

# Keith Leavitt, Ph.D.

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## CURRICULUM VITAE

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## ACADEMIC POSITIONS HELD

**Professor of Management and Scott & Loni Parrish Chair in Business**, Oregon State University College of Business (July 2024-present).

**Professor of Management and Betty S. Henry Amundson Faculty Scholar in Ethics**, Oregon State University College of Business (July 2023-present).

**Associate Dean for Research and Faculty, Professor of Management, and Betty S. Henry Amundson Faculty Scholar in Ethics**, Oregon State University College of Business (September 2021-July 2023; completed three-year term for Associate Dean position).

**Associate Dean for Research and Faculty, Associate Professor, and Betty S. Henry Amundson Faculty Scholar in Ethics**, Oregon State University College of Business (July 2020-September 2021).

**Associate Professor, Betty S. Henry Amundson Faculty Scholar in Ethics, and Management Program Director**, Oregon State University College of Business (Fall 2015-Spring 2020).

**Assistant Professor**, Oregon State University College of Business (2011- 2015).

**Assistant Professor**, Army Center for the Professional Military Ethic, United States Military Academy at WestPoint (2009-2011).

**Research Assistant/Instructor**, University of Washington (2003-2009).

**Full-time instructor of Psychology**, Western Colorado University, Gunnison, CO (2002-2003).

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## EDUCATION

**Doctorate in Management and Organization (Ph.D.)**, University of Washington, Seattle,

WA.

Concentration: Organizational Behavior/ Human Resource Management, Spring 2009.  
Minors: Research Methods and Sociology (Institutional Analysis).

**Master of Science in Business Administration (M.S.B.A.), University of Washington, Seattle, WA.**

**Master of Science (M.S.) in Applied Psychology, Montana State University, Bozeman, MT.**

Concentration: Organizational & Social Psychology, *Summa Cum Laude*, Fall 2001.

**Bachelor of Arts (B.A.), Western Colorado University, Gunnison, CO**

Major: Psychology, *cum laude*, May 1999.

## PEER-REVIEWED PUBLICATIONS

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Keck, S., Schumacher, C., Gupta, A., & Leavitt, K. (conditionally accepted). **How Mega-threats Influence Workplace Cooperation: Effect of #BlackLivesMatter Salience on Cooperation among and between Black and White Coworkers.** Academy of Management Journal.

Weng, X., Liu, Z., Qiu, F., Leavitt, K., Wang, X., & Tang, Z. (2025). **A Power Dependence Model of the Impact of Leader Impostorism on Supervisor Support and Undermining: The Moderating Role of Power Distance.** Journal of Applied Psychology, 110, 963-978.

Leavitt, K., Barnes, C.M., & Shapiro, D. (in-press). **The Role of Human Managers within Algorithmic Performance Management Systems: A Process Model of Employee Trust in Managers through Reflexivity.** Academy of Management Review.

Leavitt, K., Zhu, L., Klotz, A., & Kouchaki, M. (2022). **Fragile or robust? Differential effects of gender threats in the workplace among men and women.** Organizational Behavior and Human Decision Processes, 168, 104-112.

- A Harvard Business Review online article about this paper can be found [here](#).

Leavitt, K., Schabram, K., Hariharan, P., & Barnes, C.M. (2024). **The machine Hums! Addressing Ontological and Normative Concerns Regarding Machine Learning Applications in Organizational Scholarship.** Academy of Management Review, 49, 448-451.

- Response piece exchange regarding Leavitt et al., 2021 AMR paper.

Leavitt, K., Schabram, K., Hariharan, P., & Barnes, C.M. (2021). **Ghost in the machine: On organizational theory in the age of machine learning.** Academy of Management Review, 46, 750-777.

Leavitt, K., Qiu, F., & Shapiro, D.L. (2021). **Using electronic confederates for experimental research in organizational science.** Organizational Research Methods, 24, 3-25.

- An earlier version of this research appears in the 2019 AOM Best Paper Proceedings.

Tierney, W., Hardy, J., Ebersole, C., Leavitt, K., Viganola, D., Clemente, E., Gordon, M., Dreber, A.A., Johannesson, M., Pfeiffer, T., Hiring Decisions Forecasting Collaboration, & Uhlmann, E. (2020). Creative destruction in science. Organizational Behavior and Human Decision Processes, 161, 291-309.

Kalodimos, J., & Leavitt, K. (2020). **Experimental shareholder activism: A novel approach for studying top management decision making and employee career issues.** Journal of Vocational Behavior, 120, 1-16.

Zhu, L., Restubog, S.L.D., Leavitt, K., Zhou, L., & Wang, M. (2020). **Lead the horse to water, but don't make him drink: The effects of moral identity symbolization on coworker behavior depend on perceptions of proselytization.** Organizational Behavior and Human Decision Processes, 156, 53-68.

Umphress, E.E., Gardner, R., Stoverink, A., & Leavitt, K. (2020). **Feeling activated and acting unethically: The influence of activated mood on unethical behavior to benefit a teammate.** Personnel Psychology, 73, 95-123.

Yam, K.C., Barnes, C.M., Leavitt, K., Wei, W., Lau, T. C., & Uhlmann, E.L. (2019). **Why so serious? A lab and field investigation of the link between morality and humor.** Journal of Personality and Social Psychology, 117, 758-772.

Leavitt, K., Barnes, C.M., Watkins, T., & Wagner, D. (2019). **From the bedroom to the office: Spillover effects of marital sexual activity.** Journal of Management, 45, 1173-1192.

- Coverage from 185+ news outlets can be found here: <https://sage.altmetric.com/details/17056150#score>

Bolinger, A., Klotz, A., & Leavitt, K. (2018). **Contributing from inside the outer circle: The Identity-based effects on noncore role incumbents on group relational coordination and organizational climate.** Academy of Management Review, 43, 680-703.

Barnes, C.M., Dang, C. & Leavitt, K., Guarana, C., & Uhlmann, E.L. (2018). **Archival data in micro-organizational research: A toolkit for moving to a broader set of topics.** Journal of Management, 44, 1453-1478.

Schilpzand, P., Leavitt, K., & Lim, S. (2016). **Incivility hates company: Shared victimization attenuates attribution-driven negative effects of rudeness.** Organizational Behavior and Human Decision Processes, 133, 33-44.

Leavitt, K., Zhu, L., & Aquino, K. (2016). **Good without knowing it: subtle contextual cues can activate moral identity and reshape moral intuition.** Journal of Business Ethics, 137, 785-800.

Leavitt, K and Sluss, D.M. (2015). **Lying for who we are: An identity-based model of workplace dishonesty.** Academy of Management Review, 40, 587-610.

- Finalist for the 2015 *Academy of Management Review* Best Paper Award.

Erez, A., Schilpzand, P., Leavitt, K., Woolum, A., & Judge, T. A. (2015). **Inherently relational: Interactions between peers' and individuals' personalities impact credit giving and evaluations of individual performance.** *Academy of Management Journal*, 58, 1761-1784.

Reynolds, S. Dang, C.T., Yam, K.C., & Leavitt, K. (2014). **Poor engagement or strong disengagement? Alternative views of the role of moral knowledge in everyday immorality.** *Organizational Behavior and Human Decision Processes*, 123, 124-137.

Leavitt, K. (2013). **Publication bias might make us untrustworthy, but the solutions may be worse.** *Industrial and Organizational Psychology*, 6, 298-302.

Leavitt, K., Reynolds, S., Barnes, C.M., Schilpzand, P., and Hannah, S.T. (2012). **Different hats, different obligations: Plural occupational identities and situated moral judgments.** *Academy of Management Journal*, 55, 1316-1333.

Uhlmann, E.L., Leavitt, K., Menges, J.I., Koopman, J., Howe, M.D., & Johnson, R.E. (2012). **Getting explicit about the implicit: A taxonomy of implicit measures and guide for their use in organizational research.** *Organizational Research Methods*, 15, 553-601.

- Finalist for the 2012 *Organizational Research Methods* Best Paper Award.

Leavitt, K., Fong, C.T., & Greenwald, A.G. (2011). **Asking about well-being gets you half an answer: Intra-individual processes of implicit and explicit job attitudes.** *Journal of Organizational Behavior*, 32, 672-687.

Reynolds, S., Leavitt, K., and Decelles, K. (2010). **Automatic ethics: The effects of implicit assumptions and contextual cues on moral behavior.** *Journal of Applied Psychology*, 95, 752-760.

Leavitt, K., Mitchell, T., & Peterson, J. (2010). **Theory pruning: Strategies for reducing our dense theoretical landscape.** *Organizational Research Methods*, 13, 644-667.

- Winner of the 2011 *Organizational Research Methods* Best Paper Award and the Outstanding Publication Award from the RM division of the Academy of Management.

Hekman, D., Aquino, K., Owens, B., Mitchell, T., Schilpzand, P. and Leavitt, K. (2010). **An examination of whether and how racial and gender biases influence customer satisfaction ratings.** *Academy of Management Journal*, 53, 238-264.

- Winner of the 2010 *Academy of Management Journal* 2010 Best Paper Award, and the Outstanding Publication Award from the GDO division of the Academy of Management.

Martell, R.F. and Leavitt, K. (2002). **Reducing the performance-cue bias in work behavior ratings: Can groups help?** *Journal of Applied Psychology*, 87, 1032-1041.

- This paper was based upon my M.S. thesis, several years before beginning doctoral study.

## **PEER-REVIEWED BOOK CHAPTERS**

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Leavitt, K. & Sluss, D. (2017). **Workplace dishonesty.** *Oxford Research Encyclopedia of Business and Management*.

- Ninth most-visited article in the Oxford Research Encyclopedia of Business and Management in 2019 (article was viewed over 2,000 times).

## PEER-REVIEWED PRACTITIONER PUBLICATIONS

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Leavitt, K. & Sowden, W. (2010). **Automatic ethics: What we take for granted matters.** Military Review, September, 2010, 86-90.

Barnes, C. & Leavitt, K. (2010). **Moral disengagement: When will good soldiers do bad things?** Military Review, September, 2010, 46-51.

## PROJECTS CURRENTLY UNDER REVIEW

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*Available upon request to protect blind review process.*

## PUBLISHED CONFERENCE PROCEEDINGS

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Qiu, F., Leavitt, K., & Shapiro, D. L. (2019). Social Automats: Using simple artificial intelligence for organizational behavior research designs. Academy of Management Best Paper Proceedings.

Dinh, J.E., Lord, R.G., Hall, R.J., Hannah, S.T., Leavitt, K., Shondrick, S.J., & Usher-Perez, A.L. (2012). **Implicit and Explicit Values as Predictors of Ethical Decision-Making and Ethical Behavior.** Proceedings of the New Frontiers in Management and Organizational Cognition Conference, Maynooth, Ireland.

## INVITED RESEARCH PRESENTATIONS (IN SEMINAR SERIES)

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HEC (Paris), Spring 2025.

ESSEC (Paris), Spring 2025.

Darden School of Business, **University of Virginia**, Spring 2023.

University of Florida NSF workshop on AI Governance, **University of Florida**, Winter 2023.

Terry College of Business, **University of Georgia**, Spring 2022.

Marshall College of Business, **University of Southern California**, Winter 2022.

Eccles College of Business, **University of Utah**, Winter 2021.

Consortium for the Advancement of Research Methods (CARMA), **Texas Tech University and CARMA international broadcast**, Fall 2020.

Robert H. Smith School of Business, **University of Maryland**, Fall 2020.

Carson College of Business, **Washington State University**, Winter 2020.

School of Labor and Employment Relations, **University of Illinois at Urbana-Champaign**, Spring 2019.

Sauder School of Business, **University of British Columbia**, Spring 2018.

Lundquist College of Business, **University of Oregon** (Marketing Department), Winter 2017.

Carlson School of Management, **University of Minnesota** (Human Resources and Labor Studies), Fall 2015.

Eller College of Management, **University of Arizona** (Center for Leadership Ethics), Fall 2015.

**Harvard Business School** (Organizational Behavior Unit), Fall 2015.

**University of Nebraska** College of Business Administration (Management Department), Spring 2014.

Lundquist College of Business, **University of Oregon** (Management Department), Winter 2014.

Fogelman College of Business and Economics, **University of Memphis** (Management Department), Fall 2013.

Pamplin College of Business, **Virginia Tech** (Management Department), Fall 2012.

## **REFEREED AND INVITED CONFERENCE PRESENTATIONS**

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Yam, K.C., Barnes, C.M., Leavitt, K.L., & Uhlmann, E. (2018). **Why so Serious? Experimental and Field Evidence that Morality and a Sense of Humor are Psychologically Incompatible.** In *Humor in the workplace (Showcase symposium Sponsored by SIM, OB, and MOC divisions)*, Academy of Management Annual Meeting, Atlanta, GA.

Qiu, F., Wagner, D., Huang, L., & Leavitt, K. (2018). **Moral licensing effects of positive parenting.** In *Moral Equivalence Through Benevolence, Licensing, and Cleansing (K. Leavitt & F. Qiu, Organizers (Symposium Sponsored by SIM, OB, and MOC divisions)*, Academy of Management Annual Meeting, Atlanta, GA.

Yu, L., Wagner, D.T., Barnes, C., & Leavitt, K. (2017). **Sex at home and abusive supervision at work.** Academy of Management Annual Meeting, Atlanta, GA.

- Selected for the 2017 AOM Best Paper Proceedings.

Rubenstein, A., Klotz, A.C., Leavitt, K., & Kanmeyer-Mueller, J. (2017). **Exploring the bright and dark consequences of performing necessary evil at work: a study of repossession**

**agents.** In *Is being a good Samaritan always good? Unpacking the pitfalls of prosocial behavior* (Symposium sponsored by OB and HR divisions), Academy of Management Annual Meeting, Atlanta, GA.

Leavitt, K., & Murphy, C. (2016). **Cashing in or selling out? Authenticity as moral capital in craft industries.** In *After the fall: responses and reactions to unethical behavior in organizations* (Symposium sponsored by OB, MOC, and CM divisions), Academy of Management Annual Meeting, Anaheim, CA.

Barnes, C. M., Leavitt, K. Watkins, T., Wagner, D. T. (2016). **From the bedroom to the office: Workplace spillover effects of marital sexual activity.** Academy of Management Annual Meeting, Anaheim, CA.

Leavitt, K., Kouchaki, M., & Klotz, A. (2016). **Manning-up through misappropriation: Threats to masculinity increase unethical behavior.** In *Tackling unethical behaviors in organizations: understanding antecedents and unintended costs* (Symposium sponsored by OB, SIM, and CM divisions), Academy of Management Annual Meeting, Anaheim, CA.

Umphress, E., Gardner, R., Leavitt, K. & Sotverink, A. (2015). **Negative Mood and Helping a Cheater: The Moderating Role of Self-View.** In *Different shades of moral: Emotions and (un)ethical behavior* (Symposium sponsored by OB, SIM and CM divisions). Academy of Management Annual Meeting, Vancouver, BC.

Leavitt, K., Aquino, K., Zhu, L. & Restubog, S. (2015). **Social Consequences of Moral Identity Symbolizations.** In *Identity and ethics coming together: who we are, how others see us, and how we behave* (Symposium sponsored by OB, MOC, and SIM divisions). Academy of Management Annual Meeting, Vancouver, BC.

Leavitt, K. (2014). **This friendly world: How lucky and a non-adversarial worldview can enhance your productivity and happiness.** In *The Productivity process: Research tips and strategies from prolific junior faculty* (PDW sponsored by the OB division), Academy of Management Annual Meeting, Philadelphia, PA.

Schilpzand, P. Leavitt, K., & Lim, S. (2014) **Incivility hates company: Shared victimization attenuates attribution-driven effects of rudeness.** Academy of Management Annual Meeting, Philadelphia, PA.

Leavitt, K. & Sluss, D.M. (2014). **Lying for who we are.** University of Central Florida Behavioral Ethics Conference, Orlando, FL.

Leavitt, K. (2013). **Mindless malfeasance: The role of implicit processes in unethical workplace behavior.** In *The antecedents, management, and implications of unethical behavior at work* (PDW sponsored by CM, OB, MOC, HR, RM, OMT, & SIM divisions). Academy of Management Annual Meeting, Orlando, FL.

Hekman, D.R. & Leavitt, K. (2013). **Focusing capitalism on the forgotten internal stakeholder** (Organizers; All-Academy PDW sponsored by CMS, OB, BPS, OMT, IM & SIM

*divisions*). Academy of Management Annual Meeting, Orlando, FL.

Wagner, D.T., Barnes, C.M., & Leavitt, K. (2013). **Worth what you're paid: A meaning maintenance model of compensation and self-promotion**. Academy of Management Annual Meeting, Orlando, FL.

Erez, A., Schilpzand, P., Leavitt, K., & Woolum, A. (2013). **Interactions between peers' and individuals' personalities affect individuals' performance**. Academy of Management Annual Meeting, Orlando, FL.

Gardner, R.G., Umphress, E.E., Leavitt, K., Stoverink, A.C., & Griffin, R.W. (2013). **Helping others cheat: The role of positive affect and liking**. In *Theoretical and empirical developments on motives of (un)ethical decision making and behavior (showcase symposium sponsored by SIM, OB, and CM divisions)*. Academy of Management Annual Meeting, Orlando, FL.

- Winner, Best Symposium 2013, OB division of AOM.

Bosco, F., Pierce, C.A., Leavitt, K., & Aguinis, H. (2013). **I/O Psychology's decline in effect-size magnitude over time**. Society for Industrial/Organizational Psychology Annual Meeting, Houston, TX.

Reynolds, S.J., Dang, C., Yam, K.C., & Leavitt (2012). **Poor engagement or strong disengagement? Competing views of immorality**. In *Behavioral ethics: challenging the fundamental assumptions of an emerging field* (Symposium, J. Gaspar & K. Leavitt, organizers, sponsored by SIM, OB, and CM divisions). Academy of Management Annual Meeting, Boston, MA.

Leavitt, K. (2012). **Implicit processes in organizational behavior: Research and practice next steps**. (Panel discussion symposium). Society for Industrial/Organizational Psychology Annual Meeting, San Diego, CA.

- Included on SIOP DVD of top 20 impactful sessions.

Leavitt, K. (2011). **You + Implicit: Using response latency-based implicit measures in organizational settings**. In *Implicit measures in organizational behavior research*. (Implicit Measures Symposium, sponsored by OB, RM, and HR divisions). Academy of Management Annual Meeting, San Antonio, TX.

Leavitt, K., Barnes, C., Schilpzand, P., & Hannah, S. (2011). **Who matters and what's sacred? Professional identity exerts an automatic effect on moral processing**. Academy of Management Annual Meeting, San Antonio, TX.

Garner, Umphress, E., Leavitt, K., Stoverink, & Griffin (2011). **Positive affect as a motivator of prosocial unethical behavior**. In *New Developments in the nature and influence of unethical work behavior (symposium sponsored by SIM, OB, and CM divisions)*. Academy of Management Annual Meeting, San Antonio, TX.

Leavitt, K., and Sluss, D. M. (2010). **Lying for who we are: Social and relational identity as drivers of dishonesty**. Academy of Management Annual Meeting, Montreal, Quebec.



Leavitt, K., Lim, V.K.G., & Schilpzand, P. (2010). **Cheaters never prosper...but their in-groups do: Threats to group and moral identities as predictors of cheating.** Academy of Management Annual Meeting, Montreal, Quebec.

Leavitt, K., Mitchell, T.R., and Peterson, J. (2008). **Theory pruning: Strategies for reducing our dense theoretical landscape.** In *The Presence of Something or the Absence of Nothing: Sharpening the Questions We Ask in Management Research* (All-Academy Symposium). Academy of Management Annual Meeting, Anaheim, CA.

Reynolds, S., Leavitt, K., and Decelles, K. (2008). **Automatic ethics: The effects of implicit assumptions and contextual cues on moral behavior.** In *Pushing the Boundaries: Questions and Answers in Behavioral Ethics Research* (Showcase symposium sponsored by SIM, OB, MOC divisions). Academy of Management Annual Meeting, Anaheim, CA.

Leavitt, K., Fong, C.T., and Greenwald, A.G. (2007). **Implicit job attitudes as predictors of task and contextual performance.** In *Automatic Social Cognition: A Symposium* (K. Leavitt, Organizer. Sponsored by RM, OB and MOC divisions). Academy of Management Annual Meeting, Philadelphia, PA.

## SELECTED MEDIA COVERAGE OF RESEARCH

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### **Marital sex at home leads to next day job engagement and job satisfaction:**

Over 190 media outlets; all coverage found here:

<https://sage.altmetric.com/details/17056150#score>

### **Threats to manhood lead to less helping and workplace deviance:**

Fortune

<https://fortune.com/2023/02/03/fragile-masculinity-at-work-experts-explain-why-and-how-to-fix-it/>

Forbes

<https://www.forbes.com/sites/adigaskell/2022/03/17/men-more-likely-than-women-to-act-up-when-their-gender-status-is-threatened/?sh=614bbb373fa4>

The Hill

<https://thehill.com/changing-america/respect/equality/591898-men-more-likely-to-respond-negatively-to-gender-challenges/>

### **Identity threats can motivate people to lie at work:**

NBC News

<https://www.nbcnews.com/think/opinion/rush-limbaugh-died-lung-cancer-after-denying-smoking-s-risk-ncna1258395>

Featured in the book *Would I lie to you? The Amazing power of being honest in a world that lies* by Judi Ketteler

[https://www.amazon.com/Would-Lie-You-Amazing-Honest/dp/0806540095/ref=sr\\_1\\_1?crid=2WQSRRWY60IG8&keywords=would+i+lie+to+you+judi&qid=1654892038&prefix=would+i+lie+to+you+judi%2Caps%2C264&sr=8-1](https://www.amazon.com/Would-Lie-You-Amazing-Honest/dp/0806540095/ref=sr_1_1?crid=2WQSRRWY60IG8&keywords=would+i+lie+to+you+judi&qid=1654892038&prefix=would+i+lie+to+you+judi%2Caps%2C264&sr=8-1)

[https://www.amazon.com/Would-Lie-You-Amazing-Honest/dp/0806540095/ref=sr\\_1\\_1?crid=2WQSRRWY60IG8&keywords=would+i+lie+to+you+judi&qid=1654892038&prefix=would+i+lie+to+you+judi%2Caps%2C264&sr=8-1](https://www.amazon.com/Would-Lie-You-Amazing-Honest/dp/0806540095/ref=sr_1_1?crid=2WQSRRWY60IG8&keywords=would+i+lie+to+you+judi&qid=1654892038&prefix=would+i+lie+to+you+judi%2Caps%2C264&sr=8-1)

### **The hidden biases of introverts:**

Forbes

<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

[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

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

Inc. Magazine

<http://www.inc.com/jill-krasny/how-introverts-hinder-extroverts-careers.html>

The Globe and Mail (Canada)

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

Yahoo! News

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

MSN

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

Smithsonian Magazine

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

New York Magazine

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

Big Think

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

Glamour Magazine

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

### **Implicit bias in extreme contexts:**

Reuters (invited editorial)

<http://blogs.reuters.com/great-debate/2014/02/14/why-michael-sams-future-may-be-tougher-than-we-think/>

### **Racial and gender biases in customer satisfaction surveys:**

The Boston Globe

[http://www.boston.com/bostonglobe/editorial\\_opinion/editorials/articles/2009/07/06/subtle\\_and\\_stubborn\\_race\\_bias/](http://www.boston.com/bostonglobe/editorial_opinion/editorials/articles/2009/07/06/subtle_and_stubborn_race_bias/)

The New York Times

<http://www.nytimes.com/2009/06/23/health/research/23perc.html?ref=health>

The Washington Post

<http://www.washingtonpost.com/wp-dyn/content/article/2009/05/31/AR2009053102081.html>

The Globe and Mail (Canada)

<http://www.theglobeandmail.com/news/national/survey-customers-more-satisfied-when-white-males-serve-them/article1223879/>

### **Cues for different occupational identities lead to dramatic changes in moral judgments:**

The Globe and Mail (Canada)

<http://m.theglobeandmail.com/life/facts-and-arguments/social-studies/cows-crash-a-party-and-hog-the-beer/article2445707/?service=mobile>

PsychCentral

<http://psychcentral.com/news/2012/05/24/moral-compass-shifts-as-roles-change/39193.html>

ScienceBlog

<http://scienceblog.com/54620/wearing-two-different-hats-moral-decisions-may-depend-on-the-situation/>

ScienceDaily

<http://www.sciencedaily.com/releases/2012/05/120523135536.htm>

PsychologyToday

<http://www.psychologytoday.com/blog/am-i-right/201305/morality-differs-roles-we-play>

### **Implicit beliefs that business is inherently moral trigger unethical decision making when signals for competition are cued:**

Forbes Magazine (India edition)

<http://business.in.com/article/rotman/how-implicit-assumptions-affect-ethical-behaviour/24612/1>

I/O At Work

<http://www.ioatwork.com/implicit-assumptions-and-organizational-context-a-recipe-for-immoral-behavior/>

## CONSULTANCY REPORTS PREPARED

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Leavitt, K. (2010). **Considerations of second order effects following a repeal of section 654, title 10 (“don’t ask, don’t tell”)**. Expert Report tasked, reviewed and supported by GEN Carter Ham (chairman of the Joint Forces “Don’t Ask, Don’t Tell” task force). Read by GEN George Casey (Army Chief of Staff) prior to congressional testimony.

## AWARDS AND HONORS

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- Recipient, 2025 Best reviewer Award, *Academy of Management Review*.
- Recipient, 2024-present. Scott & Loni Parrish Endowed Chair in Business.
- Winner, 2024 OSU College of Business External Service Award.
- Invited NSF Panelist (year/program withheld in-line with NSF guidelines to protect confidentiality of process as requested)
- Recipient, 2022 OSU College of Business Prominent Scholar Award.
- Recipient, 2021 OSU College of Business Prominent Scholar Award.
- Winner, 2020 OSU College of Business Scholarly Impact Award (college-wide research award).
- Recipient, 2020 OSU College of Business Prominent Scholar Award.
- Recipient, 2019 Best Reviewer Award, *Academy of Management Journal*.
- Recipient, 2015-2024. OSU College of Business Betty S. Henry Amundson Faculty Scholar (Professorship) in Ethics.
- Winner, 2018 Betty & Forest Simmons Excellence in Graduate Teaching Award, OSU College of Business.
- Recipient, 2018 OSU College of Business Prominent Scholar Award.
- Recipient, 2017 OSU College of Business Prominent Scholar Award.
- Recipient, 2016 OSU College of Business Prominent Scholar Award.

- Finalist, *Academy of Management Review* 2016 Best Paper Award.
- Winner, 2015 Western Academy of Management Ascendant Scholar Award.
- Recipient, 2013-2015, OSU College of Business *Professorship in Excellence*.
- Winner, 2013 OSU College of Business *Excellence in Scholarship Award* (college-wide research award).
- Winner, 2012 OSU College of Business *Academic Quality Award* (college-wide student run teaching award).
- Invitee (2012, 2013, 2014), Wharton Junior Organizational Behavior Conference (limited to 40 junior scholars).
- Recipient (Academic year 2012-2013), Newcomb Associate award for faculty excellence (teaching, research service), Oregon State University.
- Recipient (Academic year 2011-2012), Newcomb Associate award for faculty excellence (teaching, research service), Oregon State University.
- Finalist, *Organizational Research Methods* 2013 Best Paper Award.
- Winner, *Organizational Research Methods* 2011 Best Paper Award.
- Winner, *Academy of Management Journal* 2010 Best Paper Award.
- Winner, 2011 Saroj Parasuraman Award for outstanding publication (presented by the *gender and diversity in organizations* division of the *Academy of Management*).
- Outstanding reviewer award, Academy of Management Annual Meeting (OB division), 2010.
- Outstanding reviewer award, Academy of Management Annual Meeting (MOC division), 2009.
- UW nominee to the Academy of Management Organizational Behavior doctoral student consortium, 2007.
- Department nominee, University of Washington best dissertation contest, 2008.
- Graduate teaching excellence award (two awarded per year from UW Business School), University of Washington Business School, winter 2007.
- Nominated for Instructor of the quarter, UW Business School, spring 2007.
- Nominated for University-wide alumni teaching award, University of Washington, 2007.

-Dean's award for academic excellence (highest GPA and comprehensive exam scores in cohort), UW Business School, winter 2006.

-President's top scholar award, University of Washington, 2003-2004.

-President's research award, Montana State University, 1999-2000.

-Inducted into Psi Chi (National Honors Society in Psychology), Spring 1998.

-President's Academic Scholarship, Western State College of Colorado, 1998-1999.

## **TEACHING EXPERIENCE/ COURSES PREPARED**

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**Management 650: Doctoral Seminar in Organizational Behavior.** Entrepreneurship and Innovation PhD program, Oregon State University, Spring 2022.

**Management 559-Managing for Ethics and Corporate Social Responsibility.** Oregon State University MBA program (Hybrid, in-person, and on-line sections), Spring 2020; Spring 2021; Spring 2022; Spring 2023 (note: evaluations not University-wide captured due to COVID-19 disruptions); Spring 2024; Spring 2025.

**Business Administration 352H-Managing Individuals and Teams** (Honors section), Winter 2020.

**Management 571-Ethical Leadership.** Oregon State University Hybrid (80% on-line, 20% in-person) MBA Program, Spring 2017, Spring 2018.

**Management 559-Managing for Ethics and Corporate Social Responsibility.** Oregon State University MBA program, Winter 2014, Winter 2015 and Spring 2015, Winter and Spring 2016, Winter and Spring 2017, Winter and Spring 2018.

**Management 459- Management Practicum II (Managing for ethics and CSR).** Oregon State University, Winter 2012 and Winter 2014.

**Management 352- Managing Individuals and Teams (Organizational Behavior).** Oregon State University, Fall 2011; Winter 2013; Spring 2013; Spring 2014; Spring 2015.

**Psychology and Leadership 479- Leading Organizations Through Change.** West Point. Spring 2010.

**Management 300- Managing for Organizational Effectiveness.** University of Washington. Winter 2004, Fall 2004, Spring 2005, Fall 2005, Winter 2006, Summer 2006, Spring 2007, Spring 2008.

**Management 390- Honors Leadership Seminar.** University of Washington. Spring 2008.

**Psychology 497- Special Topic: The Psychology of Prejudice.** Western State College of Colorado. Summer 2003.

**Psychology 397- Special Topic: Group Cognition and Decision Making.** Western State College of Colorado, Spring 2003.

**Psychology 301- Behavioral Research Methods and Statistics II.** Western State College of Colorado. Fall 2002, Spring 2003.

**Psychology 200- Behavioral Research Methods and Statistics I.** Western State College of Colorado. Summer 2002, Fall 2002, Spring 2003.

**Psychology 150- Introduction to Psychology.** Western State College of Colorado. Fall 2002 (2 sections), Spring 2003 (2 sections).

**Psychology 367- Learning and Behaviorism.** Montana State University. Summer 2001.

**Psychology 100- Introduction to Psychology** (recitation sections). Fall 1999, Spring 2000, Fall 2000, Spring 2001 (4 sections each quarter).

## **SERVICE**

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**Division Chair Elect for the Organizational Behavior Division of AOM** (*First year of five-year elected leadership track; 2025-2026*).

**Program Chair for the Organizational Behavior Division of AOM** (*First year of five-year elected leadership track; 2024-2025*).

**Program Chair Elect for the Organizational Behavior Division of AOM** (*First year of five-year elected leadership track; 2023-2024*).

**Guest Editor, Special Topics Forum on AI and work (AMR),** *September 2023-present.*

**Associate Editor, Organizational Behavior and Human Decision Processes (OHBDP),** *January 2020-January 2023.*

**-Invited NSF Panelist** (*year/program withheld in-line with NSF guidelines to protect confidentiality of process as per NSF guidelines*).

**Representative-at-Large (Executive Committee),** Organizational Behavior Division of the Academy of Management, *June 2018-2021.*

**Editorial Board Member, Academy of Management Review (AMR),** *June 2025-present.*

**Editorial Board Member, Academy of Management Journal (AMJ),** *September 2018-present.*

**Editorial Board Member, Journal of Applied Psychology (JAP),** *January 2014–present.*

**Editorial Board Member, Organizational Behavior and Human Decision Processes (OBHDP),** *June 2013–present.*

**Editorial Board Member, Journal of Management Inquiry (JMI),** *November 2015–2020.*

**Board member, Oregon Mountain Bike Coalition,** *2021–present.*

**Board member, Team Dirt** (Corvallis-area chapter of the International Mountain Bike Association), *2019–present.*

**Program director for Management (undergraduate and graduate programs), Oregon State University** (2015– 2018).

**Chair, College of Business Graduate Program Committee, Oregon State University** (2016–2018).

**Faculty Senator from the College of Business, Faculty Senate, Oregon State University** (2014–2017).

**Member, College of Business Graduate Program Committee, Oregon State University** (2012–2013).

**Member, College of Business Research Committee, Oregon State University** (2011–2012).

**Member, Ph.D. Program Development Committee, Oregon State University** (2011–2013).

**Reviewer.** *Academy of Management Annual Meeting*, 2011. Reviewed for two divisions.

**Reviewer.** *Academy of Management Annual Meeting*, 2010. Reviewed for three divisions. Received “outstanding reviewer” award, OB division.

**Reviewer.** *Academy of Management Annual Meeting*, 2009. Reviewed for three divisions. Received "outstanding reviewer" award, MOC division.

**Reviewer.** *Academy of Management Annual Meeting*, 2008. Reviewed for three divisions.

**Member, Graduate Program Committee (GPC).** *Oregon State University College of Business, Fall–2013 to present.*

**Member, Academic Integrity Task Force.** *Oregon State University College of Business, Fall–2013 to present.*

**Member, Ph.D. Program Task Force.** *Oregon State University College of Business, Fall–2011 to Spring 2013.*

**Member, Research Committee.** *Oregon State University College of Business, Fall–2011 to Spring*

2012.

**Officer Representative (faculty sponsor and race-day coach).** *WestPoint/Army cycling team*, 2009-2011.

**Lead Grant Writer.** *Trips for Kids, Seattle*. Lead grant writer for non-profit organization that takes inner-city kids mountain biking, to teach lessons in self-empowerment, environmental stewardship, and self-sufficiency through the "simple act of having fun". [www.tripsforkids.org](http://www.tripsforkids.org). Largest grant won over \$10,000. Fall 2005-2008.

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UPDATED\* 10/6/2025