facilitating effect of schadenfreude on creativity. Presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management (2017). Atlanta, GA.
17. Copper, B., Pounds, T. W., Halevy, N., & Erez, A. Does rudeness trigger outgroup hate? The role of rudeness as an accelerator of intergroup conflict. Presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management (2017). Atlanta, GA.
18. Erez, A. Discussant in Gonzalez, M. F., Larson, E. C., & Cohen-Charash (Chairs), symposium on Emotions at the social interface: How emotions link people and their social environment. Presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management (2017). Atlanta, GA.
19. Erez, A. Emotions in the family business. In D'Allura, G. M., & Labaki, R. (Chairs), Emotions and competitive advantage: A governance approach of entrepreneurial and family business. Professional Development Workshop to be presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management (2016). Anaheim, CA.
20. \*Cooper, B., Berson, Y., & Erez, A. Not all rude behaviors are alike: The effects of perspective taking on the rudeness-aggression link. In Rosikiewicz, B. L., & Resick, C. J. (Chairs), Leader dark-side traits and influence: Current research and theory. Symposium to be presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management (2016). Anaheim, CA.

21. \*Woolum, A., \*Foulk, T.A., ^Lanaj, K., & Erez, A. Effects of Rudeness on Day level Performance and Withdrawal Behaviors. In Schilpzand, P., & Foulk, T. (Chairs), Workplace Incivility: New Frontiers and Research Directions. Symposium to be presented at the 76th Annual Meeting of the Academy of Management (2016). Anaheim, CA.
22. \*Foulk, T. A., ^Lanaj, K., \*Tu, M-H., \*Erez, A., & Archambeau, L. Heavy is the head that wears the crown: An actor-centric approach to abusive leader behavior. In Lanaj, K., & Wellman, N. (Chairs). The ebbs and flows of leadership: Exploring within-person variation in in leader behaviors. Symposium to be presented at the 76th Annual Meeting of the Academy of Management (2016). Anaheim, CA.
23. \*Woolum, A., \*Foulk, T., ^Lanaj, K. & \*Erez, A. When one rude event ruins your day: Effects of rudeness on day-level performance and withdrawal behaviors. In Treister, D., & Altman, D. (Chairs). Walking on the dark side: Multiple methods and findings of workplace deviance. Symposium to be presented at the 2016 International Association of Conflict Management conference, Colombia University, New York.
24. Erez, A., Porath, C., & \*Foulk, T. *How Working Memory Mediates the Relationship Between Incivility and Performance*. Paper presented at the 2015 Academy of Management Annual Meetings, Vancouver, British Columbia, Canada.
25. Erez, A., \*Foulk, T., \*Schilpzand, P., Bamberger, P., & \*Riskin A. *Insults and Injury to the System: Incivility, Collaborative Processes, and Performance in Teams*. Paper presented at the 2015 Academy of Management Annual Meetings, Vancouver, British Columbia, Canada.
26. Berson Y., & Erez, A. *Are Rude Leaders always bad? The Moderating Effects of Perspective Taking on How Rudeness affects Voice Climate and stakeholders' perceptions*. Paper presented at the 2015 Academy of Management Annual Meetings, Vancouver, British Columbia, Canada.
27. Erez, A. Invited presentation at the 2015 Organizational Behavior Doctoral Consortium. Academy of Management Annual Meetings, Vancouver, British Columbia, Canada.
28. \*Riskin, A., Erez, A. \*Foulk, T., & Bamberger, P. (2015). *The impact of rudeness on the performance of medical teams*. Paper presented at the 2015 Pediatric Academic Societies Annual Meeting in San Diego, CA.

29. Erez, A. (2015). *When Your Boss or Coworkers are Rude, Can You Think? - Effects of Interactions with Jerks on Individuals' Cognition*. Invited talk at the Psychology Department, University of South Florida, Tampa, Florida.
30. Erez, A. (2015). *When somebody is rude to you can you think? Effects of interactions with jerks on individual and team functioning*. Invited talk in the distinguished scholar series at the National University of Singapore, Singapore.
31. Erez, A. (2014). Invited presentation at the Organizational Behavior Doctoral Consortium. Academy of Management Annual Meetings, Philadelphia, Pennsylvania.
32. \*Liu, Y., \*Cross, T. & Erez, A. (2014). *How positive communication improves team performance and negative communication takes a toll*. Paper presented at the 2014 Academy of Management Annual Meetings, Philadelphia, Pennsylvania.
33. \*Woolum A, & Erez, A. (2014). *The people really do make the place: Effects of peers' and supervisors personality on individuals satisfaction*. Paper presented at 2014 the Academy of Management Annual Meetings, Philadelphia, Pennsylvania .
34. \*Foulk, T., \*Erez, A. Berson, Y., & \*Woolum, A. (2014). *The rudeness disease: How rudeness spreads like a virus in social interactions*. Paper presented at the 2014 Academy of Management Annual Meetings, Philadelphia, Pennsylvania .
35. \*Foulk, T., \*Woolum, A., & Erez, A. (2014). *Is rudeness contagious: The viral spreading of rudeness in social interactions*. Paper to be presented as part of a symposium "Social contagion: Catching emotions and attitudes" at the 2014 Society for industrial and Organizational Psychology Annual Meetings, Honolulu, Hawaii.
36. Erez, A., & \*Schilpzand, P. (2014). *How one rude bad apple can poison a team*. Paper to be presented as part of a symposium "New directions for incivility research: Group effects, emotions and cognition" at the 2014 Society for industrial and Organizational Psychology Annual Meetings, Honolulu, Hawaii.
37. Erez, A. (2014). *Even if it's only on your mind: Cognitive and social effects of rudeness*. Invited talk at Business school at Stanford University, Palo Alto, California.
38. Erez, A. (2014). *Effects of rudeness on teams functioning in emergency medical situations*. Invited talk at a medical conference at Celebration Health Florida Hospital, Celebration, Florida.

39. Erez, A. (2014). *Even if it's only on your mind: Cognitive and social effects of rudeness*. Invited talk at the Psychology Department, University of Central Florida, Orlando, Florida.
40. Erez, A., Porath, C., & \*Foulik, T. (2014). *Even if it's only on your mind: Cognitive rudeness effects*. Paper to be presented as part of a symposium "New directions for incivility research: Group effects, emotions and cognition" at the 2014 Society for industrial and Organizational Psychology Annual Meetings, Honolulu, Hawaii.
41. Erez, A., \*Schilpzand, P., ^ Leavitt, K., & \*Woolum, A. (2013). *Interactions between peers' and individuals' personalities affect individuals performance*. Paper presented at the Academy of Management Annual Meetings, Orlando Florida.
42. Erez, A. (2013). *Effects of rudeness on employees' performance and cognition*. Paper presented at the emotions in retailing conference, the Wharton school of Business, University of Pennsylvania.
43. Erez, A. (2013). *Inherently relational: Interactions between peers' and individuals' personality affect individuals' performance*. Paper presented at the 2013 Society of Personality and Social Psychology Annual Meetings in New Orleans, Louisiana.
44. Erez A. (2012). *The people really do make the place. Effects of peers' personality on individuals performance*. Paper presented at the Personality in Israel Research Workshop, Jerusalem.
45. Erez, A. (2012). *Does Rudeness Really Matter?* Invited talk at the High Rank Officer Course of the Israeli Police. Jerusalem, Israel.
46. Erez, A. (2012). *Does Rudeness Really Matter?* Invited talk at the Neuroscience program at Tel Aviv University, Tel Aviv, Israel.
47. Erez A. (2011). *The people really do make the place. Effects of peers' and supervisors' personality on individuals satisfaction and performance*. Paper was presented at the Israel Organizational Behavior Conference. Tel Aviv, Israel.
48. Erez A. (2011). *When your boss is rude, Can you think? Effects of authority figures rudeness on individuals' cognition*. Invited talk at the Moore School of Business, The University of South Carolina, Columbia, South Carolina.
49. Erez A. (2011). *When your boss is rude, Can you think? Effects of authority figures rudeness on individuals' cognition*. Invited presentation at the New Direction for

Leadership Research Conference. Fuqua School of Business, Duke University, Durham, North Carolina.

50. Erez, A. (2011). *Does Rudeness Really Matter?* Invited talk at the Technion University, Haifa, Israel.
51. Erez, A. (2011). *Does Rudeness Really Matter?* Invited talk at Tel Aviv University, Tel Aviv, Israel.
52. Erez, A. (2011). *Does Rudeness Really Matter? Can you harm others even if you don't steal candy from toddlers and only rarely knock people off their crutches?* Invited talk at the London Business School, London, United Kingdom.
53. Erez, A. (2011). *The review process of successful papers.* Invited talk to the Wharton School of Business, University of Pennsylvania, Philadelphia, Pennsylvania.
54. \*Schilpzand, P., & Erez, A. (2010). *How one rude apple can spoil the barrel.* Paper presented at the 2010 Academy of Management Annual Meetings, Montréal, Canada.
55. Rafaeli, A., & \*Erez, A. (2009). *When customers are rude employees pay the costs.* Paper presented at the 2009 Academy of Management Annual Meetings, Chicago Illinois.
56. \*Schilpzand, P., Erez, A., & \*Brownlee, A. (2008). *A field experiment of a trait combination approach.* Paper presented at the 2008 Academy of Management Annual Meetings, Anaheim California.
57. \*Schilpzand, P., & Erez, A. (2008). *Personal courage: A measure creation study.* Paper presented as a part of a symposium on "Courage in organizations: Asking new questions about a fundamental virtue" at the 2008 Academy of Management Annual Meetings, Anaheim California.
58. \*Simon, L., Judge, T. A., & Erez, A. (2008). *Capitalizing on positive events at work: The impact of positive work events on mood and job satisfaction.* Paper presented as part of a symposium "Effects of work experiences on behavior and well-being: Explanatory mechanisms" at the 2008 Society for industrial and Organizational Psychology Annual Meetings, San Francisco.
59. \*Schilpzand, P., \*Schilpzand, M., \*Misangyi, V., Erez, A., & \*Greckhamer, T. (2007). *The Effects of Charismatic leadership on team processes.* Paper presented at the 2007 Society for industrial and Organizational Psychology Annual Meetings, New York.

60. \*Schilpzand, P., Mitchell, T. Judge, T. A., & Erez, A. (2007). *Leadership for critical response organizations*. Paper presented at the 2007 Society for industrial and Organizational Psychology Annual Meetings, New York.
61. \*Livingsgton, B., \*Schilpzand, P., & Erez, A. (2006). *The effects of accents on message evaluation: The interaction of voice*. Paper presented at the 2006 Academy of Management Annual Meetings, Atlanta Georgia.
62. \*Halverson, K., & Erez, A. (2006). *The Multilevel Effects of Leader Charisma on Follower Satisfaction*. Paper presented at the 2006 Academy of Management Annual Meetings, Atlanta Georgia.
63. ^Porath, C., & Erez, A. (2006). *Overlooked but not untouched: How incivility reduces onlookers in-role and extra-role performance*. Paper presented at the 2006 Academy of Management Annual Meetings, Atlanta Georgia.
64. \*Picolo, R. F., Judge, T. A., & Erez, A. (2006). *Leadership's influence on risk perceptions: A matter of framing?* Paper presented at the 2006 Society for industrial and Organizational Psychology Annual Meetings, Dallas, Texas.
65. Erez, A., Elms, H., & \*Fong, E. (2005). *Cheating, Lying, Stealing: Groups and the ring of Gyges*. Paper presented at the 2005 Academy of Management Annual Meetings, Honolulu Hawaii.
66. Erez, A. (2005). Invited and visited the University of Amsterdam from April 04 to April 12 as a guest scholar in the "University of Amsterdam Distingusihed Visiting Scholar Series 2004/2005."
67. \*Schilpzand, P, Erez, A., & Judge, T. A. (2005). *The influence of peer's personality on focal employees levels of job satisfaction and subjective well-being*. Paper presented at the 2005 Academy of Management Annual Meetings, Honolulu Hawaii.
68. Porath, C., & Erez, A. (2005) *Does incivility really matter? The effects of incivility on performance, motivation, creativity, helpfulness, and dysfunctional behavior*. Paper presented at the 2005 Academy of Management Annual Meetings, Honolulu Hawaii.
69. Judge, T. A., Bono, J. E., Erez, A., & Locke, E. A. (2004). *Core Self-Evaluations and Job and Life Satisfaction: The Role of Self-Concordance* . Paper presented at the 2004 Society for industrial and Organizational Psychology Annual Meetings, Chicago, Illinois.



70. \*Jackson, C. L., Erez, A., Mitchell, T. R., &\* Fanelli, A. (2003). *Rosy view: Effects of time, situations, and individual differences on event evaluations*. Paper presented at the 2003 Academy of Management Annual Meetings, Seattle, Washington.
71. \*Misangyi, V. F., Erez, A. Johnson, D. E., & LePine, M. (2003). *The process of leaders' power: Charismatic leaders influence us through our emotions*. Paper presented at the 2003 Academy of Management Annual Meetings, Seattle, Washington.
72. Judge, T. A., Erez, A., Bono, J. E., & Thoresen, C. J. (2002). *The Measurement of Self-esteem, Locus of Control, Emotional Stability, and Generalized Self-Efficacy: A Departure*. Paper presented at the 2002 American Psychological Society Annual Meetings, New Orleans, Louisiana.
73. Erez, A. (2001). Discussant: Symposium on Job Attitudes and Stress. The 2001 Academy of Management Annual Meetings, Washington, D.C.
74. Johnson, D. E., Erez, A., \*Kiker, D. S., & Motowidlo, S. (2001). *Effects of Subordinates' Reputations on Supervisors' Rewards for Subordinates' Helpfulness*. Paper presented at the 2001 Society for industrial and Organizational Psychology Annual Meetings, San Diego, California.
75. LePine, J. A., Erez, A., & Johnson, D. E. (2001). *A meta-Analysis of the Dimensionality of Organizational Citizenship Behavior*. Paper presented at the 2001 Society for industrial and Organizational Psychology Annual Meetings, San Diego, California.
76. Erez, A., Bono, J. E., & Judge, T. A. (2001). *A Core Self-Evaluation approach*. Paper presented at the 20001 Society of Personality and Social Psychology Annual Meetings, San Antonio, Texas.
77. Judge, T. A., Bono, J. E., Erez, A., Locke, E.A., & Thoresen, C. J. (2000). *The Scientific Merit of Valid Measures of General Concepts: The Case with Respect to Dispositional Influences on Job Satisfaction*. Paper presented at the conference: The psychology of work: Theoretically based empirical research, Champaign, IL.
78. Erez, A., & Isen, A. M, & \*Purdy, C. (1999). *The Influence of Positive-Affect on Expectancy Motivation: Integrating Affect and Cognition into Motivation Theories*. Paper presented at the 1999 Academy of Management Annual Meetings, Chicago, Illinois.
79. \*Misangyi, V. & Erez A. (1999). *On the Consequences of Neglecting to Include Both Dimensions of Affectivity in Research*. Paper presented at the 1999 Academy of Management Annual Meetings, Chicago, Illinois.

80. Erez, A., & Johnson, D. E. (1998). *Can Positivity Cause Motivation? Applications of the Core Self-Evaluations Model to Motivation Theories*. Paper presented at the 1998 Academy of Management Annual Meetings, San Diego, California.
81. Johnson, D. E., & Erez, A. (1998). *Towards a Theoretical Model of Extra-Role Work Behavior: The Development of a Work Roles Model*. Paper presented at the 1998 Academy of Management Annual Meetings, San Diego, California.
82. Erez A. (1998). *The Craft of Reviewing*. (1998). Panel presentation Chaired by Susan Mohammed at the 1998 Society for industrial and Organizational Psychology Annual Meetings, Dallas, Texas.
83. Erez, A., & Johnson, D. E. (1998). *Core Self-Evaluation as a Source of Motivation and Performance*. Paper presented at the 1998 Society for industrial and Organizational Psychology Annual Meetings, Dallas, Texas.
84. Welbourne, T. A., Johnson, D. E., & Erez, A. (1997) *The Role-Based Performance Scale: Validity Analysis of a Theory-Based Measure*. Paper presented at the 1997 Academy of Management Annual Meetings, Boston, Massachusetts.
85. Erez A., & Judge, T. A. (1997). *Are Positive Illusions Functional or Dysfunctional?: An Organizational Perspective*. Paper presented at the 1997 Society for Industrial and Organizational Psychology Annual Meetings, Saint Louis, Missouri.
86. Erez A., & Judge, T. A. (1997). *Psychological Processes Underlying the Dispositional Source of Job Satisfaction*. Paper presented at the 1997 Society for Industrial and Organizational Psychology Annual Meetings, Saint Louis, Missouri.
87. Erez, A., Bloom, M. C., & Wells, M. T. (1995). *On a Proper Meta-Analytic Model for Correlations*. Paper presented at the 1995 Academy of Management Annual Meetings, Vancouver, British Columbia.
88. Judge, T. A., Erez, A., Johnson, D. E., Kennedy, D., & Washington, S. K. (1995). *Employee Age as a Moderator of the Relationship Between Promotion Ambition and Job Satisfaction*. Paper presented at the 1995 Academy of Management Annual Meetings, Vancouver, British Columbia.
89. Erez, A., Judge, T. A., & Martocchio, J. J. (1995). *The Effects of Negative Affectivity and Self-Deception on the Relationship Between the Reporting of Stress and Health Complaints*. Paper presented at the 1995 Society for Industrial and Organizational Psychology Annual Meetings, Orlando, Florida.

90. Judge, T. A., & Erez, A. (1995). *Is there a Dispositional Bias in the Self-Reporting of Job and Life Affect Relative to Significant Other Reports?* Paper presented at the 1995 Society for Industrial and Organizational Psychology Annual Meetings, Orlando, Florida.
91. Erez, A., & Judge, T. A. (1994). *Influence of Self-Deception on Job Satisfaction and Subjective Well-Being*. Paper presented at the 1994 Academy of Management Annual Meetings, Dallas, Texas.

### **Links to Media Citations and Appearances**

NY Times (2015)

[http://www.nytimes.com/2015/06/21/opinion/sunday/is-your-boss-mean.html?\\_r=0](http://www.nytimes.com/2015/06/21/opinion/sunday/is-your-boss-mean.html?_r=0)

Boston Globe (2015)

<https://www.bostonglobe.com/ideas/2015/07/11/rudeness-contagious/Lu7dbDHsEJmOxUU67zT9DP/story.html>

Miami Herald (2015)

<http://www.miamiherald.com/news/business/workplace/article27499657.html>

LA Times (2015)

<http://www.latimes.com/business/la-fi-worklife-rudeness-20150726-story.html>

Daily Mail (UK) (2015)

<http://www.dailymail.co.uk/sciencetech/article-3165130/Why-bad-boss-bring-office-Rudeness-workplace-spreads-like-virus-study-reveals.html>

Huffington Post (2015)

[http://www.huffingtonpost.in/2015/07/17/workplace-rudeness\\_n\\_7817010.html](http://www.huffingtonpost.in/2015/07/17/workplace-rudeness_n_7817010.html)

New York Magazine (2015)

<http://nymag.com/scienceofus/2015/07/hostility-spreads-like-a-contagion-at-work.html>

NBC News (2015)

<http://www.today.com/health/rudeness-contagious-how-your-attitude-could-hurt-your-co-workers-t32731>

Time Magazine (2015)

<http://time.com/3967550/workplace-rude-behavior/>

Canadian National TV

<http://canadaam.ctvnews.ca/video?clipId=662206&playlistId=1.2481285&binId=1.815911&playlistPageNum=1&binPageNum=1>

Forbes (2014)

<http://www.forbes.com/sites/amymorin/2014/12/28/research-shows-there-may-be-a-hidden-dark-side-to-working-with-introverts/>

The Huffington Post (2014)

[http://www.huffingtonpost.com/2014/12/17/introverts-workplace\\_n\\_6341204.html](http://www.huffingtonpost.com/2014/12/17/introverts-workplace_n_6341204.html)

Fast Company (2014)

<http://www.fastcompany.com/3040075/leadership-now/attention-extroverts-your-introverted-coworkers-are-quietly-judging-you>

The Globe and Mail (Canada) (2014)

<http://www.theglobeandmail.com/life/relationships/why-being-gregarious-may-torpedo-your-career/article22157719/>

Yahoo! News (2014)

<https://www.yahoo.com/health/introverts-are-kind-of-judgmental-at-work-105643018563.html>

MSN (2014)

<http://www.msn.com/en-ca/money/topstories/why-being-gregarious-may-torpedo-your-career/ar-BBhOrdx>

Smithsonian Magazine (2014)

<http://www.smithsonianmag.com/smart-news/introverts-give-their-extroverted-colleagues-bad-performance-reviews-180953676/?no-ist>

New York Magazine (2014)

<http://nymag.com/scienceofus/2014/12/introverts-are-kind-of-judgmental-at-work.html>

BigThink (2014)

<http://bigthink.com/ideafeed/introverts-tend-to-give-extroverts-less-praise-in-team-evaluations>

Glamour Magazine (2014)

<http://www.glamour.com/inspired/blogs/the-conversation/2014/12/study-working-with-introverts>

Erev Hadash – TV news program of the Israeli Education Television (May 20, 2011)

BBC Radio 4 Programmes – All in the Mind (May 27, 2009)

Human Resource Executive Online (August 13, 2009)

Monitor on Psychology (July/ August, 2008)

National Public Radio (January 24, 2008)

OBWeb - Podcast on the Official Website of the OB division of the Academy of Management. (27 May, 2008)

Ottawa Citizen Newspaper (August 21, 2009)

San Francisco Business Times (July 30, 2009)

Stanford Social Innovation Review (September, 01, 2008)

TechJournal South (February 7, 2008, July 25, 2008)

The Gainesville Sun (August 02, 2009)

The Marker – Israel News, Haaretz Daily Newspaper (19 May, 2011)

University of Florida News (January 24, 2008)

## **TEACHING AND ADVISING**

### **Graduate Committees**

Amy Brownlee, Ph.D., Management, University of Florida (Member), 1998/1999.

Mary Brtek, Ph.D., Management, University of Florida (Member), 1998/1999.

Velitchka Katcheva, Ph.D., Marketing, University of Florida (Member), 2000/2001

Remus Ilies, Ph.D., Management, University of Florida (Member), 2001/2003

Eric Wild, Ph.D., Management, University of Florida (Member), 2002/2004

Christine Jackson, Ph.D. Management, University of Florida (Member), 2002/2004

John Shaw, Management, Ph.D. University of Florida (Member), 2002/2004

Kent Halverson, Ph.D., Management, University of Florida (Chair), 2002/2005

Erin Fluegge, Ph.D., Management, University of Florida (Co-Chair), 2004/2008

Pauline Schilpzand, Ph.D. Management. University of Florida (Chair), 2003/2008

Beth Livingston, Ph.D. Management, University of Florida (Member), 2004/2009

Charlice Hurst, Ph.D. Management, University of Florida (Member), 2004/2009

Andrew Kue, Ph.D. Marketing, University of Florida (Member), 2008/2010

Andrew Woolum, Ph.D. Natural Resources, University of Florida (Member), 2009/2011

Marie Halvorsen-Ganepola, Ph.D. Management, University of Florida (Member), 2009-

David Long, Ph.D. Management, University of Florida (Member), 2011-2013

Ryan Klinger, Ph.D. Management, University of Florida (Member), 2011-2012

Hongwie Yu, Ph.D. Education, University of Florida (Member), 2011-2013

Andrew Woolum, Ph.D. Management, University of Florida (Chair), 2012-2017

Trevor Foulk, Ph.D. Management, University of Florida (Chair), 2012-2017

Thomas Cross, Ph.D. Management, University of Florida (Chair), 2012-

Randall Croom, Ph.D. Management, University of Florida (Chair), 2013-2016

Yihao Liu, Ph.D. Management, University of Florida (Member), 2014-2017

Antony Sanor, DBA Management, University of Florida (Member), 2015-2017

Christopher Leo, DBA Management, University of Florida (Member), 2016-2018

Katarzyna Toskin, DBA Management, University of Florida (Member), 2016-2018

Richard Keurston, DBA Management, University of Florida (Chair), 2016-2018

Elisabeth Gilbert, Ph.D., Management, University of Florida (Member), 2014-2019

Min-Hsuan Tu, Ph.D., Management, University of Florida (Member), 2014-2019

Arieh Riskin, Ph.D., Management, Tel Aviv University (Member), 2018-2019

Binyamin Cooper, Ph.D., Management, University of Florida (Chair), 2015-2020

Greg Lewis, DBA, Management, University of Florida (Chair), 2019-2020

Troy Pounds, DBA, Management, University of Florida (Chair), 2019-2020

David McLean, Journalism, University of Florida (Member), 2019- 2021

Jiang Congjiao (Elsa), Social Psychology, University of Florida (Member), 2019-2021

Park Sang, Marketing, University of Florida (Member), 2018-2021

Song Eunyoung, Marketing, University of Florida (Member), 2018-2021

Xu Minzhe, Marketing, University of Florida (Member), 2018-2022

Wang Xiang, Marketing, University of Florida (Member), 2018-2023

Nan Xianglan, Marketing, University of Florida (Member), 2018-2023

Felipe Alfonso, Marketing, University of Florida (Member), 2018-2023

George Rano, DBA, Management, University of Florida (Chair), 2021-2022

Jason Olmanson, DBA, Management, University of Florida (Chair), 2022-2023

Jake Gale, Ph.D., Management, University of Florida (Chair), 2020-2023

Yvonne Huang, Marketing, University of Florida (Member), 2023 -

### **Courses - University of Florida**

MAN 7249 DBA seminar in Organizational Behavior, 2015-2020.  
**Teaching Evaluation 2016 was 5 on a scale of 1-5.**

MAN 5246 *Introduction to Organizational Behavior* (Core MBA Class), 1999-2023.

**Teaching Evaluations are consistently above 4.4 on a scale of 1-5. In Spring 2019 Teaching Evaluation was 4.90. In 2010 won an Award as the “best teacher in the MBA Program” from the graduating class of 2009.**

MAN 5245 *Introduction to Organizational Behavior* (Executive MBA Class), 2003-2023.  
**Teaching Evaluations are consistently around or above 4.6 on a scale of 1-5. In Spring 2019 Teaching Evaluation was 5.00.**

MAN 5245 *Introduction to Organizational Behavior* (Professional MBA Class), 2005-2020.  
**Teaching Evaluations are consistently above 4.5 on a scale of 1-5. In Summer 2019 Teaching Evaluation was 5.00.**

MAN 6930 *Affect and cognition* (Ph.D. Seminar), 2005-2022.

MAN 6930 *Ph.D. Seminar in Organizational Behavior* (Ph.D. Seminar) 2014, 2015.

MAN 7275 *Organizational Behavior* (Ph.D. Seminar), 2001.

MAN 6447 *The Art and Science of Negotiation*. (Graduate Elective), 2012-2013.

MAN 6635 *International Management* (Graduate Elective), 2003-2006.

MAN 6366 *Staffing Organizations* (Graduate Elective), 1998-2003.

MAN 4310 *Human Resources Management* (Undergraduate Elective), 1997-1999.

MAN 6352 *Training and Development* (Graduate Elective), 1997.

### **Courses - Cornell University**

ILR 668 *Employee Selection and Staffing* (Graduate Elective), 1997.

ILR 260 *Human Resources Management* (Undergraduate Core), 1996.

## **SERVICE**

### **Editorial Boards**

*Human Resource Management*, 2006-2011

*Journal of Applied Psychology*, 2008- 2014

*Journal of Business Psychology* 2009- 2012



*Journal of Management, 2009- 2014*

*Motivation and Emotion 1998-2005*

*Academy of Management Journal, 2008- 2013*

**Ad-hoc Reviewer**

*Academy of Management Review*

*Administrative Science Quarterly*

*Cognition and Emotion*

*Decision Science Journal – Guest Editor*

*I/O Psychology - An international Review*

*Journal of Occupational and Organizational Psychology*

*Journal of Organizational Behavior*

*Management Science*

*Organizational Behavior and Human Decision Processes*

*Organizational Science*

*Personnel Psychology*

*Research in Sociology of Organizations*

*Review of General Psychology*

*Strategic Management Journal*

**University Service**

University of Florida, faculty advisor for the Israeli Students Association Club  
1998/1999.

University of Florida, member of the Minority Issues Committee of the Warrington  
College of Business Administration 1998/1999/2007.

University of Florida, member of the Information Resources Committee of the  
Warrington College of Business Administration 1999-2002.

University of Florida, member of the Teaching Committee of the Warrington College of  
Business Administration 2002-2005.

University of Florida, member of the Research Committee of the Warrington College of Business Administration 2004-2005.

University of Florida, faculty advisor for the MBA Association 2006/7.

University of Florida, member of the Faculty Advisory Committee of the Warrington College of Business Administration 2008-2010.

University of Florida, member of the Specialized Graduate Programs Committee of the Warrington College of Business Administration 2008-2010.

University of Florida, Graduate Coordinator Department of Management 2011- 2016, 2022-

University of Florida, member of the Ph.D. Committee of the Warrington College of Business Administration 2011-2016, 2022-

University of Florida, member of Graduate Council Committee 2012-2015

University of Florida, chair of the Ph.D. Committee of the Warrington College of Business Administration 2016- 2017

University of Florida, member of the Research Committee of the Warrington College of Business Administration 2018-2019.

University of Florida, member of the Tenure and Promotions Committee of the Warrington College of Business Administration 2018-2023.

### **Professional Affiliations**

Academy of Management

American Psychological Association

American Psychological Society

Society for Industrial and Organizational Psychology (Elected Fellow).

Society of Organizational Behavior (Elected)