

Dejun “Tony” Kong, Ph.D.

Organizational Leadership and Information Analytics (OLIA) Division
& Social Responsibility and Sustainability (SRS) Division
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TENURE-TRACK/TENURED ACADEMIC POSITIONS

2025-present	Professor, Organizational Leadership and Information Analytics (OLIA) Division Chair, Social Responsibility and Sustainability (SRS) Division
2024-present	Ph.D. Director, OLIA Division
2023-2026	Faculty Director, Business Leadership Certificate Program
2022-2025	Associate Professor (tenured), OLIA Division <i>Leeds School of Business, University of Colorado Boulder</i>
2019-2022	Associate Professor of Management (tenured) Faculty Director, Bishop Center for Ethical Leadership Academic Director, Bachelor of Science in Management <i>Muma College of Business</i> Affiliate Faculty, Women’s and Gender Studies <i>College of Arts and Sciences</i> <i>University of South Florida (Tampa)</i>
2018-2019	Associate Professor of Management and Leadership (tenured) & Ph.D. Coordinator
2015-2018	Assistant Professor of Management (tenure-track) <i>Bauer College of Business, University of Houston (Texas)</i>
2012-2015	Assistant Professor of Leadership Studies and Management (tenure-track) <i>Jepson School of Leadership Studies & Robins School of Business, University of Richmond (Virginia)</i>

EDUCATION

2012	Ph.D. in Business Administration (Organizational Behavior)
2011	M.S. in Business Administration (Organizational Behavior) <i>Olin Business School, Washington University in St. Louis (Missouri, USA)</i>
2006	B.B.A. in Management Science <i>School of Management, Fudan University (Shanghai, China)</i>
2004	Non-degree exchange in Business Administration (Decision Sciences) <i>NUS Business School, National University of Singapore</i>

RESEARCH INTERESTS

Google Scholar h-index: 33, i10-index: 57; Featured in Stanford/Elsevier’s List of Worldwide Top 2% Research Scientists

Overarching question: How can we enable people to be more prosocial?

1. Fostering individuals’ positive experiences (e.g., trust, gratitude, humor, authenticity, autonomy)
2. Fostering an exceptional organizational system (e.g., leadership, HR practices, culture)
3. Fostering a high-trust society

EXAMPLES OF PUBLIC IMPACT

- Featured in Stanford/Elsevier’s List of Worldwide Top 2% Research Scientists (<https://elsevier.digitalcommonsdata.com/datasets/btchxktzyw/8>)
- Featured in *Poets & Quants* List of 40-under-40 Best Business Professors (2019) (<https://poetsandquants.com/2019/04/22/2019-best-40-under-40-professors-dejun-tony-kong-university-of-houston-bauer/>)
- Podcast interviews: “I’m Glad I Know That Now!” (<https://music.amazon.com/es-cl/podcasts/ef941a20-c956-402a-9f34-f84af3151bf7/episodes/3cf0c2be-7fe9-4fdf-885e-d4790fe21e96/i/%E2%80%99m-glad-i-know-that-now-full-episode-trust-with-dr-dejun-tony-kong>) and “Creative Distillation” (<https://www.pod.link/creativdistillation/episode/dGFnOnNvdW5kY2xvdWQsMjAxMDp0cmFja3MvMTQyMDI1NjcxOQ>)
- Media/public mentions of research works: the *Denver Post* (e.g., <https://www.denverpost.com/2023/12/15/raises-merit-based-performance-based-downsides-cu-boulder-study/>), *CU Boulder Today*, *Daily Camera* (e.g., <https://www.dailycamera.com/2023/12/14/when-raises-fail-cu-boulder-study-looks-at-downsides-of-performance-based-pay/>), *Psychology Today* (e.g., <https://www.psychologytoday.com/us/blog/cant-we-all-just-get-along/202408/leadership-is-there-a-secret-ingredient>), *Oswego County Business Magazine* (e.g., <https://oswegocountybusiness.com/from-icebreaker-to-power-play-the-new-rules-of-workplace-humor/>), HEC Montreal *Gestion* (in French), *Harvard Business Review* (e.g., <https://hbr.org/2020/07/research-pay-for-performance-doesnt-have-to-stress-workers-out>; <https://hbr.org/2020/07/sarcasm-self-deprecation-and-inside-jokes-a-users-guide-to-humor-at-work?ab=at art art 1x1&cid=other-eml-ofl-mip-mck&hlkid=a70aa0a2260e4e4da3e52b9b6456396d&hctky=1926&hdpid=aafd1585-d2a9-4e48-8ba4-6f6a3ee1cac6>), *MIT Sloan Management Review* (e.g., <https://sloanreview.mit.edu/article/empower-your-team-empower-yourself/>), *Rutgers Business Review* (e.g., <https://rbr.business.rutgers.edu/author/dejun-tony-kong>), and Institute for Public Relations (instituteforpr.org)
- Invited research talks or speeches in various countries (selected examples with online promotion): Northwestern University (<https://www.kellogg.northwestern.edu/research/drrc/events/conferences/speaker-bios>), University of Texas at Dallas (<https://osim.utdallas.edu/program-resources/seminar-series/>), City University of Hong Kong (<https://www.cb.cityu.edu.hk/mgt/events/brown-bag-risk-regulation-model-employee-felt-appreciation-response-supervisor-gratitude>), University of British Columbia (<https://www.sauder.ubc.ca/thought-leadership/divisions/organizational-and-behaviour-human-resources/research/seminars>), and University of Louisville’s Center for Positive Leadership (https://www.linkedin.com/posts/center-for-positive-leadership_positiveleadership-empoweringleadership-activity-6996909697668648961-rsM)
- Research webinars: “New Scholars” Series (2025) (<https://www.youtube.com/watch?v=47d-dqaNFFs>)
- Research workshops: Central University of Haryana (India) Workshop on Research Writing and Publication (2024) (<https://cuh.ac.in/rwp/rwp.html>)
- Research-informed corporate training/consulting: ClimeCo and Hilti
- Advisory role: Trustee of St. Anthony’s Hospital Board – Florida (2022)
- Grant reviewer: Hong Kong Research Grants Council (2017-present)

PEER-REVIEWED JOURNAL PUBLICATIONS

1. Li, A., Chiu, S., **Kong, D. T.**, Cropanzano, R., & Ho, C.-W. (first published online). A sensemaking model of investor reactions to CEO achievement expression. *Journal of Management*.
2. (*equal first author, **equal second author) Sheridan, S. B.*, **Kong, D. T.***, Belkin, L. Y.***, Ambrose, M. L.***, & Becker, W. J. (first published online). More than words: A risk regulation model of supervisor gratitude expression, felt appreciation, and subordinate voice. *Journal of Management*.
3. (*equal first author) Cooper, C. D.*, Sheridan, S. B.*, & **Kong, D. T.** (first published online). Rethinking interpersonal humor in organizations: Clarifying constructs and charting a path forward. *Journal of Management Studies*, available online.
4. (*equal first author, **equal second author) **Kong, D. T.***, Cooper, C. D.*, Peng, J.***, Crossley, C. D.***, & Lassu, R. A. (first published online). An OBSE-contingent work engagement model of felt trust: Implications for task performance and work-to-home conflict. *Journal of Management Studies*.
5. Jun, S., Wu, J., & **Kong, D. T.** (2026). The failure to recognize anti-Asian discrimination. *Organization Science*, 37, 638-663.
6. **Kong, D. T.**, Gillespie, N., & Dirks, K. T. (2026). Human resource practices and employee trust: A systematic review with a guiding framework. *Journal of Management*, 52, 94-130.
7. **Kong, D. T.** (2025). A dynamic model of CEO humor as social information for infomediaries' social evaluations of organizations: An extension to König et al.'s "Good fun or laughingstock?" (Dialogue). *Academy of Management Review*, 50, 641-643.
8. Thoroughgood, C., Sawyer, K., **Kong, D. T.**, & Webster, J. (2025). Oppositional courage for racial and ethnic minorities: A source of White employees' upward moral comparison. *Journal of Management*, 51, 2881-2915.
9. Li, A., Zhou, Z. E., Shao, P., **Kong, D. T.**, Zhao, L., & Chai, S. (2025). How supervisory family support affects employee knowledge sharing and organizational citizenship behaviors: An interpersonal sensemaking perspective. *Journal of Occupational and Organizational Psychology*, 98, e70049.
10. Li, A., **Kong, D. T.**, Zhou, Z., Crossley, C. D., & Lin, Q. (2025). "I just need to say something": A self-determination model of voice. *Journal of Organizational Behavior*, 46, 789-811.
11. Banks, G. C., Rasmussen, L. M., Tonidandel, S., Pollack, J. M., Hausfeld, M. M., Williams, C., Albritton, B. H., ... **Kong, D. T.**, ... Yang, T. (2025). Women's and men's authorship experiences: A prospective meta-analysis. *Journal of Management*, 51, 1273-1287.
12. Lumineau, F., **Kong, D. T.**, & Dries, N. (2025). A roadmap for navigating phenomenon-based research ion management. *Journal of Management*, 51, 505-517.
13. Joo, M.-K., **Kong, D. T.**, & Atwater, L. (2024). Gendered implications of organizational gender diversity for voluntary turnover: Human resource practices as strategic levers. *International Journal of Human Resource Management*, 35, 3672-3714.

14. Steele, L., Spector, P., De Vreede, T., **Kong, D. T.**, & Wells, J. (2024). Defiance, compliance, or somewhere in between: A qualitative study of how employees respond to supervisors' unethical requests. *Human Performance*, 37, 57-79.
15. (*equal authorship) **Kong, D. T.***, Chiu, S. S.*, & Christopoulos, G. I. (2024). The face of morality: Powerful chief executive officers' (CEOs') facial characteristics and moral foundations. *Evolutionary Behavioral Sciences*, 18, 26-40.
16. Chiu, S., **Kong, D. T.**, & Celly, N. (2024). CEO regulatory focus and environmental resource scarcity on employee downsizing. *Management Decision*, 62, 3534-3557.
17. **Kong, D. T.** (2023). Humor research in management: Humor as Social Information (HASI). *Current Opinion in Psychology*, 54, 101692.
18. (*equal authorship) **Kong, D. T.***, Park, S.*, & Peng, J. (2023). Appraising and reacting to perceived pay for performance: Leader competence and warmth as critical contingencies. *Academy of Management Journal*, 66, 402-431.
#5 most-read article in the *Academy of Management Journal* for 2023
19. (*equal authorship) Joo, M.-K., Lee, J.-Y.*, **Kong, D. T.***, & Jolly, P. M. (2023). Gender diversity advantage at middle management: Implications for high performance work system improvement and organizational performance. *Human Resource Management*, 62, 765-785.
20. (*equal authorship) Locklear, L. R.*, Sheridan, S.*, & **Kong, D. T.** (2023). Appreciating social science research on gratitude: An integrative review for organizational scholarship on gratitude in the workplace. *Journal of Organizational Behavior (Annual Review and Conceptual Development Issue)*, 44, 225-260.
21. Chiu, S., Hoskisson, R. E., **Kong, D. T.**, Li, A., & Shao, P. (2023). Predicting primary and secondary stakeholder engagement: A CEO motivation-means contingency model. *Journal of Business Research*, 160, 113760.
22. Samaniego, C., Lindner, P., Kazmi, M. A., Dirr, B. A., **Kong, D. T.**, Jeff-Eke, E. & Spitzmueller, C. (2023). Higher research productivity = more pay? Gender pay-for-productivity inequity across disciplines. *Scientometrics*, 128, 1395-1407.
23. (*equal authorship) **Kong, D. T.***, & Belkin, L. Y.* (2022). You don't care for me, so what's the point for me to care for your business? Negative implications of felt neglect by the employer for employee work meaning and citizenship behaviors amid the COVID-19 pandemic. *Journal of Business Ethics*, 181, 645-660.
24. (*equal authorship) Belkin, L.*, & **Kong, D. T.*** (2022). Beliefs in government benevolence can promote individuals' compliance with government-issued guidelines: The role of positive affect and general construal level. *Journal of Applied Social Psychology*, 52, 85-94.
25. Li, A., **Kong, D. T.**, Lin, Q., & Fan, Y. (2022). Why do followers feel inauthentic and withdraw?: The joint effect of leader Machiavellianism and perceived collectivistic work climate. *Journal of Personality*, 90, 490-508.
26. (*equal authorship) Wesley, C. L., II, **Kong, D. T.***, Lubojacky, C. J.*, Saxton, M. K.*, & Saxton, T.* (2022). Will the startup succeed in your eyes? Venture evaluation of resource providers during Entrepreneurs' informational signaling. *Journal of Business Venturing*, 37, 106229.

27. (*equal authorship) Astakhova, M. N.*, Cardon, M. S.*, Ho, V. T.*, & **Kong, D. T.*** (2022). Passion for work passion research: Taming breadth and promoting depth. *Journal of Organizational Behavior* (special issue), *43*, 1463-1474.
28. **Kong, D. T.**, & Yao, J. (2021). Words beyond the partial deed: Prosocial framing of a partial-trust act promotes reciprocation between strangers. *Social Psychology Quarterly*, *84*, 267-280.
29. (*equal authorship) Belkin, L.*, & **Kong, D. T.*** (2021). Supervisor companionate love expression and elicited subordinate gratitude as moral-emotional facilitators of voice amid COVID-19. *Journal of Positive Psychology*, *17*, 832-846.
30. Jolly, P., **Kong, D. T.**, & Kim, K. Y. (2021). Social support at work: An integrative review. *Journal of Organizational Behavior (Annual Review and Conceptual Development Issue)*, *42*, 229-251.
31. Li, A., Chiu, S., **Kong, D. T.**, Cropanzano, R., & Ho, C. -W. (2021). How CEOs respond to mortality salience during the COVID-19 pandemic: Integrating terror management theory with regulatory focus theory. *Journal of Applied Psychology*, *107*, 1188-1201.
32. Vera, D., Samba, C., **Kong, D. T.**, & Maldonado, T. (2021). Resilience as thriving: The role of positive leadership practices. *Organizational Dynamics*, *50*, 100784.
33. **Kong, D. T.**, Ho, V. T., & Garg, S. (2020). Employee and coworker idiosyncratic deals: Implications for emotional exhaustion and deviant behaviors. *Journal of Business Ethics*, *164*, 593-609.
34. (*equal authorship) Cao, J.*, **Kong, D. T.***, & Galinsky, A. D. (2020). Breaking bread produces bigger pies: An empirical extension of shared eating to negotiations and a commentary on Woolley and Fishbach (2019). *Psychological Science*, *31*, 1340-1345.
35. Tuncel, E., **Kong, D. T.**, McLean Parks, J., & Van Kleef, G. (2020). Face threat sensitivity in distributive negotiations: Effects on negotiator self-esteem and demands. *Organizational Behavior and Human Decision Processes*, *161*, 255-273.
36. **Kong, D. T.**, & Belkin, L. Y. (2019). Being grateful and biased: Felt gratitude as a cause of escalation bias in relational dilemmas. *Journal of Experimental Social Psychology*, *83*, 88-101.
37. **Kong, D. T.**, & Belkin, L. Y. (2019). Because I want to share, not because I should: Prosocial implications of gratitude expression in repeated zero-sum resource allocation exchanges. *Motivation and Emotion*, *43*, 824-843.
38. **Kong, D. T.**, Cooper, C. D., & Sosik, J. (2019). The state of research on leader humor. *Organizational Psychology Review*, *9*, 3-40.
39. **Kong, D. T.**, & Jolly, P. M. (2019). Lay beliefs about attention to and awareness of the present: Implicit mindfulness theory (IMT) and its workplace implications. *Journal of Business and Psychology*, *34*, 685-707.
Recipient of the *Journal of Business and Psychology* Editor Commendation Award 2018
40. **Kong, D. T.**, & Jolly, P. M. (2019). A stress model of psychological contract violation among ethnic minority employees. *Cultural Diversity and Ethnic Minority Psychology*, *25*, 424-438.

41. (Invited publication) **Kong, D. T.**, & Yao, J. (2019). Advancing the scientific understanding of trust and culture in negotiations. *Negotiation and Conflict Management Research*, 12, 117-130.
42. **Kong, D. T.** (2018). Trust toward a group of strangers as a function of stereotype-based social identification. *Personality and Individual Differences*, 120, 265-270.
43. **Kong, D. T.**, & Barsness, Z. I. (2018). Perceived managerial (remote leader) trustworthiness as a moderator for the relationship between overall fairness and perceived supervisory (direct leader) trustworthiness. *Current Psychology*, 37, 280-294.
44. **Kong, D. T.**, & Ho, V. T. (2018). The performance implication of obsessive work passion: Unpacking the moderating and mediating mechanisms from a conservation of resources perspective. *European Journal of Work and Organizational Psychology*, 27, 269-279.
45. (*equal authorship) Belkin, L. Y.*, & **Kong, D. T.*** (2018). Implications of advice rejection in repeated exchanges: Advisor responses and advisee gratitude expression as a buffer. *Journal of Experimental Social Psychology*, 78, 181-194.
46. Cooper, C. D., **Kong, D. T.**, & Crossley, C. D. (2018). Leader humor as an interpersonal resource: Integrating three theoretical perspectives. *Academy of Management Journal*, 61, 769-796.
#3 most read article in the *Academy of Management Journal* for 2018
47. Ho, V. T., **Kong, D. T.**, Lee, C. H., Dubreuil, P., & Forest, J. (2018). Promoting harmonious work passion among unmotivated employees: A two-nation investigation of the compensatory function of cooperative psychological climate. *Journal of Vocational Behavior*, 106, 112-125.
48. **Kong, D. T.** (2017). Sojourners' ineffective sociocultural adaptation: Paranoia as a joint function of distrust toward host nationals and neuroticism. *Current Psychology*, 36, 540-548.
49. **Kong, D. T.**, Lount, R. B., Jr., Olekalns, M., & Ferrin, D. L. (2017). Advancing the scientific understanding of trust in the contexts of negotiations and repeated bargaining. *Journal of Trust Research* (special issue), 7, 15-21.
50. Lu, S. C., **Kong, D. T.**, Ferrin, D. L., & Dirks, K. T. (2017). What are the determinants of interpersonal trust in dyadic negotiations? Meta-analytic evidence and implications for future research. *Journal of Trust Research*, 7, 22-50.
51. **Kong, D. T.** (2016). Ethnic minorities' paranoia and self-preservative work behaviors in response to perceived ethnic discrimination, with collective self-esteem as a buffer. *Journal of Occupational Health Psychology*, 21, 334-351.
52. **Kong, D. T.** (2016). Exploring democracy and ethnic diversity as sociopolitical moderators for the relationship between age and generalized trust. *Personality and Individual Differences*, 96, 28-30.
53. **Kong, D. T.** (2016). A gene-dependent climatoeconomic model of generalized trust. *Journal of World Business*, 51, 226-236.
54. **Kong, D. T.** (2016). The pathway to unethical pro-organizational behavior: Organizational identification as a joint function of work passion and trait mindfulness. *Personality and Individual Differences*, 93, 86-91.

55. **Kong, D. T.** (2016). Ostracism perception as a multiplicative function of trait self-esteem, mindfulness, and facial emotion recognition ability. *Personality and Individual Differences*, *93*, 68-73.
56. (*equal authorship) **Kong, D. T.***, & Ho, V. T.* (2016). A self-determination perspective of strengths use at work: Examining its determinant and performance implications. *Journal of Positive Psychology*, *11*, 15-25.
57. **Kong, D. T.**, Bottom, W. P., & Konczak, L. J. (2016). Negotiators' emotion perception and value-claiming under different incentives. *International Journal of Conflict Management*, *27*, 146-171.
Selected by the journal's editorial team as a Highly Commended paper in the 2017 Emerald Literati Network Awards for Excellence
58. **Kong, D. T.**, & Volkema, R. (2016). Cultural endorsement of broad leadership prototypes and wealth as predictors of corruption. *Social Indicators Research*, *127*, 139-152.
59. Campagna, R. T., Mislin, A. A., **Kong, D. T.**, & Bottom, W. P. (2016). Strategic consequences of emotional misrepresentation in negotiation: The blowback effect. *Journal of Applied Psychology*, *101*, 605-624.
60. Barnes, C., Guarana, C., Nauman, S., & **Kong, D. T.** (2016). Too tired to inspire or be inspired: Sleep deprivation and charismatic leadership. *Journal of Applied Psychology*, *101*, 1191-1199.
61. **Kong, D. T.** (2015). The role of mindfulness and neuroticism in predicting acculturative anxiety forecasting error. *Mindfulness*, *6*, 1387-1400.
62. **Kong, D. T.** (2015). A gene-environment interaction model of social trust: The 5-HTTLPR S-allele prevalence as a moderator for the democracy-trust linkage. *Personality and Individual Differences*, *87*, 278-281.
63. **Kong, D. T.** (2015). Narcissists' negative perception of their counterpart's competence and benevolence and their own reduced trust in a negotiation context. *Personality and Individual Differences*, *74*, 196-201.
64. **Kong, D. T.**, Konczak, L., & Bottom, W. P. (2015). Team performance as a joint function of team member satisfaction and agreeableness. *Small Group Research*, *46*, 160-178.
65. (*equal authorship) Ho, V. T.* & **Kong, D. T.*** (2015). Exploring the signaling function of idiosyncratic deals and their interaction. *Organizational Behavior and Human Decision Processes*, *131*, 149-161.
66. **Kong, D. T.** (2014). Perceived competence and benevolence of political institutions as culturally universal facilitators of political trust: Evidence from Arab countries. *Cross-Cultural Research*, *48*, 385-399.
67. **Kong, D. T.** (2014). Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT/MEIS) and overall, verbal, and nonverbal intelligence: Meta-analytic evidence and critical contingencies. *Personality and Individual Differences*, *66*, 171-175.
68. **Kong, D. T.** (2014). An economic-genetic theory of corporate corruption across cultures: An interactive effect of wealth and 5HTTLPR-SS/SL frequency on corporate corruption mediated by cultural endorsement of self-protective leadership. *Personality and Individual Differences*, *63*, 106-111.

69. **Kong, D. T.**, Dirks, K. T., & Ferrin, D. L. (2014). Interpersonal trust within negotiations: Meta-analytic evidence, critical contingencies, and directions for future research. *Academy of Management Journal*, *57*, 1235-1255.
70. **Kong, D. T.** (2013). Leader election outcomes as contextual moderators explaining the different frequencies of action-oriented terms and negation terms used in inaugural speeches of effective versus ineffective leaders and charismatic versus non-charismatic leaders: Evidence from 30 U.S. presidents. *Personality and Individual Differences*, *55*, 760-765.
71. **Kong, D. T.** (2013). Examining a climateconomic contextualization of generalized social trust mediated by uncertainty avoidance. *Journal of Cross-Cultural Psychology*, *44*, 574-588.
72. **Kong, D. T.** (2013). Intercultural experience as an impediment of trust: Examining the impact of intercultural experience and social trust culture on institutional trust in government. *Social Indicators Research*, *113*, 847-858.
73. Bottom, W. P., & **Kong, D. T.** (2012). "The casual cruelty of our prejudices": On Walter Lippmann's theory of stereotype and its "obliteration" in psychology and social science. *Journal of the History of the Behavioral Sciences*, *48*, 363-394.
74. **Kong, D. T.**, Tuncel, E., & McLean Parks, J. (2011). Anticipating happiness in a future negotiation: Anticipated happiness, propensity to initiate a negotiation, and individual outcomes. *Negotiation and Conflict Management Research*, *4*, 219-247.
75. Bottom, W. P., & **Kong, D. T.** (2010). Normative models for strategic decision making in industrial-organizational psychology and organizational behavior. *Industrial and Organizational Psychology*, *3*, 417-420.

PRACTITIONER JOURNAL PUBLICATIONS

1. Park, S., **Kong, D. T.**, & Peng, J. (October 17, 2024). Research: Pay-for-performance doesn't have to stress workers out. *Harvard Business Review*.
2. Clayton, R., Artis, A., & **Kong, D. T.** (2023). Empower your team, empower yourself. *MIT Sloan Management Review*, *64*, 1-4.
3. **Kong, D. T.**, & Gelb, B. (2018). Curbing, not rewarding, jerk behaviors on the job. *Rutgers Business Review*, *3*, 40-52.

EDITED BOOK

Kong, D. T., & Forsyth, D. R. (Eds.) (2016). *Leading through Conflict: Into the Fray*. New York: Palgrave/McMillan.

"This perfectly-timed collection covers the field of conflict from the personal to the social, and does so with impressive breadth and originality. Kong and Forsyth have assembled a first-rate collection of expert contributors whose cutting-edge ideas advance our understanding of the origins of conflicts as well as novel approaches to their constructive resolution. An unusual strength of the book is its powerful and deft blend of multi-disciplinary perspectives coupled with multiple methodologies. Academic conflict theorists will draw both insight and inspiration from this marvelous collection, and conflict resolution practitioners will want it on their shelf as an invaluable resource."

Dr. Roderick M. Kramer
William R. Kimball Professor of Organizational Behavior (currently, Emeritus)
Stanford Graduate School of Business, Stanford University

“Established and emerging scholars deepen our insight into the causes and consequences of conflict. They open new areas of exploration by integrating knowledge from fields as diverse as morality, emotions and social networks with conflict theory. They further our understanding of conflict through case and field studies, and by applying new theoretical perspectives. And they move us forward by drawing on our growing understanding of forgiveness and reconciliation. In short, these authors bring new energy to the analysis of conflict.”

Dr. Mara Olekalns
Professor of Management (Negotiation)
Melbourne Business School, University of Melbourne
(Former) Conflict Management Division Chair, Academy of Management

“Much has been written about conflict. However, it is equally true that much remains to be learnt about this hugely important topic. Kong and Forsyth bring together an impressive group of scholars that share with us latest research and theorizing on the nature, consequences, and resolution of conflict. The chapters do a wonderful job in examining conflict from multiple levels and perspectives, a true reflection of the inherently interdisciplinary nature of the study of conflict. This volume is sure to engage and lead to novel insights for both researchers and practitioners.”

Dr. Jochen Reb
Professor of Organizational Behavior and Human Resources
Co-Editor of “Mindfulness in Organizations: Foundations, Research, and Applications”
Lee Kong Chian School of Business, Singapore Management University

BOOK CHAPTERS

1. Belkin, L. Y., **Kong, D. T.**, & Reilly, S. (2026). A multifoci approach to understanding gratitude in organizations: Examining its sources, mechanisms and outcomes within and across social exchange relationships. In Diehl, M.-R., Coyle-Shapiro, J., & Cropanzano, R. (Eds.). *Handbook of social exchange theory*. Edward Elgar.
2. Van de Vliert, E., & **Kong, D. T.** (2019). Cold, heat, wealth, and culture. In D. Matsumoto, & H. C. Hwang (Eds.), *The handbook of culture and psychology* (2nd ed.). New York: Oxford University Press.
3. **Kong, D. T.**, & Drew, S. (2016). Meta-analyzing the differential effects of emotions on disengagement from unethical behavior: An asymmetric self-regulation model. In D. T. Kong & D. R. Forsyth (Eds.), *Leading through conflict: Into the fray* (Chapter 2). New York: Palgrave/McMillan.
4. **Kong, D. T.** (2015). Mindfulness in interpersonal negotiations: Delineating the concept of mindfulness and proposing a mindful, relational self-regulation (MRSR) model. In J. Reb & P. W. Atkins (Eds.), *Mindfulness in organizations* (Chapter 12). Cambridge, UK: Cambridge University Press.
5. Bottom, W. P., **Kong, D. T.**, & Mislin, A. (2014). Judgment bias and decision making in negotiation. In M. Benoliel (Ed.), *Negotiation excellence: Successful deal making* (2nd ed.) (Chapter 11). Hackensack, NJ: World Scientific Publishing.

6. Ferrin, D. L., **Kong, D. T.**, & Dirks, K. T. (2014). Trust building, diagnosis, and repair in the context of negotiation. In M. Benoliel (Ed.), *Negotiation excellence: Successful deal making* (2nd ed.) (Chapter 6). Hackensack, NJ: World Scientific Publishing.
7. **Kong, D. T.** (2013). Followers' judgment of leader integrity as situated social cognition. In J. B. Ciulla, M. Uhl-Bien, & P. Werhane (Eds.), *Volume III. Leadership ethics: Contexts and narratives* (Chapter 58). New York: Sage.
8. Bottom, W. P., **Kong, D. T.**, & Mislin, A. (2011). Judgment bias and decision making in negotiation. In M. Benoliel (Ed.), *Negotiation excellence: Successful deal making* (pp. 211-228). Hackensack, NJ: World Scientific Publishing.
9. Ferrin, D. L., **Kong, D. T.**, & Dirks, K. T. (2011). Trust building, diagnosis, and repair in the context of negotiation. In M. Benoliel (Ed.), *Negotiation excellence: Successful deal making* (pp. 123-138). Hackensack, NJ: World Scientific Publishing.

NON-ACADEMIC PUBLICATIONS

1. **Kong, D.** (2005). By the numbers (what's your EQ?). *Fortune* (International), 152(12), 12.
2. Mero, J., Bennett, P., Demos, T., Elliott, J., Ellis, E., Fung, A., Guyon, J., Kano, C., **Kong, D.**, Schwartz, N., & Zhang, D. (2005). On top of the world (50 most powerful women). *Fortune* (International), 152(9), 66-75.
3. **Kong, D.** (2005). By the numbers (best cities in China). *Fortune* (International), 152(7), 18.

SELECTED REFEREED CONFERENCE PAPERS

1. Gwak, J., Fulmer, A., & **Kong, D. T.** (2025). *Leader felt trust deficit: A path to abusive supervision via shame*. Presented at the annual meeting of the Academy of Management, Copenhagen, Denmark, July. (*Academy of Management Proceedings*)
2. Han, I., Kim, T.-Y., **Kong, D. T.**, Xiang, Y., & Ouyang, X. (2025). *Leader-follower (in)congruence of growth mindsets: A resource-demand perspective*. Presented at the annual meeting of the Academy of Management, Copenhagen, Denmark, July. (*Academy of Management Proceedings*)
3. Mitchell, R., Decker, M., & **Kong, D. T.** (2025). *Agentic virtue signaling in self-promotion: Blended signals of dominance, prestige, and virtue*. Presented at the annual meeting of the Academy of Management, Copenhagen, Denmark, July. (*Academy of Management Proceedings*)
4. Fehr, R., Heng, Y. T., Boncoeur, D., **Kong, D. T.**, & Chico, R. (2025). *A multilevel view on solitude in organizations*. Presented at the annual meeting of the European Group for Organizational Studies, Athens, Greece, July.
5. **Kong, D. T.**, Gillespie, N., & Dirks, K. T. (2025). *A systematic review of human resource practices and employee trust*. Presented at the 13th First International Network on Trust conference, Genoa, Italy, June.
6. (*equal first author, **equal second author) Sheridan, S. B.*, **Kong, D. T.***, Belkin, L. Y.***, Ambrose, M. L.***, & Becker, W. J. (2025). *A risk regulation model of employee felt appreciation in response to*

supervisor gratitude expression. Presented at the New Directions in Leadership Research Conference, Ann Arbor, MI, June.

7. **Kong, D. T.**, Kim, J. K., Park, H., Han, S., & Hu, B. (2025). *Collective sense of humor as an input for team effectiveness*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Denver, CO, April.
8. Lehman, M., Cropanzano, R. S., Montealegre, R., & **Kong, D. T.** (2024). *The future of work? How DAO contributors engage in uncertainty integration*. Presented at the annual meeting of the Southern Management Association, San Antonio, TX, November.
9. Jun, S., Wu, J., & **Kong, D. T.** (2024). *The failure to recognize anti-Asian discrimination at work*. Presented at the annual meeting of the Academy of Management, Chicago, IL, August. (*Academy of Management Proceedings*)
10. Sheridan, S., Locklear, L., & **Kong, D. T.** (2024). *Do you see what I see? The modesty curse for subordinates' meta-appreciation accuracy at work*. Presented at the annual meeting of the Academy of Management, Chicago, IL, August.
11. **Kong, D. T.**, van der Werff, L., Stevenson, R., Crossley, C. D., Cooper, C. D., Real, C., & Buckley, F. (2024). *How social and experiential resources influence venture team resilience during a crisis*. Presented at the 40th annual colloquium of the European Group for Organizational Studies, Milan, Italy, July.
12. Crossley, C., **Kong, D. T.**, Real, C., Stevenson, R., & van der Werff, L. (2024). *Better with age? The roles of trust and age in venture team resilience*. Presented at the 2024 Babson College Entrepreneurship Research Conference, Munich, Germany, June. (published in *2024 Frontiers of Entrepreneurship Research*)
13. Sheridan, S., Locklear, L., & **Kong, D. T.** (2024). *Bias associated with trait modesty in meta-perceiving appreciation at work*. Presented at the Positive Relationships at Work Research Roundtable, Cleveland, OH, May.
14. Thoroughgood, C., Sawyer, K., **Kong, D. T.**, & Webster, J. (2023). *White employees' responses to oppositional courage for promoting racial/ethnic equity*. Presented at the Diversity in Management and Organizations Conference (virtual), September.
15. **Kong, D. T.**, Kim, J., Chen, L., & Qu, Y. (2023). *Relational and work implications of being envied*. Presented at the annual meeting of the Academy of Management, Boston, MA, August.
16. **Kong, D. T.**, Cooper, C., Crossley, C. D., Peng, J., & Lasso, R. A. (2023). *Work-home implications of felt trust*. Presented at the annual meeting of the Academy of Management, Boston, MA, August.
17. Rees, L., **Kong, D. T.**, & Belkin, L. (2023). *Building swift trust via emotional small talk prior to a virtual exchange*. Presented at the annual meeting of the Academy of Management, Boston, MA, August.
18. Tuncel, E., **Kong, D. T.**, & van Kleef, G. (2023). *Relational costs of unexpected cooperation in distributive negotiation*. Presented at the annual meeting of the International Association for Conflict Management (IACM), Thessaloniki, Greece, July.
19. Rees, L., **Kong, D. T.**, & Belkin, L. (2023). *Effects of emotional small talk before a virtual exchange on building swift trust*. Presented at the annual meeting of the International Association for Conflict Management (IACM), Thessaloniki, Greece, July.

20. **Kong, D. T.**, Yin, D., & Jiang, L. (2023). *Is moral outrage always contagious on social media?* Presented at the annual colloquium of the European Group for Organizational Studies (EGOS), Cagliari, Italy, July.
21. Xu, Z., Yin, D., & **Kong, D. T.** (2022). *The journey to self: An intra-personal perspective of emotion regulation on social networking sites.* Presented at the annual meeting of the International Conference on Information Systems (ICIS), Copenhagen, Denmark, December.
22. **Kong, D. T.**, Kriz, T., Jolly, P. M., Korsgaard, M. A., & Bliese, P. (2022). *A trust trajectory model of affective job insecurity and voice amid organizational downsizing.* Presented at the annual meeting of the Academy of Management, Seattle, WA, August. (*Academy of Management Proceedings*)
23. (*equal authorship) **Kong, D. T.***, Sheridan, S.*, Belkin, L., Ambrose, M. L., & Becker, W. J. (2022). *The impact of supervisor gratitude expressions on subordinate feelings of appreciation and voice.* Presented at the annual meeting of the Academy of Management, Seattle, WA, August. (*Academy of Management Proceedings*)
24. Thoroughgood, C. N., **Kong, D. T.**, Sawyer, K., Webster, J. R., & Watson, P. (2022). *Majority group observers' reactions to acts of oppositional courage for social equity.* Presented at the annual meeting of the Academy of Management, Seattle, WA, August. (*Academy of Management Proceedings*)
25. (*equal authorship) **Kong, D. T.***, & Belkin, L. Y.* (2021). *Gratitude expression as a driver of unethical behavior in triadic social exchanges.* Presented at the annual meeting of the Academy of Management, virtual, August. (*Academy of Management Proceedings*)
26. (*equal authorship) Belkin, L. Y., & **Kong, D. T.*** (2021). *Supervisors' companionate love expressions: Implications for subordinates' felt gratitude and voice during early stages of the COVID-19 pandemic.* Presented at the annual meeting of the Academy of Management, virtual, August.
27. Cooper, C. D., Sheridan, S. B., & **Kong, D. T.** (2021). *Bad measurement is no joke: Developing and validating a measure of leader humor types in the workplace.* Presented at the annual meeting of the Academy of Management, virtual, August.
28. Belkin, L. Y., & **Kong, D. T.** (2020). *Felt obligation as a driver of immoral decisions in triadic social exchanges.* Accepted at the annual meeting of the Academy of Management (virtual), August. (*Academy of Management Proceedings*)
29. **Kong, D. T.**, & Belkin, L. Y. (2019). *When concerns for you and for me are in conflict: Felt gratitude and escalation bias in relational dilemmas.* Presented at the annual meeting of the International Association for Conflict Management, Dublin, Ireland, July.
30. **Kong, D. T.**, & Belkin, L. Y. (2019). *I will share with you because you are kind: How saying "thank you" pays off in repeated zero-sum resource allocation exchanges.* Presented at the annual meeting of the International Association for Conflict Management, Dublin, Ireland, July.
31. **Kong, D. T.**, Chiu, S.-C., Li, A., & Shao, P. (2019). *Predicting corporate social performance from a CEO self-regulation perspective.* Presented at the annual meeting of the Academy of Management, Boston, MA, August. (*Academy of Management Proceedings*)

32. Tuncel, E., **Kong, D. T.**, McLean Parks, J., & van Kleef, G. A. (2019). *Face threat sensitivity in distributive negotiations: Effects on negotiator self-esteem and demands*. Presented at the annual meeting of the European Academy of Management, Lisbon, Portugal, June.
33. Belkin, L. Y., **Kong, D. T.** (2019). *Mitigating immoral pro-other consequences of felt obligation in repeated interpersonal exchanges*. Presented at the 2019 Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI, June.
34. **Kong, D. T.**, & Ng, M. R. Y. (2018). *Advertising organizational culture as a selling tactic for for-profit organizations*. Presented at the annual meeting of the Association for Consumer Research, Dallas, TX, October.
35. Ng, M. R. Y., **Kong, D. T.**, & Patrick, V. M. (2018). *Thank you = trust me: When gratitude expressions help promote new products*. Presented at the annual meeting of the Association for Consumer Research, Dallas, TX, October.
36. **Kong, D. T.**, Park, S., & Kim, M. (2018). *Pay for (individual) performance as a signal: A meta-analytic investigation*. Presented at the annual meeting of the Academy of Management, Chicago, IL, August. (*Academy of Management Proceedings*)
37. **Kong, D. T.**, & Van de Vliert, E. (2018). *Climato-economic ecology of entrepreneurship*. Presented at the 24th Congress of the International Association for Cross-Cultural Psychology, University of Guelph, Canada, July.
38. **Kong, D. T.**, Chu, C., Mondejar, R., & Allen, D. (2018). *A social exchange view on individual creativity: Team-member exchange, psychological safety, and cognitive mistrust in supervisor as predictors*. Presented at the biennial meeting of the International Association for Chinese Management Research, Wuhan, China, June.
39. **Kong, D. T.** (2018). *A stress model of leadership in a diverse team*. Presented at the international conference sponsored by the *Journal of Management Studies* & the Society for Advancement of Management Studies “Diversity Perspective on Management: Towards More Complex Conceptualizations of Diversity in Management Studies”, Babson College, MA, April.
40. (*equal authorship) Joo, M. -K., Lee, J. -Y.*, **Kong, D. T.***, & Jolly, P. (2017). *Female middle management advantage in implementing strategic human resource practices*. Presented at the College of Organization Science INFORMS annual meeting, Houston, TX, October.
41. **Kong, D. T.**, Cooper, C. D., & Sosik, J. J. (2017). *Leader humor expression: A meta-analytic investigation of outcomes and processes*. Presented at the annual meeting of the Academy of Management, Atlanta, GA, August.
42. **Kong, D. T.**, & Belkin, L. Y. (2017). *Benevolence-related signal value and prosocial implications of expressed gratitude*. Presented at the annual meeting of the Academy of Management, Atlanta, GA, August. (*Academy of Management Proceedings*)
43. (*equal authorship) Joo, M.-K., Lee, J.-Y.*, **Kong, D. T.***, & Jolly, P. (2017). *Female middle management advantage for firm performance? A focus on the strategic HR practices*. Presented at the annual meeting of the Academy of Management, Atlanta, GA, August. (*Academy of Management Proceedings*)

44. Samba, C., Vera, D., **Kong, D. T.**, & Maldonado, T. (2017). *Organizational resilience and positive leadership: An integrative framework*. Presented at the annual meeting of the Academy of Management, Atlanta, GA, August. (*Academy of Management Proceedings*)
45. **Kong, D. T.**, & Belkin, L. Y. (2017). *Economic and relational benefits of gratitude expression in resource distribution exchanges*. Presented at the annual meeting of the International Association for Conflict Management, Berlin, Germany, July.
46. Belkin, L. Y., & **Kong, D. T.** (2017). *The benevolence-related signal value of expressed gratitude in repeated advising exchanges*. Presented at the annual meeting of the International Association for Conflict Management, Berlin, Germany, July.
47. **Kong, D. T.**, Chu, C., Mondejar, R., & Allen, D. (2017). *Work engagement and LMX as determinants of promotive voice: A role theory perspective*. Presented at the annual meeting of the Asia Academy of Management, Kitakyushu City, Fukuoka, Japan, June.
48. **Kong, D. T.**, & Belkin, L. Y. (2017). *Gratitude is the best attitude: The benefits of expressing gratitude on prosocial behavior in resource distribution exchanges*. Presented at the 2017 Positive Organizational Scholarship (POS) Research Conference, University of Michigan, Ann Arbor, MI, May.
49. **Kong, D. T.**, & Williams, M. (2016). *A domain-specific trust propensity scale*. Presented at the 9th Workshop on Trust within and between Organizations (FINT), Dublin, Ireland, November.
50. **Kong, D. T.**, Chu, C., Mondejar, R., & Allen, D. (2016). *Securing creativity: Psychological safety as a joint function of team-member exchange and cognitive mistrust in supervisor*. Presented at the 9th Workshop on Trust within and between Organizations (FINT), Dublin, Ireland, November.
51. **Kong, D. T.**, & Jolly, P. (2016). *U.S. ethnic minorities' sensemaking of psychological contract violation in the workplace*. Presented at the annual meeting of the Academy of Management, Anaheim, CA, August. (*Academy of Management Proceedings*)
52. **Kong, D. T.**, Chu, C., Mondejar, R., & Allen, D. (2016). *Creativity-aided promotive voice: Work engagement and leader-member exchange as joint determinants*. Presented at the annual meeting of the Academy of Management, Anaheim, CA, August. (*Academy of Management Proceedings*)
53. **Kong, D. T.**, Ho, V. T., & Garg, S. (2016). *I-deal implications for employee and coworker task performance*. Presented at the annual meeting of the Academy of Management, Anaheim, CA, August. (*Academy of Management Proceedings*)
54. **Kong, D. T.**, & Jolly, P. (2016). *Understanding perceived ethnic discrimination from a sensemaking perspective*. Presented at the annual meeting of the International Association for Conflict Management, New York, NY, June.
55. **Kong, D. T.**, & Williams, M. (2016). *Developing a domain-specific trust propensity measure*. Presented at the annual meeting of the International Association for Conflict Management, New York, NY, June.
56. Ho, V. T., **Kong, D. T.**, Lee, C. H., Debreuil, P., & Forest, J. (2016). *Harmonious work passion as a function of motivation and psychological climate*. Presented at the biennial meeting of the International Association for Chinese Management Research, Hangzhou, China, June.

57. Cooper, C. D., **Kong, D. T.**, Taylor, S. G., & Crossley, C. D. (2016). *Trust, collective regulatory focus, and performance in ongoing teams*. Presented (poster) at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA, April.
58. Barnes, C. M., Guarana, C., Nauman, S., & **Kong, D. T.** (2016). *Sleep deprivation and charismatic leadership*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA, April.
59. (* equal authorship) **Kong, D. T.***, & Leslie, L. M.* (2015). *Team stereotypes: Outsiders' expectations as a driver of outcomes in diverse teams*. Presented at the annual meeting of the Academy of Management, Vancouver, Canada, August.
60. Barsness, Z. I., & **Kong, D. T.** (2015). *Negotiator reputations and negotiation processes and outcomes*. Presented at the annual meeting of the Academy of Management, Vancouver, Canada, August. Presented at the annual meeting of the Academy of Management, Atlanta, GA, August. (*Academy of Management Proceedings*)
61. Cooper, C. D., & **Kong, D. T.** (2015). *Developing and validating a new scale of ingratiation*. Presented at the annual meeting of the Academy of Management, Vancouver, Canada, August. (*Academy of Management Proceedings*)
62. **Kong, D. T.** (2014). *Theory of mind and benevolent-paternalistic leadership in social exchange*. Presented at the annual meeting of the International Leadership Association, San Diego, CA, October-November.
63. **Kong, D. T.**, Ho, V. T., & Lee, C. H. (2014). *Strengths use, controlling supervision, and job outcomes across cultures*. Presented at the annual meeting of the International Leadership Association, San Diego, CA, October-November.
64. **Kong, D. T.**, Lu, S., Ferrin, D. L., & Dirks, K. T. (2014). *The behavioral determinants of trust deterioration in negotiations*. Presented at the 8th EIASM/FINT Workshop on Trust Within and Between Organizations, Coventry, UK, November.
65. **Kong, D. T.**, & Barsness, Z. I. (2014). *Distributive justice, system trust in pay-for-performance, and interpersonal trust in leaders*. Presented at the annual meeting of the Academy of Management, Philadelphia, PA, August. (*Academy of Management Proceedings*)
66. **Kong, D. T.**, & Barsness, Z. I. (2014). *Distributive justice, system trust in pay-for-performance, and trust in leaders*. Presented at the annual meeting of the International Society of Justice Research, New York, NY, June.
67. Cooper, C. D., & **Kong, D. T.** (2014). *A field study of leader humor and leader-member exchange quality*. Presented (poster) at the annual meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI, May.
68. **Kong, D. T.**, & Fulmer, A. (2013). *Disgust can motivate misrepresentation and perceptions of the counterpart's untrustworthiness in a negotiation setting*. Presented at the 7th FINT Workshop on Trust within and between Organizations, Singapore, November.
69. **Kong, D. T.** (2013). *Psychological biases in ethical judgment*. Presented at the annual meeting of the International Leadership Association, Montreal, Canada, October-November.

70. **Kong, D. T.**, Ferrin, D. L., Dirks, K. T., & Lu, S. (2013). *Disentangling actor and partner effects to better understand the role of trust perceptions in interpersonal negotiations*. Presented at the annual meeting of the Academy of Management, Orlando, FL, August. (*Academy of Management Proceedings*)
71. **Kong, D. T.** (2012). *Examining the impact of anxiety on contingent contracting and bargaining in negotiations*. Presented at the annual meeting of the Academy of Management, Boston, MA, August. (*Academy of Management Proceedings*)
72. **Kong, D. T.**, Dirks, K. T., & Ferrin, D. L. (2012). *Interpersonal trust in dyadic negotiations: Meta-analytical evidence and critical contingencies*. Presented at the annual meeting of the Academy of Management, Boston, MA, August.
73. (*equal authorship) Tuncel, E.*, **Kong, D. T.***, McLean Parks, J., & van Kleef, G. A. (2012). *Face threat sensitivity in negotiation: Effects on psychological and objective outcomes*. Presented at the annual meeting of the Academy of Management, Boston, MA, August. (*Academy of Management Proceedings*)
74. **Kong, D. T.**, Ferrin, D. L., & Dirks, K. T. (2012). *Surprising insights about trust perceptions in negotiation: Disentangling actor and partner effects*. Presented at the 6th Workshop on Trust within and between Organizations. Milan, Italy, June.
75. **Kong, D. T.**, Konczak, L., & Bottom, W. P. (2012). *The Big Five and teamwork: Predicting executive development team effectiveness*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA, April.
76. **Kong, D. T.** (2011). *Seeing the forest for the trees: Reviewing rational and behavioral theories of negotiation*. Presented at the annual meeting of the Academy of Management, San Antonio, TX, August.
77. **Kong, D. T.**, Bottom, W. P., & Konczak, L. (2011). *Re-examining the role of emotional intelligence in negotiations*. Presented at the annual meeting of the International Association for Conflict Management, Istanbul, Turkey, July.
78. Campagna, R., **Kong, D. T.**, Mislin, A., & Bottom, W. P. (2011). *Of Machiavelli and mad men: The effects of strategic emotion on trust and negotiation outcomes*. Presented at the annual meeting of the Academy of Management, San Antonio, TX, August.
79. **Kong, D. T.** (2010). *Emotion as individual and social information: Anxiety, joy and financial impulsivity*. Presented (poster) at the annual meeting of the Society for Judgment and Decision Making, St. Louis, MO, November.
80. **Kong, D. T.**, & Bottom, W. P. (2010). *Emotional intelligence, negotiation outcome, and negotiation behavior*. Presented at the annual meeting of the Academy of Management, Montreal, Canada, August.
81. **Kong, D. T.**, Tuncel, E., & McLean Parks, J. (2010). *Positive face threat sensitivity and conflict aversion in negotiation*. Presented at the annual meeting of the Academy of Management, Montreal, Canada, August.
82. **Kong, D. T.**, Tuncel, E., & McLean Parks, J. (2010). *Anticipated happiness and negotiation decisions*. Presented at the annual meeting of the International Association for Conflict Management, Boston, MA, June.

83. Campagna, R., Bottom, W. P., **Kong, D. T.**, & Mislin, A. (2010). *Flying bagels and stomped tongues: The impact of strategic expressions of anger on trust and post settlement behavior*. Presented at the annual meeting of the International Association for Conflict Management, Boston, MA, June.
84. **Kong, D. T.**, Tuncel, E., & McLean Parks, J. (2009). *Developing face threat sensitivity measures and using them in the negotiation*. Presented at the annual meeting of the Academy of Management, Chicago, IL, August.
85. **Kong, D.** (2008). *Psychological contract misalignment in market, bureaucratic, clan, and missionary organizations*. Presented at the annual meeting of the Academy of Management, Anaheim, CA, August.
86. **Kong, D.** (2008). *Examining the longitudinal relationship between organizational prestige and corporate financial performance using structural equation modeling*. Presented at the 103rd annual meeting of the American Sociological Association, Boston, MA, August.
87. Bottom, W. P., **Kong, D.**, & Zhang, Z. (2007). *The palimpsestic syndrome in management research: Stereotypes and the obliteration process*. Presented at the annual meeting of the Academy of Management, Philadelphia, PA, August.

FELLOWSHIPS, SCHOLARSHIPS, GRANTS, AWARDS, AND HONORS

Fellowships	Fellow, University of Colorado Boulder Institute of Behavioral Science (2025-) Fellow, Weizenbaum Institute (Berlin, Germany) (2025) Fellow, Association for Psychological Science (elected 2024) Center for Ethics and Social Responsibility (CESR) Research Fellow (2024, 2026) (CU Boulder Leeds School of Business) Daniels Fund Ethics Initiative Collegiate Program Faculty Fellow (2023) (CU Boulder Leeds School of Business) CU Boulder Faculty Leadership Institute Fellow (2023) CU Boulder Research & Innovation Office Faculty Fellow (2023) University of South Florida Muma Fellow (elected on February 17, 2022) University of Louisville Rechter Fellow for Leadership 2021 & 2023 Rutgers Research Fellow 2020-2021 Virginia Foundation for Independent Colleges Mednick Memorial Fellowship 2013 University of Richmond Faculty Seminar Series 2013 to Jordan, Israel, Serbia, and Kosovo Singapore Management University Lim Kim San Fellowship 2011 Olin Business School Doctoral Fellowships U.S. Foreign Policy Colloquium Fellowship 2007
Scholarships	Fudan University Merit Scholarships 2002-2006 The Dow Chemical Company Merit Scholarship 2005
Grants	University of South Florida Sarasota-Manatee Interdisciplinary Research Grant 2025 CU Boulder Leeds AI Teaching Excellence Grant 2024-2025 AISG Singapore Grant (role: collaborator) (2023-) University of Colorado Boulder Center for Leadership Seed Grant 2023-24 (PI) Sunshine ERC Pilot Project Award 2021(Co-PI, with Sharon Sheridan and Lauren Locklear) Negotiation and Team Resources (NTR) Research Grant 2021 (Co-PI, with Laura Rees and Liuba Belkin) Society for the Advancement of Management Studies event funding 2021

University of Houston's Bauer College of Business Behavioral Research Assistance Grant 2018
University of Houston Division of Research Small Research Grant 2017-2018
University of Houston Provost's Travel Fund 2015-2019
University of Houston Global Faculty Development Fund 2015-2019
Society for the Psychological Study of Social Issues Grant-in-Aid Fall 2014 (for use in 2015-2017, with Lisa M. Leslie at New York University)
University of Richmond Common Ground's Inclusive Community Fund Spring 2014
University of Richmond Office of International Education Special Grant for Research 2014
Jepson School of Leadership Studies Faculty Summer Research Grant 2012-2015
Jepson School of Leadership Studies Faculty Spring/Fall Research Grant 2012-2015
Journal of Management Studies Workshop Student Travel Grant (St. Anne's College, University of Oxford)
Washington University Center for Research in Economics and Strategy Conference Grants
Washington University Center for Research in Economics and Strategy Research Grant ("The Development of Face Threat Sensitivity Measures")

Awards/Honors

Fulbright U.S. Scholar (2026-27)
Frascona Teaching Excellence Award finalist 2026 (CU Boulder Leeds School of Business)
University of Colorado Excellence in Leadership Program (selected) (2025-26)
CESR Climate Curriculum Award – Winner (2025) (CU Boulder Leeds School of Business)
Center for Ethics and Social Responsibility (CESR) Impact Business Buff Award – Graduate Teaching (2024) (CU Boulder Leeds School of Business)
CESR Climate Curriculum Award – Finalist (2024) (CU Boulder Leeds School of Business)
CESR Best Paper Award (2024) (CU Boulder Leeds School of Business)
Finalist, Kahle Research Excellence Award (2024) (CU Boulder Leeds School of Business)
Outstanding ERB Reviewer Award 2023 – *Organization Science*
2023 Most Influential Article Award (for Publications in 2015-2018) (Academy of Management Conflict Management Division)
Leeds Values Award – Faculty 2023
Best Conflict-in-Context Paper Award 2022 (Academy of Management Conflict Management Division)
Worldwide top 2 percentile scientist (based on single years) ranked by Elsevier BV and Stanford University
2021 Most Influential Article Award (2013-2016) Runner-Up (Academy of Management Conflict Management Division)
University of South Florida Women and Leadership Initiative (WALI) Research Award 2020
Poets & Quants 40 Best Business School Professors under the Age of 40 in the World (2019)
The *Leadership Quarterly* 2019 Editorial Board Award for Timeliness and Productivity
Ascendant Scholar Award 2019 (named by the Western Academy of Management)
Recipient of the *Journal of Business and Psychology* Editor Commendation Award 2018

Winner of the Samsung Economic Research Institute Best Paper Awards 2018 (Co-author of “Workforce Gender Diversity, Human Resource Practices, and Organizational Outcomes”)
 Winner of the Kenneth E. Clark Student Research Award 2018 sponsored by the Center for Creative Leadership and the International Leadership Association (Co-author of “Strategic Leadership of Female Middle Managers: How Do Female Middle Managers Benefit the Bottom Line?”)
 Bauer College of Business LeRoy and Lucille Melcher Faculty Excellence Award for Teaching in 2018
 University of Houston Alternative Textbook Incentive Program Award 2018
 Bauer College of Business LeRoy and Lucille Melcher Faculty Excellence Award for Research in 2017
 University of Houston Assistant Professor Excellence Series 2017-2018
 Highly Commended Paper in the 2017 Emerald Literati Network Awards for Excellence (Kong, Bottom, & Konczak, 2016)
 The *Leadership Quarterly* 2015 Editorial Board Award for Timeliness and Productivity
 “Most Publishable Paper” Award by the International Leadership Association Leadership Scholarship Member Interest Group (sponsored by *Leadership* and Sage Publications) 2014 (with Violet T. Ho & Chay Hoon Lee)
 Olin Business School Hubert C. Moog Scholar for Academic Excellence 2007-08
 Midwest Sociological Society Graduate Student Paper 2nd Prize 2008
 Olin Business School Nominations (1 student per school/department) for the Academy of Management Organizational Behavior Division and Managerial and Organizational Cognition Division Doctoral Consortia

PROFESSIONAL LEADERSHIP AND ACTIVITIES

Trustee	Member of St. Anthony’s Hospital Board of Trustees 2022
Association Member (Select List)	Academy of Management American Psychological Association Association for Psychological Science (Fellow, elected 2024) European Group for Organizational Studies International Association for Conflict Management Society for Industrial and Organizational Psychology Society for Personality and Social Psychology
Division Leadership	Academy of Management Conflict Management Division, elected in 2024 (5-year leadership track toward the role of Division Chair)
Rep-at-Large	International Association for Conflict Management (2019-2021)
Committee Member	First International Network on Trust Most Innovative Paper Award Committee 2025 International Association for Conflict Management Awards Committee 2025 Academy of Management Conflict Management Division’s Best Conflict-in-Context Paper Award Committee 2023 Academy of Management Managerial and Organizational Cognition Division’s executive committee 2022-2024 Academy of Management Conflict Management Division’s Best Paper with New Directions Award Committee 2022 Academy of Management Organizational Behavior Division’s Best Paper with

International Implications Award Committee 2018-2019
Academy of Management Organizational Behavior Division's Making Connections
Committee (2016-2022)
International Association for Conflict Management Nominations Committee 2020-
2021
International Association for Conflict Management Diversity, Equity, and Inclusion
Task Force (2020-2022)

Committee Chair International Association for Conflict Management Outstanding Book Award 2020
and Outstanding Dissertation Award 2021
Journal of Organizational Behavior Best Paper Award 2021

Ambassador-at-Large Academy of Management Diversity & Inclusion Theme Committee (2014-2015)

Invited University Presentations (Select List) Brigham Young University
City University of Hong Kong
Claremont Graduate University
Durham University (UK)
Fudan University (China) (scheduled 2026)
Hong Kong Polytechnic University
IUPUI Kelly School of Business
Northeastern University
New York University Shanghai
Queen's University (Canada)
Rice University
Shanghai International Studies University (China)
Shanghai Jiaotong University (China)
Syracuse University
Temple University
University of British Columbia (Canada)
University at Buffalo – SUNY
University of California Irvine
University of California Riverside
University of Cincinnati
University of Hong Kong
University of Illinois Urbana-Champaign
University of Miami
University of Nevada at Las Vegas
University of Oregon
University of Utah
University of Virginia
University of Texas at Dallas
Wayne State University

Invited Conference/Seminar Speaker New Directions in Leadership Research Conference (University of
Michigan Ross School of Business, June 2025)
Advancing Management Scholarship Webinar (May 2025)
Research Writing and Publishing Workshop organized by Central
University of Haryana (December 2024)
Management Education and Learning Writers Workshop at
Academy of Management annual meeting (August 2024)

Table Leader, International Leadership Association's Future Forward Leadership Summit in Boulder, Colorado (August 2024)
Discussant, Global Entrepreneurship and Innovation Research Conference in Boulder, Colorado (June 2024)
Tyra Family Distinguished Conversation Series at the University of Louisville (KY) (November 2022)
Society for Industrial and Organizational Psychology 2022 Doctoral Consortium
Academy of Management 2022 OB Division Doctoral Consortium
Academy of Management 2022 & 2025 Conflict Management Division Junior Faculty Consortium
Society of General Internal Medicine 2022 conference workshop
Southern Management Association Early-Stage Doctoral Consortium 2021
First International Network on Trust Seminar Series 2021 (November 9)
Northwestern University's Kellogg Conference on Culture and Negotiation 2018
Academy of Management Annual Meeting 2018 PDW Workshop "Conducting State of the Art Negotiation Research" Academy of Management Annual Meeting 2019 PDW "Trust between Individuals and Organizations"
Academy of Management Annual Meeting 2019 Symposium "Trust and National Culture: Is There a Connection?"
Western Academy of Management Annual Meeting 2019 Doctoral Consortium

Conference Co-Organizer National Conference on Adaptation and Resilience in the Face of Digital and Societal Tensions at Leigh University (October 2024)

Session Chair Academy of Management Annual Meeting 2022 (Co-chair and Co-organizer)
"Toward a better workplace: Virtuous emotions, virtuous actions, and tensions in social relationships" (Lauren R. Locklear, Meghan Kane, & Mark G. Ehrhart; Dejun Tony Kong, Sharon Sheridan, Liuba Belkin, Maureen L. Ambrose, & William J. Becker; Christian N. Thoroughgood, Dejun Tony Kong, Katina Sawyer, Jennica R. Webster, & Paige Watson; Laura Rees & Allie Freshley; & Jamie Strassman, Kate Walsh, & Jean-Nicolas Reyt) – Finalist of AOM Managerial and Organizational Cognition Division Best Symposium Award 2022

Academy of Management Organizational Behavior Division "Inclusive Collaborations and Classrooms" (September 21, 2021)

Annual Organizational Behavior Research Incubators at Academy of Management Annual Meeting 2017-2019 (Co-chair and Co-organizer)

Academy of Management Annual Meeting 2021 (Co-chair and Co-organizer)
"Crises, cultures, leadership, and interaction history: Contextual influences on unethical prosocial behaviors" (Mo Chen & Chao C. Chen; Matthew J. Lupoli, Matthew Mount, Alexander Newman, & Gary Schwarz; Shenjiang Mo & Yifan Song; Elizabeth Umphress, Carolyn Dang, & Kaitlyn Paskill; & Dejun Tony Kong & Liuba Belkin)

Academy of Management Annual Meeting 2019 (Co-chair and Co-organizer)
“New discoveries on multilevel trust and trust dynamics”
(Stephen Jones & Pri Shah; Choi, Resick, de Jong, Shin, & Hyatt; Williams, Ghorbani, & Kalnins; Larson & Raes; & Jeong, Lau, & Korsgaard)

Academy of Management Annual Meeting 2017 (Co-chair and Co-organizer)
“Trust and distrust: New insights based on various approaches”
(Tony Kong & Liuba Belkin; Dejun Tony Kong, Cecily Cooper, & John Sosik; Anne-Marie Nienaber, Rosalind Searle, & Antoinette Weibel; Michele Williams, Liuba Belkin, & Chao Chen; & Pri Shah, Stephen Jones, & Sandra Robison)

Academy of Management Annual Meeting 2016 (Chair)
“Dynamics of voice in organizations”
(Dejun Tony Kong, Chris W. L. Chu, Reuben Mondejar, & David B. Allen; Fei Kang, Ping Fu, & Qing Qu; Yunyue Yang, Jie Li, & Tomoki Sekiguchi; Shenjiang Mo & Junqi Shi)

International Association for Conflict Management 2016 (Chair)
“Diversity”
(Nailah Ayub, Suzan AlQurashi, & Wafa Al-Yafi; Danielle Coon, Peter Coleman, Bridget Regan, Robert Anderson, Christine Chung, Regina Kim, Ljubica Chatman, & Molly Clark; Barry Goldman, Dylan Cooper, & Tamar Kugler; Dejun Tony Kong & Phillip Jolly)

International Association for Conflict Management 2016 (Co-chair and Co-organizer)
“Trust propensity: New theory, measure, and empirical evidence”
(Jiyin Cao & Adam D. Galinsky; Dejun Tony Kong & Michele Williams; Liuba Belkin & Michele Williams; Jingjing Yao, Zhixue Zhang, Jeanne M. Brett, & J. Keith Murnighan)

Academy of Management Annual Meeting 2015 (Co-chair and Co-organizer)
“Breaking bad: Relational recovery after expectancy violations”
(Zoe Barsness & Dejun Tony Kong; Pila Vaisman Caspi, Mara Olekalns, Dan Druckman; Alexandra A. Mislin & Rachel Campagna; Medha Raj, Peter H. Kim, & Cheryl Wakslak)

Academy of Management Annual Meeting 2014 (Chair in lieu of Barry Goldman)
“Hard bargain: Resolving labor grievances”
(Margaret A. Lucero & Robert E. Allen; Andrew Hosmanek & Sara L. Rynes; Mark S. Anner & Xiangmin Liu; Kirsten Thommes & Agnes Akkerman)

Academy of Management Annual Meeting 2014 (Co-chair and Co-organizer)
“Surprising discoveries in organizational trust research”
(Sanghee Park, Michele Williams, & Michael C. Sturman; C. Ashley Fulmer, Wei Lun Ng, & Dione Chen; Dejun Tony Kong & Zoe I. Barsness; Nicole Gillespie, Victoria Downs, & Jonathan Staggs)

Academy of Management Annual Meeting 2013 (Chair)
“Individual processes in a team context”

(Ju Li Ng & Oluremi B. Ayoko; Krishna Savani & Michael Morris; Tony Bongiorno & Heather Bar-Or-Cluley; Alvaro San Martin, Dimitri Vasiljevic, Roderick Swaab, & Marwan Sinaceur)

Academy of Management Annual Meeting 2012 (Co-chair and Co-organizer)
“Trust across contexts: Examining unanswered questions and challenging conventional wisdom”

(Bart A. de Jong & Harmen Jansen; C. Ashley Fulmer, Beng Chong Lim, & Paul J. Hanges; Dejun Tony Kong, Kurt T. Dirks, & Donald L. Ferrin; Nicole Gillespie, Donald L. Ferrin, Graham Dietz, Shannon Merrington, & Zen W.C. Goh)

Academy of Management Annual Meeting 2011 (Chair and Organizer)
“Trust in bargaining”

(Rachel Campagna, Dejun Tony Kong, Alexandra Mislin, & William P. Bottom; Eileen Y. Chou, Nir Halevy, & J. Keith Murnighan; Mara Olekalns, Corinna H.Y. Tsao, Christopher Horan, & Philip L. Smith; C. Ashley Fulmer, Doa’a Barqawi, & Munqith Dagher)

Academy of Management Annual Meeting 2009 (Chair)
“Examining trust as a critical predictor and outcome”

(Li Huang & Keith Murnighan; Alice Stuhlmacher & Jean Poitras; Francesca Gino & Maurice Schweitzer; Jennifer Dunn)

Guest Co-Editor *Journal of Trust Research* Special Issue (with Robert Lount, Jr. & Mara Olekalns) (2016-2017)
Journal of Organizational Behavior Special Issue (with Marina Astakhova, Melissa Cardon, & Violet Ho) (2020-2022)

Senior Associate Editor *Journal of Organizational Behavior* (2026-)

Associate Editor *Journal of Management* (2023-present)
Journal of Organizational Behavior (2019-2025)
Human Relations (2025-present)

Editorial Board Member *Academy of Management Journal* (2021-present)
Academy of Management Review (2023-present)
Group and Organization Management (2020-2025)
Human Relations (2020-present)
Journal of Business and Psychology (2019-present)
Journal of Management (2016-present)
Journal of Management Inquiry (2020-present)
Journal of Management Scientific Reports (2022-present)
Journal of Organizational Behavior (2017-present)
Journal of Trust Research (2014-present)
Leadership Quarterly (2015-present)
Management and Organization Review (2021-present)
Organizational Behavior and Human Decision Processes (2022-present)
Organization Science (2022-present)

Ad Hoc Reviewer (Select List) *Applied Psychology: An International Review*
British Journal of Social Psychology
Business Ethics Quarterly

European Journal of Social Psychology
Evolutionary Behavioral Sciences
Group Decision and Negotiation
Human Resource Management
Journal of Applied Psychology
Journal of Applied Social Psychology
Journal of Business Ethics
Journal of Business Research
Journal of Cross-Cultural Psychology
Journal of Experimental Social Psychology
Journal of Management Studies
Journal of Occupational and Organizational Psychology
Journal of Occupational Health Psychology
Journal of Personality and Social Psychology
Journal of Positive Psychology
Management Science
Negotiation and Conflict Management Research
Organizational Psychology Review
Organization Studies
Personnel Psychology
Psychological Science

Grant Reviewer Hong Kong Research Grants Council (2017-present)

Newsletter Editor International Association for Conflict Management SiGNAL (2021-present)

Book Proposal Reviewer Palgrave Macmillan

Program Mentor/Advisor Office of Diversity Affairs First-Year Student Faculty Mentor Program (CU Boulder Leeds School of Business) (2024-2025)
Academy of Management Review Bridge Reviewer Program Mentor (2024)
Diverse Scholars Program Research Initiative Program Faculty Mentor (CU Boulder Leeds School of Business) (2024)
Diverse Doctorates in Business Program (CU Boulder Leeds School of Business) (2024)
Bauer College of Business MBA iCAM Faculty Advisor (2016-2018)
Bauer College of Business MBA Independent Study Faculty Advisor (Fall 2017)
University of Richmond Coach for the International Leadership Association Undergraduate Student Case Competition 2014
University of Richmond Undergraduate Student Advisor and Honors Thesis Committee Member
Academy of Management Adopt-a-Member Program 2011

Doctoral Dissertation Committee Chair Ryan Ragaglia (Leeds School of Business, CU Boulder)

Doctoral Dissertation Committee Member Meredith Lehman (Leeds School of Business, CU Boulder)
Madison LaBella (LeBow College of Business, Drexel University)
Zheyi Xu (School of Information Systems and Management, University of South Florida)

Maria Ng (Department of Marketing and Entrepreneurship, Bauer College of Business, University of Houston; First Job Place: industry)
Phillip M. Jolly (Department of Management, Bauer College of Business, University of Houston; First Job Placement: Pennsylvania State University)
Allison Tringale (Department of Psychology, University of Houston; First Job Placement: Loras College)
Yue Qiu (Department of Accounting, University of Houston; First Job Place: Shanghai University of Finance and Economics)
Muma College of Business DBA students (Co-Chair or Committee Member)

COURSES TAUGHT

University of Colorado Boulder

- Diversity Management (session) (Executive Leadership Program; face-to-face)
- Executive Leadership (EMBA; hybrid)
- Executive Leadership (MBA; face-to-face & hybrid)
- Negotiations (MBA; face-to-face & hybrid)
- Doctoral Seminar: Organization Theory (PhD; face-to-face)

Graduate School of Banking in Colorado

- Leading and Leveraging Diversity (diploma program; face-to-face)

University of South Florida

- Negotiating Agreement and Resolving Conflict (EMBA; face-to-face)
- Organizational Behavior and Leadership (MBA/MS; face-to-face and online)
- Organization Change/Development (MBA/MS; face-to-face)

University of Houston

- Seminar in Organizational Behavior and Management Theory (Ph.D.; face-to-face)
- International Business Residency (EMBA; hybrid)
- Managerial Decision Making (MBA; face-to-face and online)
- Organizational Behavior and Management (MBA; face-to-face)
- Independent Study (MBA; face-to-face)
- Negotiations and Conflict Management (undergraduate; face-to-face)
- Negotiation Skills for Manager (undergraduate; face-to-face and online)

University of Richmond

- Bargaining and Negotiations in Organizations (undergraduate; face-to-face)
- Conflict Resolution (undergraduate; face-to-face)
- Leadership and the Social Sciences (undergraduate; face-to-face)
- Theories and Models of Leadership (undergraduate; face-to-face)

Washington University in St. Louis

- Negotiations (undergraduate; face-to-face)

ADDITIONAL UNIVERSITY/COLLEGE LEADERSHIP AND SERVICES

University of Colorado Boulder

2026	CU Boulder Shared Values Authoring Committee Member (appointed by the Chancellor's Office)
2025-present	Social Responsibility and Sustainability (SRS) Division Chair
2025-present	Leeds School of Business LSPAC tenure-track Committee (tenure and promotion)
2025-present	Leeds School of Business OLIA Division Ph.D. Director
2025-2026	CU Boulder Bylaws and Elections Committee Member
2024-present	Leeds School of Business Doctoral Curriculum and Policy Committee Member
2024-2025	Leeds School of Business Executive MBA Curriculum Committee Co-Chair
2024-2026	CU Boulder Faculty Assembly Executive Committee Member (elected)
2024-2025	Leeds School of Business Executive Committee Member (elected)
2024	PUEC Committee Chair and Member (SRS Division, Leeds School of Business)
2024	Leeds Values Selection Committee Member
2024-2025	Co-Organizer of Summer Faculty Brownbag Seminars (Leeds School of Business)
2023-2026	CU Faculty Council At-Large Member
2023-2024	Search Committee Member for Assistant Professor of Information Analytics (Leeds School of Business)
2023-2024	Undergraduate Curriculum and Policy Committee Chair (Leeds School of Business)
2023-2026	Business Leadership Certificate Program Director (Leeds School of Business)
2023-2026	CU Boulder Faculty Assembly At-Large Rep (elected) – Faculty Affairs Committee (2023-2024), Diversity Committee (2023-2025), and BFA Teaching Excellence Award Committee (2025)
2022-2024	Teaching Excellence Committee Member (Leeds School of Business)
2022-2025	Faculty/Staff Culture and Community Committee Member (Leeds School of Business)
2022	DEI Faculty Panel for Graduate Programs (Leeds School of Business)
2022-present	Organizer of research talks (OLIA Division, Leeds School of Business)
2022-present	PUEC Committee Member/Chair (OLIA Division, Leeds School of Business)
2022-2024	University of Colorado Boulder contact person for CARMA
2022-2023	Undergraduate Curriculum Policy Committee Member (Leeds School of Business)

University of South Florida

2022	Search Committee Member for Director of Bishop Center for Ethical Leadership
2021-2022	Search Committee Chair for Assistant Professor in Management
2021	Search Committee Member for Assistant Dean for Academic Inclusion in Undergraduate Studies
2021	Search Committee Member for Assistant Professor in Entrepreneurship
2021	Instructor, Diversity, Equity, and Inclusion in the Workplace Free Certificate Program (Muma College of Business)
2021	Designer, University-Wide Diversity, Equity, and Inclusion Pedagogy Module
2020	Search Committee Member for Visiting Instructor in Management
2020	Volunteer lecturer for free MS Management session
2020-2022	Task Force for Social Engagement, School of Information Systems and Management
2020-2022	Faculty Director, Bishop Center for Ethical Leadership
2020-2022	Academic Director, Bachelor of Science in Management (Muma College of Business)
2019-2022	Graduate Policy Committee (Muma College of Business)
2019-2022	Task Force, Executive Management Program Creation (Muma College of Business)

University of Houston

2018-2019 Bauer College of Business Ph.D. Coordinator in Management and Leadership
2018-2019 Bauer College of Business Ph.D. Student Recruitment, Mentoring and Placement Task Force
2017-2020 University Faculty Senate Research & Scholarship Committee
2017-2019 Bauer College of Business Ph.D. Curriculum Committee
2017 Bauer College of Business Department of Management MBA Learning Assessment Metric Task Force
2017-2018 Bauer College of Business Department of Management Leadership Task Force
2017-2018 Bauer College of Business Department of Management Strategic Focus Committee
2017 Bauer College of Business Department Rep for Bauer Honors Student Research Event
2016-2017 Cullen Performance Hall Advisory Committee (University-Level)
2016-2018 Bauer College of Business MBA iCAM Faculty Advisor
2016 Bauer College of Business Department of Management Journal List Task Force
2015-2019 Bauer College of Business Working Families Initiative Committee

University of Richmond

2014-2015 Jepson School of Leadership Studies Student Affairs Committee
2012-2015 QEP Faculty Advisory Committee (University-Level)
2013-2015 General Education Committee (University-Level)
2014 Brown Bag Panelist, University of Richmond Office of International Education Faculty Seminar (Feb. 21)
2013-2014 Co-Organizer of the Jepson Forum and Colloquium 2014, University of Richmond
2012-2014 Jepson School of Leadership Studies Assessment Committee

Washington University in St. Louis

2009-2010 Business School Group Discussion Leader, University-Wide Teaching Assistantship Orientation
2007-2010 Research Administrator of Olin Business School Research Pool
2006 Student Representative of Business School, Graduate Student Senate