

Richard Scott Reed
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Organizational, Leadership, and Information Analytics
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EDUCATION

PhD Candidate in Organizational Behavior

Anticipated May 2024

University of Colorado at Boulder – Leeds School of Business

Dissertation: *On the Process of Psychological Entitlement*

Advisory Committee: Dr. Russell Cropanzano (chair)

Dr. David Hekman

Dr. Sabrina Volpone

Dr. Christina Lacerenza

Dr. Phoenix Van Wagoner

Masters of Business Administration

2011

University of Colorado at Boulder – Leeds School of Business

Bachelors of Science in Business Administration

2005

University of Oregon – Lindquist School of Business

RESEARCH FOCUS

Learning and
Education

Psychological
Entitlement

Mental Health &
Wellbeing

Artificial Intelligence
in Management

PEER-REVIEWED PUBLICATIONS

Reed, R. S., Van Wagoner, H. P., Cropanzano, R., & Jennings, T. M. (2023). Assessing the Efficacy of Online Learning in Disparate Business Subjects: Lessons from Distributed Practice and Social Learning Theory. *Journal of Management Education*, 0(0).
<https://doi-org.colorado.idm.oclc.org/10.1177/10525629231178916>

Chosen for JME “editor’s corner” and covered by Business & Management INK

PAPERS UNDER REVIEW

(Manuscript names altered to protect blind peer-review)

Van Wagoner, H.P., Rivin, J., Cropanzano, R., **Reed, R.** Mental Health Effects of Vicarious Trauma in the Workplace

1st round revise and resubmit at the *Journal of Applied Psychology*.

SELECTED RESEARCH IN PROCESS AND WORKING PAPERS

Reed, R. Van Wagoner, H. P., Keplinger, K., (Preparing for submission). Justice Perceptions and Managerial Outcomes of Using Artificial Intelligence in Human Resource Decisions: The Impact of a Human-In-The-Loop

Targeted for a special issue of *Journal of Management Studies* due August 2023, appearing in print in 2025

Reed, R., Meaney, M., James, K., Cropanzano, J., (Writing) Indigenous Business and Business Education: Finding Integrative Solutions to Grand Challenges.

Targeted for submission to *Journal of Business Ethics* in Fall 2023

Van Wagoner, H.P., Volpone, S., Hekman, D., Embry, E., **Reed, R.**, Barnes, L., Rivin, J., Johnson, S., (Writing) Overcoming Masculine Defaults in Organizations: How Inclusion Leverages the Proportion of Women on a Team to Increase Team Boundary Spanning Behavior and Performance.

Targeted for submission to *Organizational Science* in Spring of 2024

Van Wagoner, H.P., Keplinger, K., **Reed, R.**, (Writing) The Combined Effects of Age, Gender, and Perceptions of Low Diligence on Evaluations of Leadership Effectiveness.

Targeted for submission to *Leadership Quarterly* in Spring of 2024.

Reed, R. (Data analysis). A Three-Factor Model of Psychological Entitlement: Integrative Conceptual Review and Validation of a Measure.

Targeted for submission to *Journal of Applied Psychology* in Summer 2024.

Reed, R., Lehman, M., Cropanzano, R. (Collecting 2nd round of Data). Using Experience Sampling Methodology to Test a Model of Leadership Coaching for Undergraduates

Targeted for submission to *Academy of Management Learning & Education* in Fall 2024

SCHOLARLY CHAPTERS

*Indicates that both authors contributed equally.

Volpone, S. D., **Reed, R.**,* & Decker, M.* (in press). When breaking news breaks class plans: Navigating class discussions when diversity topics are in the news. In O. Holmes, IV (Ed.). *Championing diversity, equity, and inclusion: Effective strategies to lead, teach, and consult across disciplines and demographics*. Palgrave Macmillan Publishing.

CONFERENCE PRESENTATIONS

*Indicates the presenting author.

Reed, R.* (Accepted to Present October 2023). Psychological Entitlement, Revisited: Validation of a Theory-Driven Measure of Psychological Entitlement. Paper Session at *the 2023 Annual Meeting of the Southern Management Association, St. Pete Beach, FL*.

Rivin, J. M., Van Wagoner, P., Cropanzano, R., **Reed, R.*** (Accepted to Present August 2023). Potential Drawbacks of Connection at Work: An Evaluation on Coworker's Mental Health. Symposium presentation at *the 83rd Meeting of the Academy of Management, Boston, MA*.

Van Wagoner, P.*, Keplinger, K., **Reed, R.**, (May 2023). The Combined Effects of Age, Gender, and Perceptions of Low Diligence on Evaluations of Leadership Effectiveness. Symposium presentation at *the 6th Interdisciplinary Perspectives on Leadership Symposium, Rhodes, Greece*.

Reed, R.* (March 2023). Psychological Entitlement in the Workplace: Clarifying a Latent Construct and Developing a Research Agenda for Organizational Behavior. Paper Session at *the Southwestern Academy of Management 2023 Annual Meeting*.

Van Wagoner, P.*, Volpone, S. D., Embry, E., Hekman, D. R., Barnes, L. Y., Rivin, J. M., **Reed, R.**, Johnson, S. K. (August 2022). An Examination of How Gender Identity Diversity Influences Boundary Spanning and Team Performance. Symposium presentation at the *82nd Annual Meeting of the Academy of Management, Seattle, WA*.

Van Wagoner, P.*, Embry, E., Barnes, L. Y., Rivin, J. M., **Reed, R.**, Hekman, D. R., Volpone, S. D., Johnson, S. K. (August 2019). Leveraging Diversity to Enhance Inclusion Efforts for Team Processes and Outcomes. Symposium presentation at *the 79th Meeting of the Academy of Management, Boston, MA*.

RESEARCH EXPERIENCE

Diversity and Identity (DI&ID) Management Research Lab

01/2019-Present **Charter Member - Research Assistant**

Lab Description: [The DI&ID Management Research Lab](#) is dedicated to pioneering research on **diversity** and **identity management** with a focus on examining these topics as they relate to the workplace experiences of traditionally under-represented employees. We use both qualitative and quantitative methods to study how organizations manage their diverse workforces, and how diverse individuals flourish through the management of their identities at work so that employees and the organization itself experience improved outcomes.

Emotions, Mental Health, and Organizational Behavior Research Lab

08/2019-Present **Research Assistant**

The Emotions, Mental Health, and Organizational Behavior Research Lab is an eclectic group of researchers focused on combining rigorous theory, pioneering methodology, and impactful results to tackle some of the most pressing challenges in the workplace today. We

focus primarily on quantitative methods, including hierarchical linear modeling, experience sampling methodology, and experimental designs (both quasi- and full).

Well-being, Leadership, & Diversity (WELD) Research Lab

04/2023-Present **Charter Member - Doctoral Student Affiliate**

The overarching goal of the work at WELD Research Lab is to understand how leadership, diversity, and mental health emerge and interact at work. Our research takes a person-centered approach using a variety of methods such as daily surveys, chatbot mediated data collection, qualitative interviews, and mixed methods. On a larger scale, WELD research employs these methods to help organizations understand the lived experiences of diverse and marginalized individuals working in fast-paced and often stressful work environments. Through a better understanding of hidden and visible diversity, leaders and organizations can better promote a more tolerant, diverse, and inclusive society.

TEACHING EXPERIENCE

University of Colorado Boulder, Leeds School of Business

Instructor (position is now titled Assistant Teaching Professor)

2015-2019

BCOR 1015 – The World of Business

An experiential introduction to business that blends traditional lecture style with gamification to illuminate underlying forces driving business, including topics on such things as Scarcity, Fairness and Justice, Globalization, Property Rights, and more.

Instructor Rating: 5.3 from 10 sections (396 students), two sections taught online, five sections taught in the Residential Academic Program

Average Instructor Rating for Course: 5.1

BCOR 2500 – B.A.S.E. (Business Applied Semester Experience)

An interdisciplinary, team-taught course that interwove lessons from finance, accounting, marketing, management, and ethics. Curriculum followed the lifecycle of a business and involved guest speakers from the business community that represented start-ups, early stage ventures, growth companies, and mature companies.

Instructor Rating: 5.1 from 7 sections (1269 students)

Average Instructor Ratings for Course: 4.8

BCOR 3010 – Business Applications of Corporate Social Responsibility

Upper-division, ethics course for the business core. Uses a stakeholder approach and current events to facilitate students forming their own informed opinion regarding the role of business in society.

Instructor Ratings: 5.6 from 7 sections (358 students)

Average Instructor Ratings for Course: 5.4

EXCEL Summer Bridge Program

A three-week course for incoming, first-generation students prior to Fall Semester. The course is meant to provide a realistic preview of the expectations of the first year in a supportive context. My role was to prepare the students for the academic rigor of business school.

Instructor Rating: Excellent (Highest rating) from 1 section (58 students)

Teaching Assistant

2010-2011, 2014-2015

BCOR 1010 – An Introduction to Business

OPIM 2500 – Operations Management

MBAC 6000 – The Socially Responsible Enterprise

MBAC 6001 – Foundations of Teamwork

Course Development

MGMT 3040 – Ethical Leadership

MBAC 6000 – The Socially Responsible Enterprise

MBAC 6001 – Foundation of Teamwork

HONORS AND AWARDS

- Gerald Hart Doctoral Research Fellowship (\$3000), Leeds School of Business
2023
- University of Colorado Graduate School Travel Grant (\$450), University of Colorado
2023
- Fellowship Award for Integrity (\$1233), OLIA Division of the Leeds School of Business
2019
- Marinus Smith Award for Outstanding Teaching, University of Colorado - Boulder
2018
- Frasca Award Nominee, Leeds School of Business
2015, 2016, 2017 & 2018
- Instructor of the Year award, Leeds Residential Academic Program
2016
- Honors Graduate, Beta Gamma Sigma International Honors Society
2011
- President of the Leeds MBA Finance Club, Leeds School of Business
2010, 2011
- President of the Leeds Food & Wine group, Leeds School of Business
2010, 2011
- Dean's Scholar, Lindquist School of Business
2002, 2003, 2004, 2005

SCHOLARLY SERVICE

Ad Hoc and Conference Reviewing

- Human Resource Management Journal 2023
- Academy of Management Annual Meeting 2022, 2023
- Southern Management Academy Conference 2023
- Southwestern Academy of Management Conference 2023

Workshops Organized

Zotero for Citation Management April 2022

Organized a hybrid (online & in-person) workshop by request for graduate students in business school on citation software. Workshop was taught by The Center for Research Data & Digital Scholarship in the University Libraries system. Topics included installation, adding items and organizing libraries, creating bibliographies, integrating it with Word and Google Docs to seamlessly create citations across styles (APA, MLA, Chicago, and hundreds more!), and how to sync your stuff online so you never lose it.

Inclusive Classroom Management February 2022

Co-organized and led this interdisciplinary workshop on classroom management techniques that support inclusivity and psychological safety. Participants learned multiple best practices, potential pitfalls, and techniques they can implement immediately, with special attention being given to principles of Universal Design for Learning.

Classroom management during COVID-19 February 2021

Co-organized and led a workshop on how to adapt different classroom management techniques across a wide variety of disciplines and classroom structures. Participants left with strategies for classroom management in synchronous, asynchronous, and in-person socially distanced learning environments.

Speaking on Panels

New PhD Orientation Panel 2020

Provided incoming PhD students an overview of the expectations and resources available for teaching as a PhD student in Leeds.

PhD Teaching Workshop 2016

- Fielded questions from PhD students regarding preparation for their first day of teaching and best practices in teaching.

COMMUNITY SERVICE

Book Dive for Kids 2020

Assisted in the acquisition and distribution of over 100 books for kids on the topics of diversity and identity. Specifically, 2-3 books were donated to over 50 Little Libraries across the Denver metroplex. <https://diidmgmtresearchlab.com/our-impact/book-drive/>

Holiday Empowerment Efforts

2019

Organized multiple projects to give back to local, national, and international communities through time, material donations, and financial support. <https://diidmgmtresearchlab.com/our-impact/our-impact-2/>

Our specific contributions include:

- Participating in the holiday dreams program for the **Dreamer Scholars Program** in Boulder County that empowers children from low-income families to succeed in school, college, and career by providing support from elementary school through college.
- Donating to the **Youth Services Initiative (YSI)** Toy Drive. YSI is a community-based after school and summer program for youth living in low-income housing.
- Donating to **Packs of Hope** to provide 4 backpacks filled with essential clothing items to children and youth who are transitioning into out-of-home or foster care. Each Pack of Hope contains a new shirt, pants, sweatshirt, pajamas, socks, underwear, toiletries, a book, and a toy.
- Donating to two **Children's Book Drives** through the Arvada Center and at Barnes and Noble.
- Donating to the **International Rescue Committee** that responds to the world's worst humanitarian crises and helps people to survive and rebuild their lives.
- We donated to **Equality Now** that works to create a just world where women and girls have the same rights as men and boys.

UNIVERSITY SERVICE

Graduate School Peer Mentor

2021-Present

University of Colorado Graduate School, University of Colorado - Boulder

- Offered guidance and support to six new graduate students, including one PhD student, over the course of three years. Topics ranged from managing mental health, to finding decent local restaurants, to time management and task prioritization.

Lead Business School Liaison to the Center for Teaching and Learning

2020-2022

Center for Teaching and Learning, University of Colorado - Boulder

- Coordinated communication and events between the campus-level Center for Teaching and Learning and the Leeds School of Business graduate students. This included conducting Video Teaching Consultations (VTCs) with graduate students where I recorded their class while they taught and met with the student-teacher for an hour to critique their teaching and provide recommendations for improvement. Duties also included distributing a weekly email of the teaching related activities across campus and organizing customized workshops when the teaching needs of business school graduate students were not being met by campus-level activities.

Case Competition Faculty Advisor and Judge**2016, 2017***Business Ethics Case Competition, Center for Ethics and Social Responsibility*

- Planned a two-stage competition, which included writing one case and supervising the writing of another case study used for the competition. Also, judged and critiqued several teams of presenters on their case knowledge, preparation and the feasibility of their solution

Faculty Mentor**2014-2018***CoLab, University of Colorado – Boulder*

- Guided incoming freshman through several all-day team building exercises to emphasize the importance of teamwork, collaboration, and innovation. Specifically, each year I oversaw nine teams of ten students with the help of three student leaders.

REFERENCES

Russell Cropanzano

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