



Christian Kiewitz PhD

Professor in Management
Management/Marketing Department
School of Business Administration
University of Dayton
300 College Park, Dayton, Ohio 45469-2271 USA

EDUCATION

Doctor of Philosophy (Ph.D.)

The University of Alabama, Tuscaloosa, AL, 2002

Major: Organizational Behavior and Human Resources Management

Minor: Mass Communication

Master of Arts (M.A.)

Auburn University, Auburn, AL, 1998

Major: Communication

Magister Artium (M.A.)

Johannes Gutenberg-Universität, Mainz, Germany, 1995

Major: Mass Communication ("Publizistik"). Minors: Psychology and Sociology

PROFESSIONAL EXPERIENCE: ACADEMIC

2015 – present	<u>University of Dayton</u> , Full Professor of Management (tenured) Management/Marketing Department, Dayton, Ohio
2017 July-Dec	<u>Justus-Liebig Universität</u> , Visiting Professor, Dept. of Organization and Human Resource Management (BWL VIII), Gießen, Germany
2012, 2013, 2015	<u>The Australian National University</u> , Visiting Professor, Research School of Management, Canberra, Australia
2008 – 2015	<u>University of Dayton</u> , Associate Professor of Management (tenured) Management/Marketing Department
2009	<u>University of New South Wales</u> , Visiting Professor, The Australian School of Business, Sydney, Australia
2002 – 2008	<u>University of Dayton</u> , Assistant Professor of Management Management/Marketing Department
1998 – 2002	<u>The University of Alabama</u> , Research & Teaching Assistant Department of Management and Marketing, Tuscaloosa, AL
1995 – 1997	<u>Auburn University</u> , Research & Teaching Assistant Department of Communication, Auburn, AL
1990 – 1995	<u>Johannes Gutenberg-Universität</u> , Research & Teaching Assistant Institut für Publizistik, Mainz, Germany
1994 Jun-Aug	<u>Auburn University</u> , Exchange student for summer term Department of Communication, Auburn, AL
1990 Summer	<u>Johannes Gutenberg-Universität</u> , Research Assistant Institut für Publizistik, Prof. Dr. Hans Mathias Kepplinger

RESEARCH INTERESTS

Organizational Behavior/Human Resources Management

Dark Sides of OB/HR; Counterproductive Work Behaviors; Personality as a Factor in Workplace Phenomena; Organizational Politics and Injustice; Affect in the Workplace: Stress and Emotions; Workplace Aggression

Leadership

Micromanagement; Abusive Supervision

Entrepreneurship

Entrepreneurial Well-being and Stress

Theory and Research Methods

(Organizational) Theory Development, Quantitative Methods in Organizational Research, Multi-method and Interdisciplinary Research Approaches

PUBLICATIONS: REFEREED JOURNAL ARTICLES

Kiewitz, C., Zagenczyk, T. J., Shoss, M., & Cruz, K. S. (2023). O' Coworker, who art thou? The conundrum of not knowing who is or is not one's coworker and a preliminary definition. **Group & Organization Management**. <https://doi.org/10.1177/10596011231207733> (Impact factor = 4.8 as per publisher website, December 2023)

Liborius, P., & Kiewitz, C. (2022). When Leader Humility meets Follower Competitiveness: Relationships with Follower Affective Trust, Intended and Voluntary Turnover. **Journal of Vocational Behavior**, 135, 103719. <https://doi.org/10.1016/j.jvb.2022.103719> (Impact factor = 12.082 as per publisher website, December 2022)

Hochwarter, W., Jordan, S., Kiewitz, C., Liborius, P., Lampaki, A., Franczak, J., Deng, Y., Babalola, M. T., & Khan, A. K. (2022). Losing Compassion for Patients? The Implications of COVID-19 on Compassion Fatigue and Event-Related Post-Traumatic Stress Disorder in Nurses. **Journal of Managerial Psychology**, 37(3), 206-223. doi:10.1108/JMP-01-2021-0037 (Impact factor for 2020 = 3.614 as per publisher website, January 2022)

Ellen, III, B. P., Maher, L. P., Hochwarter, W. A., Ferris, G. R., & Kiewitz, C. (2022). Perceptions of Organizational Politics: A Restricted Nonlinearity Perspective of its Effects on Job Satisfaction and Performance. **Applied Psychology: An International Review**, 71(4), 1224-1247. doi:10.1111/apps.12347 (Impact factor = 3.712 as per publisher website, December 2021)

Palmer, J. C., Hochwarter, W. A., Ma, S., Ferris, G. R., & Kiewitz, C. (2020). Self-Regulation Failure as a Moderator of the POPS–Work Outcomes Relationships. **Career Development International**, 25(7) 731-745. doi:10.1108/CDI-04-2020-0085 (Impact Factor = 2.320 as per publisher website, November 2020)

Ellen, III, B. P., Kiewitz, C., Garcia, P. R. J. M., & Hochwarter, W. A. (2019). Dealing with the Full-of-self-Boss: Interactive Effects of Supervisor Narcissism and Subordinate Resource Management Ability on Work Outcomes. **Journal of Business Ethics**, 157(3), 847-864. doi:10.1007/s10551-017-3666-4 (FT50; Impact Factor = 2.917 as per publisher website, January 2019)

PUBLICATIONS: REFEREED JOURNAL ARTICLES (*continued*)

- Kiewitz, C., Shoss, M. K., Restubog, S. L. D., Garcia, P. R. M., & Tang, R. L. (2016). Suffering in Silence: Investigating the Role of Fear in the Relationship between Abusive Supervision and Defensive Silence. ***Journal of Applied Psychology***, 101(5), 731-742. doi:10.1037/apl0000074 (FT50; Impact Factor = 3.810 and 5 Yr. IF = 7.130 as per publisher website, April 2017)
- Zagenczyk, T. J., Cruz, K. S., Cheung, J., Scott, K. L., Kiewitz, C., & Galloway, B. (2015). The Moderating Effect of Power Distance on Employee Responses to Psychological Contract Breach. ***European Journal of Work and Organizational Psychology***, 24(6), 853-865. doi:10.1080/1359432X.2014.961432 (2013 Journal Citation Reports: IF = 2.463 and 5 Yr. IF = 2.729)
- Garcia, P. R. J. M., Restubog, S. L. D., Kiewitz, C., Scott, K. D., & Tang, R. L. (2014). Roots Run Deep: Investigating Psychological Mechanisms between History of Family Aggression and Abusive Supervision. ***Journal of Applied Psychology***, 99(5), 883-897. doi:10.1037/a0036463 (FT50; 2013 JCR: IF = 4.367 and 5 Yr. IF = 6.952)
- Zagenczyk, T., Restubog, S. L. D., Kiewitz, C., Kiazad, K., & Tang, R. L. (2014), Psychological Contracts as a Mediator between Machiavellianism and Employee Citizenship and Deviant Behaviors. ***Journal of Management***, 40(4), 1098-1122. doi:10.1177/0149206311415420 (FT50; 2013 JCR: IF = 6.862 and 5 Yr. IF = 8.027)
- *Robinson, S., Wang, W., & Kiewitz, C. (2014). Coworkers Behaving Badly: The Impact of Coworker Deviant Behavior upon Individual Employees. ***Annual Review of Organizational Psychology and Organizational Behavior***, 1(1), 123-143. doi:10.1146/annurev-orgpsych-031413-091225 (*invited paper reviewed by two editors; no blind review; no impact data because inaugural issue of new journal)
- Yeo, G. B., Frederiks, E. R., Kiewitz, C., & Neal, A. (2014). A Dynamic, Self-regulatory Model of Affect and Performance: Interactions between States, Traits and Task Demands. ***Motivation and Emotion***, 38(3), 429-443. doi:10.1007/s11031-013-9376-z (2013 JCR: IF = 1.844 and 5 Yr. IF = 2.236)
- Kiewitz, C., Restubog, S. L. D., Zagenczyk, T., Scott, K. D., Garcia, P. J. R. M., & Tang, R. L. (2012). Sins of the Parents: Self-control as a Buffer between Supervisors' Previous Experience of Family Undermining and Subordinates' Perceptions of Abusive Supervision. ***Leadership Quarterly***, 23(5), 869-882. doi:10.1016/j.leaqua.2012.05.005 (2013 JCR IF = 2.006 and 5 Yr. IF = 3.006)
- Kiazad, K., Restubog, S. L. D., Zagenczyk, T., Kiewitz, C., & Tang, R. L. (2010). In Pursuit of Power: The Role of Authoritarian Leadership in the Relationship between Supervisors' Machiavellianism and Subordinates' Perceptions of Abusive Supervisory Behavior. ***Journal of Research in Personality***, 44(4), 512-519. doi:10.1016/j.jrp.2010.06.004 (2011 JCR IF = 1.996 and 5 Yr. IF = 2.677)
- Kiewitz, C., Restubog, S. L. D., Zagenczyk, T., & Hochwarter, W. A. (2009). The Interactive Effects of Psychological Contract Breach and Organizational Politics on Perceived Organizational Support: Evidence from Two Longitudinal Studies. ***Journal of Management Studies***, 46(5), 806-834. doi:10.1111/j.1467-6486.2008.00816.x (FT45; 2010 JCR IF = 3.817 and 5 Yr. IF = 4.684)

PUBLICATIONS: REFEREED JOURNAL ARTICLES (*continued*)

- Zagenczyk, T., Gibney, R., Kiewitz, C., & Restubog, S. L. D. (2009). Mentors, Supervisors, and Role Models: Do They Reduce the Effects of Psychological Contract Breach? **Human Resource Management Journal**, 19(3), 237-259. doi:10.1111/j.1748-8583.2009.00097.x (no 2010 JCR data; 2011 JCR IF = 1.388 and 5 Yr. IF = n/a)
- Yeo, G. B., Loft, S., Xiao, T., & Kiewitz, C. (2009). Goal Orientations and Performance: Differential Relationships Across Levels of Analysis and as a Function of Task Demands. **Journal of Applied Psychology**, 94(3), 710-726. doi:10.1037/a0015044 (FT 45; 2010 JCR IF = 3.977 and 5 Yr. IF = 6.730)
- Douglas, S. C., Kiewitz, C., Martinko, M. J., Harvey, P., Kim, Y., & Chun, J.-U., (2008). Cognitions, Emotions and Evaluations: An Elaboration Likelihood Model for Workplace Aggression. **Academy of Management Review**, 33(2), 425-451. doi:10.2307/20159406 (FT45; 2009 JCR IF = 7.867 and 5 Yr. IF = 9.531)
- Hosmer, L. T., & Kiewitz, C. (2005). Organizational Justice: A Behavioral Science Concept with Critical Implications for Business Ethics and Stakeholder Theory. **Business Ethics Quarterly**, 15(1), 67-91.
- Hochwarter, W. A., Kiewitz, C., Gundlach, M. J., & Stoner, J. (2004). The Impact of Vocational and Social Efficacy on Job Performance and Career Satisfaction. **Journal of Leadership & Organizational Studies**, 10(3), 27-40.
- Hochwarter, W. A., Kiewitz, C., Castro, S. L., Perrewé, P. L., & Ferris, G. R. (2003). Positive Affectivity and Collective Efficacy as Moderators of the Relationship between Perceived Politics and Job Satisfaction. **Journal of Applied Social Psychology**, 33(5), 1009-1035.
- Zivnuska, S., Kiewitz, C., Hochwarter, W. A., Perrewé, P. L., & Zellars, K. L. (2002). What is too Much or too Little? The Curvilinear Effects of Job Tension on Turnover Intent, Value Attainment and Job Satisfaction. **Journal of Applied Social Psychology**, 32(7), 1344-1360.
- Kiewitz, C., Hochwarter, W. A., Ferris, G. R., & Castro, S. L. (2002). The Role of Psychological Climate in Neutralizing the Effects of Politics on Work Outcomes. **Journal of Applied Social Psychology**, 32(6), 1189-1208.
- Zellars, K. L., Hochwarter, W. A., Perrewé, P. L., Miles, A., & Kiewitz, C. (2001). Beyond Self-Efficacy: Interactive Effects of Role Conflict and Perceived Collective Efficacy. **Journal of Managerial Issues**, 13(4), 483-499.
- Kiewitz, C., & Weaver, J. B., III. (2001). Trait Aggressiveness, Media Violence, and Perceptions of Interpersonal Conflict. **Personality and Individual Differences**, 31(6), 821-835.
- Hochwarter, W. A., Ferris, G. R., Perrewé, P. L., Witt, L. A., & Kiewitz, C. (2001). A Note on the Nonlinearity of the Age-Job Satisfaction Relationship. **Journal of Applied Social Psychology**, 31(6), 1223-1237.
- Perrewé, P. L., Hochwarter, W. A., & Kiewitz, C. (1999). Value Attainment: An Explanation for the Negative Effects of Work-Family Conflict on Job and Life Satisfaction. **Journal of Occupational Health Psychology**, 4(4), 318-326.
- Kiewitz, C., Weaver, J. B., III, & Brosius, H.-B. (1999). Cultural Differences in Perceptions of the VCR and RCD: Exploring the TV Landscapes of Germany, Israel, and the USA. **World Communication**, 28(3), 28-48.

PUBLICATIONS: REFEREED JOURNAL ARTICLES (*continued*)

- Kiewitz, C., Weaver, J. B., III, Brosius, H.-B., & Weimann, G. (1997). Cultural Differences in Listening Style Preferences: A Comparison of Young Adults in Germany, Israel, and the United States. *International Journal of Public Opinion Research*, 9(3), 233-247.
- Weaver, J. B., III, Sargent, S. L., & Kiewitz, C. (1997). Communication Apprehension and the Type-A Personality. *Communication Research Reports*, 14(3), 350-355.
- Sargent, S. L., Weaver, J. B., III, & Kiewitz, C. (1997). Correlates between Communication Apprehension and Listening Styles Preferences. *Communication Research Reports*, 14(1), 74-78.

PUBLICATIONS: BOOK CHAPTERS

- Restubog, S. L. D., Kiazad, K., & Kiewitz, C. (2015). Psychological contracts (22035). In J. D. Wright, et al. (Eds.), *The International Encyclopedia of Social and Behavioral Sciences* (2nd ed., pp. 366-371). Oxford, UK: Elsevier. doi:10.1016/B978-0-08-097086-8.22035-7
- Kiewitz, C., & Weaver, J. B., III (2006). The Aggression Questionnaire (Short Forms AQ-12 and AQ-15). In R. A. Reynolds, R. Woods, & J. Baker (Eds.), *Handbook of Research on Electronic Surveys and Measurements* (pp. 343-347). Hershey, PA: Idea Group Reference.
- Weaver, J. B., III, & Kiewitz, C. (2006). EPQ-SF: Eysenck Personality Questionnaire – Short Form. In R. A. Reynolds, R. Woods, & J. Baker (Eds.), *Handbook of Research on Electronic Surveys and Measurements* (pp. 360-363). Hershey, PA: Idea Group Reference.
- Kiewitz, C., & Hochwarter, W. A. (2002). Aggression and Violence in the Workplace. In G. R. Ferris, M. R. Buckley, & D. B. Fedor (Eds.), *Human resources management: Perspectives, context, functions, and outcomes* (4th ed., pp. 488-503). Upper Saddle River, NJ: Prentice-Hall.
- Czaplicki, A., Ehmig, S. C., & Kiewitz, C. (1995). Bilder in unseren Köpfen. Die Vorstellungen der Deutschen von Polen [Images in our minds. Germans' notions about Poland]. *Convivium. Germanistisches Jahrbuch Polen 1995* (pp. 279-293). Bonn, Germany: DAAD.

PUBLICATION: REVIEW

- Kiewitz, C. (2004). Happy Employees and Firm Performance: Have We Been Putting the Cart Before the Horse? [Review of the article "Which Comes First: Employee Attitudes or Organizational Financial and Market Performance?"]. *Academy of Management Executive*, 18(1), 127-129.

PUBLICATION: BLOG POST

- Kiewitz, C., Restubog, S. L. D., Shoss, M. K., Garcia, P. R. J. M., & Tang, R. L. (2016, June 28). Too many firms ignore their abusive boss problem [Blog post]. *London School of Economics Business Review*.
<http://blogs.lse.ac.uk/businessreview/2016/06/28/too-many-firms-ignore-their-abusive-boss-problem/>

PUBLICATION: DISSERTATION

Kiewitz, C. (2002). *The Work Anger Model (WAM!): An Inquiry into the Role of Anger at Work* (Publication No. 3051986) [Doctoral dissertation, University of Alabama]. ProQuest Information & Learning (<https://psycnet.apa.org/record/2002-95021-014>)

MANUSCRIPTS UNDER REVIEW

Deen, C. M., Kiewitz, C., Kim, J.-Y., Restubog, S. L. D., Chih, Y.-Y., Tang, R. L., Helicopter Bosses: Development and Validation of the Micromanagement Scale. Under review at: *Journal of Applied Psychology*.

Liborius, P., Kiewitz, C., & Faber, A., Up Close and Powerful: Leaders' Sense of Power and Psychological Closeness to their Team as Antecedents of Leader Humility, Subordinate Job Engagement and Trust. Under review at: *Journal of Organizational Behavior*.

He, Y., Lagios, C., Deen, C., Restubog, S. L., Kiewitz, C., & Kramer, A., Why Divorce Cannot Be Divorced from Work: An Interdisciplinary Review and Research Agenda. Proposal under review at: *Journal of Applied Psychology*.

MANUSCRIPTS IN PREPARATION

Kiewitz, C., Restubog, S. L. D., Walter, F., Shoss, M. K., & Sweeney, P. D., Who Reacts to Subordinates' Poor Job Performance with Abusive Supervision? Narcissists Do. Work in progress. Target outlet: TBD.

RESEARCH WORK IN PROGRESS

Kiewitz, C., Su, Y., & Palmer, C., Entrepreneurial Stress: Implications of the Resource-based View and Conservation of Resources Theory for Entrepreneurs' Resource-related Stress. Work in progress. Target outlet: *Academy of Management Review*.

Park, H. M., Tepper, B. J., Kiewitz, C., Liik, K., Milojković, A., Özsoy, E., Pejic, M., Stouten, J., & Volmer, J., Toward Theoretical Parsimony and Practical Utility in the Prediction of Abusive Supervision. Work in progress. Target outlet: TBD.

Kiewitz, C., Restubog, S. L. D., & Walter, F., Not living up to Leaders' Concern for Others - When Leader Altruism hurts Followers through negative Reactions to Followers' Underperformance of OCBs (Working title). Work in progress. Target outlet: TBD.

Kiewitz, C., Deen, C. M., Restubog, S. L. D., & Chih, Y.-Y., Portrait of the Supervisor as a Micromanager: The Role of Subordinates' Reactions to Managerial Self-righteousness (Working title). Work in progress. Target outlet: TBD.

Joo, H., & Kiewitz, C., Why is it so tempting to sleep less to work more? A theory. Work in progress. Target outlet: TBD.

PRESENTATIONS: PAPERS AT PROFESSIONAL MEETINGS

- Deen, C. M., Kiewitz, C., Kim, J. Y., Restubog, S. L. D., Chih, Y. Y. & Tang, R. L. (2022, August). Construct Definition, Measure Development and Validation of the Micromanagement Scale. Paper presented at the annual meeting of the *Academy of Management*, Seattle, WA.
<https://doi.org/10.5465/AMBPP.2022.11232symposium>
- Deng, Y., Kiewitz, C., Jordan, S., Hochwarter, W. (2021, August). Losing Patience with Patients? The Implications of COVID-19 on Compassion Fatigue and Event-Related PTSD in Nurses. Paper presented at the annual, virtual meeting of the *Academy of Management*. <https://doi.org/10.5465/AMBPP.2021.15560abstract>
- Kiewitz, C., Meek, W. R., & Palmer, C. (2020, August). Entrepreneurial Stress: Implications of the Resource-based View and Conservation of Resources Theory. Paper accepted for presentation at the annual meeting of the *Academy of Management* (physical meeting scheduled in Vancouver, BC, Canada, was cancelled due to COVID-19 pandemic and replaced by virtual meeting).
- Deen, C. M., Kim, J. Y., Kiewitz, C., Restubog, S. L. D., Chih, Y. Y. & Tang, R. L. (2020, August). "My Way or the Highway": Clarifying the Construct of Micromanagement in Work Relationships. Paper accepted for presentation at the annual meeting of the *Academy of Management* (scheduled Vancouver, BC, Canada, replaced by virtual meeting).
- Park, H. M., Tepper, B. J., Kiewitz, C., Liik, K., Milojković, A., Özsoy, E., Pejic, M., Stouten, J., & Volmer, J. (2020, August). Toward Theoretical Parsimony and Practical Utility in the Prediction of Abusive Supervision. Paper accepted for presentation at the annual meeting of the *Academy of Management* (scheduled Vancouver, BC, Canada, replaced by virtual meeting).
- Ellen, III, B. P., Maher, L. P., Hochwarter, W. A., Ferris, G. R., & Kiewitz, C. (2019, October 11). Loyal to a Fault? A Restricted Nonlinearity Perspective on the Effects of Politics Perceptions on Job Satisfaction and Performance. Paper presented at the annual meeting of the *Southern Management Association*, Norfolk, VA.
- Kiewitz, C., Restubog, S. L. D., Garcia, P. R. M., Sweeney, P. D., & Shoss, M. K. (2019, April 6). Who Reacts to Subordinates' Poor Job Performance with Abusive Supervision? Narcissists Do. Paper presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, Washington, DC.
- Palmer, J., Ferris, G. R., Ma, S., & Kiewitz, C. (2018, August 13). Can't Help Myself: Self-Regulation Failure as a Moderator of the POPS-Work Outcomes Relationships. Paper presented at the annual meeting of the *Academy of Management*, Chicago, IL.
- Ellen, III, B. P., Kiewitz, C., Hochwarter, W. A., & Ferris, G. R. (2017, April 28). The Negative Effects of Employee Loyalty in Political Environments. Paper presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, Orlando, FL.
- Kiewitz, C., Restubog, S. L. D., Sweeney, P. D., & Garcia, P. R. M. (2016, August 8), "Don't you make me look bad!" Employees' Job Neglect, Supervisors' Ego Threat, Narcissism and Abuse. Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.

PRESENTATIONS: PAPERS AT PROFESSIONAL MEETINGS (*continued*)

Meek, B., Williams, D. W., & Kiewitz, C. (2013, November). Entrepreneurial Behavior in the Long Run: An Ethnographic Study of Persistence and Start-Up Behaviors. Paper presented at the annual meeting of the *Southern Management Association*, New Orleans, LA.

Kiewitz, C., Restubog, Shoss, M. K., S. L. D., Garcia, P. R. M., & Tang, R. L. (2013, April), When Abused Employees remain Silent: Effects of Assertiveness and Fear. Paper presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, Houston, TX.

Garcia, P. R. M., Scott, K. L., Kiewitz, C., & Tang, R. L. (2012, August). Psychological Mechanisms Linking History of Family Aggression and Abusive Supervision: A Moderated Mediation Study. Paper presented at the annual meeting of the *Academy of Management*, Boston, MA.

Zagenczyk, T., Restubog, S. L. D., Kiewitz, C., Kiazad, K., & Tang, R. L. (2010, December). The Role of Psychological Contracts in Mediating the Relationship between Machiavellian Orientation and Work Behaviors: Convergent Evidence from three Studies. Paper presented at the 2010 meeting of the *Psychological Contract Group*, Tilburg, the Netherlands.

Kiewitz, C., Restubog, S. L. D., Garcia, P. J. R. M., & Tang, R. L. (2010, August). The Sound of Silence: Investigating the Interactive Effects of Assertiveness and Climate of Fear in the Relationship between Abusive Supervision and Defensive Silence Behavior. Paper presented at the annual meeting of the *Academy of Management*, Montréal, Canada.

Garcia, P. R. M., Restubog, S. L. D., Kiewitz, C., & Tang, R. L. (2010, August). Roots Run Deep: Investigating Explanatory Mechanisms Linking Supervisors' History of Family Aggression and Subordinates' Perceptions of Abusive Supervision. Paper presented at the annual meeting of the *Academy of Management*, Montréal, Canada.

Kiewitz, C., Restubog, S. L. D., Kiazad, K., Zagenczyk, T., & Tang, R. L. (2009, August). Sins of the Fathers: The Role of Supervisors' prior Experience of Family Undermining in Predicting Subordinates' Perceptions of Abusive Supervision. Paper presented for presentation at the annual meeting of the *Academy of Management*, Chicago, IL.

Zagenczyk, T., Gibney, R., Kiewitz, C., & Restubog, S. L. D. (2008, August). Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.

Zagenczyk, T., Restubog, S. L. D., Kiewitz, C., Kiazad, K., & Tang, R. L. (2008, August). Effects of Machiavellianism and psychological contract orientations in predicting work behaviors. Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.

Restubog, S. L. D., Bordia, P., Kiewitz, C., & Tang, R. L. (2007, August). Workplace Familism: Its Nature, Measurement, and Cross-Cultural Comparison. Paper presented at the annual meeting of the *Academy of Management*, Philadelphia, PA.

PRESENTATIONS: PAPERS AT PROFESSIONAL MEETINGS (*continued*)

- Douglas, S. C., Martinko, M. J., Kiewitz, C., Kim, Y., & Chun, J.-U. (2006, August). An Elaboration-Likelihood Perspective of Escalating Acts of Workplace Aggression: Cognitive, Emotional and Evaluative Components. Paper presented at the annual meeting of the *Academy of Management*, Atlanta, GA.
- Gove, S., Janney, J. J., Kiewitz, C., & Matherne, B. P. (2005, August). Dual effects of social identification on team performance: Direct and mediated effects through conflict. Paper presented at the annual meeting of the *Academy of Management*, Honolulu, HI.
- Durant, R. A., Kiewitz, C., Campbell, K. S., & White, C. D. (2004, August). Speech Acts as the Basis of Actionable Knowledge. Presentation of a qualitative research method for researching anger-inducing workplace events presented as part of the showcase symposium *Actionable Knowledge as the Power to Narrate* at the annual meeting of the *Academy of Management*, New Orleans, LA.
- Durant, R. A., Campbell, K. S., White, C. D., & Kiewitz, C. (2004, August). Justice and Rapport Management. Paper presented at the annual meeting of the *Academy of Management*, New Orleans, LA.
- Kiewitz, C., Douglas, S. C., & Crown, D. F. (2002, November). Anger, Injustice, and Hostility: The Role of Anger in the Workplace. Paper presented at the annual meeting of the *Southern Management Association*, Atlanta, GA.
- Kiewitz, C. (2002, June) Workplace Challenges in the New Millennium: Anger and Psychological Contract Breach. Paper presented at the annual meeting of the *Global Business and Technology Association*, Rome, Italy.
- Kiewitz, C., Douglas, S. C., & Martinko, M. J. (2001, August), When a "Bad" Thing Happens to "Bad" People at Work: Overt Expressions of Anger and Psychological Health. Paper presented at the annual meeting of the *Academy of Management*, Washington, DC.
- Kiewitz, C. & Weaver, J. B., III (2001, February). Mapping the Links between the "Big Three" Personality Dimensions, Aggressiveness, Hostility, and Rebelliousness. Paper presented at the annual meeting of the *Society for Personality and Social Psychology*, San Antonio, TX.
- Gundlach, M. J., Hochwarter, W. A., Kiewitz, C., & Witt, L. A. (2000, November). The Impact of Vocational and Social Efficacy on Job Performance. Paper presented at the annual meeting of the *Southern Management Association*, Orlando, FL.
- Hochwarter, W. A., Kiewitz, C., Castro, S. L., Perrewé, P. L., & Ferris, G. R. (2000, November). Positive Affectivity and Collective Efficacy as Moderators of the Relationship between Perceived Politics and Job Satisfaction. Paper presented at the annual meeting of the *Southern Management Association*, Orlando, FL.
- Hochwarter, W. A., Zivnuska, S., Perrewé, P. L., Zellars, K. L., Kiewitz, C., Witt, L. A., & Brymer, R. A. (2000, November). What is too much or too little? The Curvilinear Effects of Job Tension on Turnover Intent, Value Attainment, and Job Satisfaction. Paper presented at the annual meeting of the *Southern Management Association*, Orlando, FL.

PRESENTATIONS: PAPERS AT PROFESSIONAL MEETINGS (continued)

- Kiewitz, C., Hochwarter, W. A., Ferris, G. R., & Castro, S. L. (1999, October). The Role of Psychological Climate in Neutralizing the Effects of Politics on Work Outcomes. Paper presented at the annual meeting of the *Southern Management Association*, Atlanta, GA.
- Kiewitz, C. & Weaver, J. B. (1998, November). The Impact of High-Trait Aggressiveness on Reactions to Media Violence. Paper presented at the annual meeting of the *National Communication Association*, New York, NY.
- Weaver, J. B., Sargent, S. L., & Kiewitz, C. (1997, May). Communication Apprehension and the Type-A Personality. Paper presented at the annual meeting of the *International Communication Association*, Montréal, Canada.
- Kiewitz, C., Weaver, J. B., III, Brosius, H.-B. (1996, November). Cultural Differences in Perceptions of the VCR and RCD: Exploring the TV Landscapes of Israel, Germany, and the USA. Paper presented at the annual meeting of the *Speech Communication Association*, San Diego, CA.
- Sargent, S. L., Weaver, J. B., III, & Kiewitz, C. (1996, November). Exploring the Links Between Listening Style Preferences and Communication Apprehension. Paper presented at the annual meeting of the *Speech Communication Association*, San Diego, CA.
- Kiewitz, C. (1996, October). Death and Despair in 'ER'. The portrayal of the last moment in contemporary American television culture. Paper presented at the meeting of the *International Conference on Despair and Desire*, Atlanta, GA.
- Kiewitz, C., Weaver, J. B., III, Brosius, H. -B., & Weimann, G. (1995, May). Cultural Differences in Communication Style: A Comparison of Young Adults in Germany, Israel, and the United States. Paper presented at the annual meeting of the *International Communication Association*, Albuquerque, NM.

PRESENTATIONS: PRESENTATIONS AT LOCAL MEETINGS

- Kiewitz, C. (2014, September 18). When Abused Employees Remain Silent: Effects of Assertiveness and Fear, Presentation at the *Spotlight on Technology, Art, Research & Scholarship (STARS) Symposium*, Office for Research, University of Dayton, OH.
- Kiewitz, C. (1998, March). The Impact of High-Trait Aggressiveness on Reactions to Media Violence. Paper presented at the first annual *Graduate Research Exposition* of The University of Alabama, Tuscaloosa, AL.
- Czaplicki, A., Ehmig, S. C., & Kiewitz, C. (1995, March). Bilder in unseren Köpfen. Die Vorstellungen der Deutschen von Polen [Images in our Minds. German Notions about Poland]. Invited paper presented before the *Gesellschaft für Deutsch-Polnische Freundschaft* [Society for German-Polish Friendship], Mainz, Germany.

TEACHING EXPERIENCE

University of Dayton: Faculty Instructor, Fall 2002 – present

Management/Marketing Department, School of Business Administration

- Organizational Behavior (MGT 300, MGT 301)
- Seminar in Leadership (MGT 410)

MBA Program, School of Business Administration

- Organizational Theory & Behavior (MBA 670)
- Organizational Behavior (MBA 795)

The University of Alabama: Instructor

Department of Management and Marketing, Culverhouse College of Business

- Organizational Theory and Behavior (MGT 300; Summer 2000)
- Leadership (MGT 320; Summer 1999 - Spring 2001)

Auburn University: Instructor and Lab Instructor

Department of Communication, College of Liberal Arts

- Survey Research Methods (COM 451 Instructor, Spring 1996)
- Introduction into Professional Communication (COM 100 Lab Instructor, Fall 1995 - Winter 1997)

PROFESSIONAL EXPERIENCE: FELLOW- AND INTERNSHIPS

- 1998, May – Aug Zeitungs Marketing Gesellschaft, Research fellow, Frankfurt am Main, Germany
- 1993, Aug Philips, Components division, Sales department for semiconductors, Intern, Frankfurt, Germany
- 1992, Aug – Oct IBM, Intern, Center Marketing department, Frankfurt, Germany
- 1991, Oct Pressestelle der Senatorin für Arbeit und Frauen und stellvertretend regierenden Bürgermeisterin von Berlin, Dr. Christine Bergmann
[Press office of the senator for work and women, and 2nd mayor of the city of Berlin, Dr. Christine Bergmann], Assistant to the press office's chief, Berlin, Germany
- 1991, Jul Forschungszentrum Jülich, Student, Scientific Journalism Summer School, Jülich, Germany
- 1990, Sep PRINZ Frankfurt, Journalist, Frankfurt, Germany

EXTENSION/SERVICE: DOCTORAL STUDENTS

Co-Supervision on Dissertation Committee (2018 – 2023)

Deen, Catherine M., Ph.D. Candidate, Research School of Management, College of Business and Economics, Australian National University (ANU), Canberra, ACT, Australia (with Simon L. D. Restubog, University of Illinois, and Ying-Yi Chih, ANU)

Dissertation topic: "My Way or the Highway": Measure Development and Nomological Network of Micromanagement in Organisations

External Review of Doctoral Theses

Informal Influence Processes in Teams and Organizations by Sebastian Hohmann, School of Business (FB Wirtschaftswissenschaften), Justus Liebig-University, Gießen, Germany, 2019

Leadership Effectiveness within Virtual Teams: Investigating Mediating and Moderating Mechanisms by Alister W. Jury, School of Psychology, University of Queensland, Brisbane, QLD, Australia, 2007

EXTENSION/SERVICE: ACADEMIC JOURNALS

Editorship and Editorial Board memberships

Group & Organization Management, Associate Editor (July 2020 – present)

Journal of Vocational Behavior, Editorial Board member (2018 – present)

Career Development International, Editorial Advisory Board member (2015 – present)

Journal of Managerial Psychology, Editorial Board member (2009-2010)

Ad-hoc reviewing

European Journal of Work and Organizational Psychology

Human Relations

International Journal of Management Reviews

Journal of Business Ethics

Journal of Managerial Psychology

Journal of Occupational and Organizational Psychology

Journal of Organizational Behavior

Journal of Research in Personality

Journal of Vocational Behavior

Leadership Quarterly

Organizational Behavior and Human Decision Processes

Organizational Psychology Review

EXTENSION/SERVICE: EXTERNAL REVIEWS

Promotion & Tenure

Provided confidential* reviews of several candidates for promotion to Senior Lecturer or Associate Professor (with tenure) at accredited, ranked Australian and U.S. universities (2014, 2015, 2016, 2017, 2018, 2023) (*Names available upon request.)

Grant Application

Israel Science Foundation, reviewed application *Client aggression in Healthcare* (2009)

Macquarie University Research Fellowship (MQRF), reviewed application MQRF0001099 for 3-year research project (August 2020; application is ongoing; application information available upon request)

EXTENSION/SERVICE: COMMUNITY OUTREACH: PUBLIC POLICY WORK

ASIS International & Society for Human Resource Management (SHRM), worked on *Workplace Violence Prevention and Intervention (WVPI) Standards Committee* to help develop the *ANSI Workplace Violence Prevention and Intervention Standard (WVPI.1; 2009-2011)*.

EXTENSION/SERVICE: CONFERENCES

Academy of Management

Session Discussant at annual meeting (2018, 2022)
Reviewer for *Best OB Paper Award* (2008, 2010-2012)
OB Division, *Internet Task Force*, Volunteer (2006-2008)
Reviewer for annual meetings (2004, 2007-2008, 2010, 2012)
Placement Committee, Volunteer (2001-2002, 2004-2008, 2010, 2012)
Session facilitator for annual meeting (2004)

Southern Management Association: Annual meetings: OB/OT/OD Track

Session Discussant (2005, 2006)
Reviewer (1999-2001, 2005-2009)
Session chair (2001, 2005)

Southwest Academy of Management

Reviewer for annual meetings (2001, 2002)

EXTENSION/SERVICE: MEMBERSHIPS IN PROFESSIONAL AFFILIATIONS

Academy of Management

Organizational Behavior, Conflict Management, and Research Methods Divisions

EXTENSION/SERVICE: UNIVERSITY LEVEL

University Committee on Promotion & Tenure (UPTC), UD (2021 – present)
University-wide Coordinator for Live Research Methods Lectures hosted by the *Consortium for the Advancement of Research Methods & Analysis (CARMA)*, University of Dayton (UD; 2010 – 2021)
Faculty Development Committee, Member, UD (2008-2015)
University Library Committee, UD (2012-2018)
Catholic and Marianist Identity Committee, UD (2010-2014)
Learning Management System Advisory Panel, UD (2007)
Future Directions for UD Libraries Committee, UD (2006-2007)
Mentor for International Students, Capstone International Center, The University of Alabama (UA; 2001-2002)
Research and Travel Committee, Graduate Student Association, UA (2000-2002)
Liaison Officer for Management and Marketing Ph.D. students, Graduate Student Association, UA (1999-2002)
Cultural Affairs Committee, International Student Association, Auburn University (1996-1997)

EXTENSION/SERVICE: SCHOOL LEVEL

Faculty Affairs Committee (Member and Chair for 2 terms), School of Business Administration (SBA), UD (2015-2018)

Undergraduate Core Curriculum Task Force, SBA (2013)

Dean Search Committee, SBA, UD (2011)

Undergraduate Committee, SBA (2008-2010)

EXTENSION/SERVICE: DEPARTMENT LEVEL

Promotion, Tenure, and Faculty Review Committee (PTFRC), Chair, Management/Marketing Department (MGT/MKT Dept., 2010-2014, 2019 – present)

PTFRC, member, MGT/MKT Dept. (2008 – present)

International Business (IB)/Strategic Management Search Committee, MGT/MKT Dept. (2018)

Organizational Behavior and IB Search Committees, MGT/MKT Dept. (2014, 2015)

Marketing Lecturer Search Committee, MGT/MKT Dept. (2006)

Entrepreneurship Search Committee, MGT/MKT Dept. (2005)

Journal Quality Assessment Committee, MGT/MKT Dept. (2004)

Computer training course (IBM PC, MS Windows, MS Word for Windows, etc.), Instructor, developed for and taught to the faculty of the *Institut für Publizistik*, Johannes Gutenberg-University, Mainz, Germany (1994, March)

GRANTS: INTERNAL

University of Dayton, School of Business Administration (SBA)

Dean's Faculty Grant (\$3,300) to support Abusive Supervision project with Drs. Park (Pennsylvania State University) and Tepper (Ohio State University), awarded 2018

SBA Summer Research Grants (\$8,000 each), School of Business Administration, University of Dayton, awarded for 2007, 2009, 2013, 2015, and 2017

FELLOWSHIPS & SCHOLARSHIPS

NCR Faculty Fellow in Management, School of Business Administration, University of Dayton, 2022-2025

J. Robert Berry Endowed Fellowship, School of Business Administration, UD, 2017-2020

Frederic Augustin Brett Memorial Endowed Scholarship, Culverhouse College of Commerce & Business Administration, The University of Alabama, 1999-2002

Dissertation Fellowship, Graduate School Council, The University of Alabama, 2001-2002

Langston T. Hawley Management Graduate Scholarship Award, Culverhouse College of Commerce & Business Administration, The University of Alabama, 2000

Minnie C. Miles Human Resources Management Endowed Graduate Scholarship, Culverhouse College of Commerce & Business Administration, The University of Alabama, 2000

AWARDS & HONORS

Best Student Paper 2021, Health Care Management Division, Academy of Management (for "Losing compassion for patients?" paper with PhD student Yufan Deng from Florida State University, Tallahassee, FL

Best Communications Segment Award 2017, "The Academic Minute," WAMC/Northeast Public Radio (for "Abusive Bosses and Defensive Silence" contribution)

Invited Speaker at STARS Symposium (Spotlight on Technology, Arts, Research and Scholarship), University of Dayton, Office for Research, 2014

Outstanding Reviewer Award, OB division, Academy of Management, 2007

Best Reviewer Award, OB, OT & OD track, Southern Management Association, 2005, 2006

Nominee for Best Reviewer Award, OB track, Southwestern Academy of Management, 2002

Award for Excellence in Research by a Doctoral Student, Culverhouse College of Commerce & Business Administration, The University of Alabama, 2002

Nominee for the university-wide Outstanding Graduate Research Assistant Award, The University of Alabama, 2002

Doctoral Consortium in Organizational Behavior, Academy of Management Association, Toronto, Canada, 2000

Doctoral Consortium in Management, Southern Management Association, Orlando, Florida, 2000

Top-Three Paper Award, Mass Communication Division, National Communication Association, New York, 1998

Bert E. Bradley Excellence Award, Department of Communication, Auburn University, 1996, 1997

Top International Graduate Student, Department of Communication, College of Liberal Arts, Auburn University, academic year 1995-1996

Nominee for the Outstanding Graduate Student Award, College of Liberal Arts, Auburn University, academic year 1995-1996

HONOR SOCIETY MEMBERSHIPS

Beta Gamma Sigma, National Honor Society of Schools of Business

Kappa Tau Alpha, National Honor Society

Phi Kappa Phi, National Honor Society

CONTINUING EDUCATION

Research Methods, Theory and Practice Development (selected)

University-wide Coordinator for Live Research Methods Lectures facilitated by the Consortium for the Advancement of Research Methods & Analysis (CARMA webinars), 2006 – 2021, 2023

Successfully Transitioning High-Potential Employees to First-Time Managers [Seminar], Society for Industrial and Organizational Psychology, Chicago, IL, 2018

Bullying at Work: Perspectives from Europe and North America [Seminar], Society for Industrial and Organizational Psychology, Houston, TX, 2013

CONTINUING EDUCATION *(continued)*

- Mediation and Moderation: Modern Methods and Approaches [Seminar], *Center for Research Methods and Data Analysis*, University of Kansas, Lawrence, KS, June 18-22, 2012
- Structural Equation Modeling (SEM) workshop using SmartPLS [Online seminar], *Georgia State University*, Atlanta, GA, 2011
- Tools for Improving SEM Model Evaluation [Professional Development Workshop; PDW], *Academy of Management*, Anaheim, CA, 2008
- From Zero to Coding Your Qualitative Data Within a Matter of Hours: Introducing QDA Miner [PDW], *Academy of Management*, Anaheim, CA, 2008
- The Neverending Story: A Workshop on Survey Scale Development and Validation [PDW], *Academy of Management*, New Orleans, LA 2004
- Hierarchical Linear Models (HLM) Interactive Research Methods Workshop [PDW with PC instructions], *Southern Management Association*, Clearwater Beach, FL 2003
- Introduction to Network Analysis [PDW], *Southern Management Association*, Atlanta, GA 2002
- Personality [PDW], *Society for Personality & Social Psychology*, San Antonio, TX, 2001
- Theory Development [PDW], *Southern Management Association*, Orlando, FL, 2000

Teaching and Teaching Methods *(selected)*

- Regular Attendance of Teaching-related Seminars and Workshops hosted by the *Learning Teaching Center (LTC)* at the University of Dayton (UD), 2002 – present
- HBS Webinar: Getting—and Then Keeping—Students Engaged* [Zoom Session by Michael Roberto, *Bryant University*, March 31, 2021
- Managing Zoom Fatigue: Help Your Students Succeed in the Virtual Classroom* [Zoom Session by Jonathan Brennan for Wiley], November 6, 2020
- Diversity, Equity, and Inclusion Definitions Lab* [UD Seminar], Aug 29, 2018
- #MeToo Luncheon* [Discussion forum], UD, Feb 15, 2018
- What Assessment Is or Isn't, AOL Standards - what is required, The AOL Process, and Developing AOL rubrics* [Workshop for AACSB accreditation], *School of Business Administration*, UD, Sep 1, 2016
- The New Pedagogical Mix: Flipped/Blended/Online* [LTC Seminar], Jan 30, 2015
- Teaching & Learning Conference (TLC@AOM)* [attended Seminars such as "Incorporating Evidence-based Research into Assignments," "Reflection: Key to Developing Future Leaders," "What's the 'evidence' in evidence-based teaching & learning"], *Academy of Management 74th Annual Meeting*, Philadelphia, PA, Aug 3, 2014
- Reaching our Chinese Students* [UD Workshop], Feb 25, 2014
- Reflections on Teaching: Deep, Critical, and Reflective Teaching Activities* [LTC Seminar], Oct 29, 2012
- What the Best College Teachers Do* [Lecture by Ken Bain], *Sinclair Community College*, Dayton, Ohio, Aug 20, 2012
- International and Intercultural Citizenship and Engagement* [LTC Seminar], Dec 1, 2009