
MARIE S. MITCHELL

Terry College of Business
Department of Management
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Athens, GA 30602-6264
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08.2021

ACADEMIC EMPLOYMENT

University of Georgia, Terry College of Business, Department of Management

I. W. Cousins Professorship of Business Ethics, 2020–present
Professor, 2019–present
Associate Professor (with Tenure), 2014–2019
Assistant Professor, 2009–2014

University of Nebraska, College of Business Administration, Department of Management

Assistant Professor and Harold & Esther Edgerton Research Fellow, 2009
Assistant Professor, 2006–2008

EDUCATION

Ph.D. University of Central Florida, College of Business Administration, 2006

Major: Management, Organizational Behavior
Minor: Industrial and Organizational Psychology
Dissertation: *Understanding Employee Behavioral Reactions to Aggression in Organizations*
Committee: Maureen L. Ambrose (Chair), Rebecca J. Bennett, Robert Folger, and Marshall Schminke

M.A. Rollins College, with High Honors, 1998

Major: Human Resource Management

B.A. George Mason University, 1993

Major: Political Science
Minor: English Literature

RESEARCH INTERESTS

Research focuses on social and ethical issues in OB and HR, with emphasis in: (i) destructive work behavior, (ii) behavioral ethics, and (iii) the self (e.g., self-regulation, self-protection). Specific attention is given to how leader-follower interactions and organizational factors promote and diminish destructive, exclusionary, and unethical behaviors in organizations, as well as how organizations might promote functional, inclusive, and ethical behavior.

Total citations as of 08.2021: 14,200 in Google Scholar and 5712 ISI Web of Science

† Denotes student coauthor at the time of submission

†† Denotes former student coauthor at the time of submission

JOURNAL PUBLICATIONS

- †Hill, E. T., Matta, F. K., & Mitchell, M. S. (In press). Seeing the glass as half full or empty: An examination of how and why mood optimistically or pessimistically colors justice perceptions and performance. *Academy of Management Journal*, 64(4). <https://doi.org/10.5465/amj.2018.1282>
- †Zipay, K., Mitchell, M. S., ††Baer, M. D., †Sessions, H., & Bies, R. J. (2021). Lenient reactions to misconduct: Examining the self-conscious process of being lenient to others at work. *Academy of Management Journal*, 64(2), 351-377. (Lead article).
- ††Hetrick, A., & Mitchell, M. S. (2020). Help *not* wanted! Examining factors that influence concerns with help acceptance. *Human Performance*, 33(4), 258–281.
- Mitchell, M. S., Reynolds, S. J., & Treviño, L. K. (2020). The study of behavioral ethics in organizations: A special issue introduction. *Personnel Psychology*, 73(1), 10–13.
- Mitchell, M. S., Greenbaum, R. L., ††Vogel, R. M., Mawritz, M. B., & †Keating, D. J. (2019). Can you handle the pressure? The effect of performance pressure on stress appraisals, self-regulation, and behavior. *Academy of Management Journal*, 62(2), 531–552.
- Sheridan, S., Crossley, C., ††Vogel, R. M., Mitchell, M. S., & Bennett, R. J. (2019). Intending to leave but no place to go: An examination of the behaviors of reluctant stayers *Human Performance*, 32(2), 53–68.
- Mitchell, M. S., †Baer, M. D., Ambrose, M. L., Folger, R., & ††Palmer, N. F. (2018). Cheating under pressure: A self-protection model of workplace cheating behavior. *Journal of Applied Psychology*, 103(1), 54–73.
- Dang, C., Umphress, E. E., & Mitchell, M. S. (2017). Leader social accounts of subordinates' unethical behavior: Examining observer reactions to leader social accounts with moral disengagement language. *Journal of Applied Psychology*, 102(10), 1448–1461.
- ††Vogel, R. M., & Mitchell, M. S. (2017). The motivational effects of diminished self-esteem for employees who experience abusive supervision. *Journal of Management*, 43(7), 2218–2251.
- Guay, R. P., Oh, I. S., Choi, D., Mitchell, M. S., Mount, M. K., & Shin, K. H. (2016). Why people harm the organization and its members: Relationships among personality, organizational commitment, and workplace deviance. *Human Performance*, 29(1), 1–15.
- Mitchell, M. S., ††Vogel, R. M., & Folger, R. (2015). Third-parties' reactions to the abusive supervision of coworkers. *Journal of Applied Psychology*, 100(4), 1040–1055.

- Tepper, B. J., Mitchell, M. S., Haggard, D. L., Kwan, H. K., & †Park, H. (2015). On the exchange of hostility with supervisors: An examination of self-enhancing and self-defeating perspectives. *Personnel Psychology*, 68(4), 723–758. (Lead article).
- ††Vogel, R. M., Mitchell, M. S., Tepper, B. J., Restubog, S. L. D., Hu, C., & Hua, W., & Huang, J-C. (2015). A cross-cultural examination of subordinates' perceptions of and reactions to abusive supervision. *Journal of Organizational Behavior*, 36(5), 720–745.
- Thau, S., Derfler-Rozin, R., †Pitesa, M., Mitchell, M. S., & Pillutla, M. (2015). Unethical behavior for the sake of the group: Risk of social exclusion and unethical behavior in groups. *Journal of Applied Psychology*, 100(1), 98–113.
- *Jennings, P. L., *Mitchell, M. S., & Hannah, S. T. (2015). The moral self: A review and integration of the literature. *Journal of Organizational Behavior*, 36(S1), S104–S168. * Authors listed alphabetically.
- Guay, R. P., Oh, I. S., Choi, D., Mitchell, M. S., Mount, M. K., & Shin, K. H. (2013). The interactive effect of conscientiousness and agreeableness on job performance dimensions in South Korea. *International Journal of Selection and Assessment*, 21(2), 233–238.
- Mitchell, M. S., & Ambrose, M. L. (2012). Employees' reactions to supervisor aggression: An examination of individual and situational factors. *Journal of Applied Psychology*, 97(6), 1148–1170.
- Thau, S., & Mitchell, M. S. (2010). Self-gain or self-regulation impairment? Tests of competing explanations of the supervisor abuse and employee deviance relationship through perceptions of distributive justice. *Journal of Applied Psychology*, 95(6), 1009–1031.
- Brown, M. E., & Mitchell, M. S. (2010). Ethical and unethical leadership: Exploring new avenues for future research. *Business Ethics Quarterly*, 20(4), 583–616.
- Umphress, E. E., Bingham, J. B., & Mitchell, M. S. (2010). Unethical behavior in the name of the company: The moderating effect of organizational identification and positive reciprocity beliefs influencing unethical pro-organizational behavior. *Journal of Applied Psychology*, 95(4), 769–780.
- Thau, S., Bennett, B. J., Mitchell, M. S., & Marrs, M. B. (2009). How management style moderates the relationship between abusive supervision and workplace deviance: An uncertainty management perspective. *Organizational Behavior and Human Decision Processes*, 108(1), 79–92.
- Mitchell, M. S., & Ambrose, M. L. (2007). Abusive supervision and workplace deviance and the moderating effects of negative reciprocity beliefs. *Journal of Applied Psychology*, 92(4), 1159–1168.
- Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review of conceptual and definitional issues. *Journal of Management*, 31(6), 874–900. **2010 Journal of Management Best Paper Award winner; identified as the paper with the highest quality and impact of any article published in 2005.**

Neubaum, D. O., Mitchell, M. S., & Schminke, M. (2004). Firm newness, entrepreneurial orientation, and ethical climate. *Journal of Business Ethics*, 52(4), 335–347.

Schminke, M., & Mitchell, M. S. (2003). From the editors: In the beginning. *Academy of Management Journal*, 46(3), 279–282. (Invited editorial.)

BOOK CHAPTERS

Priesemuth, M., Mitchell, M. S., & Folger, R. (2017). Witness reactions to workplace aggression. In N. A. Bowling & M. S. Hershcovis (Eds.), *Research and theory on workplace aggression* (pp. 156–185). NY, NY: Cambridge University Press.

Mitchell, M. S., ††Vogel, R. M., & Folger, R. (2012). Beyond the consequences to the victim: The impact of abusive supervision on third-party observers. In R. A. Giacalone & M. Promislo (Eds.), *Handbook of unethical work behavior: Implications for well-being* (pp. 21–43). Armonk, NY: M. E. Sharpe.

Cropanzano, R., & Mitchell, M. S. (2012). Social exchange theory. In E. Kessler (Ed.), *Encyclopedia of management theory* (pp. 722–726). Thousand Oaks, CA: Sage.

Mitchell, M. S., Cropanzano, R., & †Quisenberry, D. (2012). Social exchange theory, exchange resources and interpersonal relationships: A modest resolution of theoretical difficulties. In K. Törnblom & A. Kazemi (Eds.), *Handbook of social resource theory: Theoretical extensions, empirical insights, and social applications* (pp. 99–118). NY, NY: Springer.

Mitchell, M. S., & †Palmer, N. F. (2010). Understanding the managerial relevance of ethical efficacy. In M. Schminke (Ed.), *Managerial ethics: Managing the psychology of morality* (Vol. 2, pp. 89–108). NY, NY: Routledge.

Cropanzano, R., & Mitchell, M. S. (2007). Social exchange theory. In S. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (Vol. 2, pp. 733–735). Thousand Oaks, CA: Sage.

Sullivan, D. M., Mitchell, M. S., & Uhl-Bien, M. (2003). The new conduct of business: How LMX can help capitalize on diversity. In G. Graen (Ed.), *Dealing with diversity: LMX, the Series* (pp. 183–218). Greenwich, CT: IAP.

CONFERENCE PRESENTATIONS

†Sharma, S., & Mitchell, M. S. (2021). *It's no joke! Coping with the risk of exclusion with humor*. Academy of Management. **Showcase Symposium, OB Division of Academy of Management.**

Wellman, N., †Frank, E., Mitchell, M. S., Lee, S. H., & Farh, C. (2021). *Doing good and doing well? The nature and implications of ethical voice in organizations*. Academy of Management.

- Busenbark, J., Mitchell, M. S., & †Iqbal, F. (2020). *A social role theory perspective of managers' and financial analysts' interactions in earning calls*. Paper accepted for presentation at the Strategic Management Society conference. **Recipient, IG Best Paper Award, Strategic Management Society 2020 Annual Conference.**
- Mitchell, M. S., †Sharma, S., ††Zipay, K., & Bies, R. J. (2020). *Observer reactions to supervisor leniency to coworker misconduct*. Paper accepted for presentation at Academy of Management.
- Mitchell, M. S., Umphress, E., Ring, F., & Yang, P. (2020). *The detrimental influence of pro-group unethical behavior on performance*. Paper accepted for presentation at Academy of Management.
- Mitchell, M. S., Umphress, E., Ring, F., & Yang, P. (2019). *Benefits, costs, or both? The implications of pro-group unethical behavior*. Academy of Management, Boston, MA.
- †Hill, E. T., Matta, F. K., & Mitchell, M. S. (2019). *Waking up on the wrong (or right) side of the bed: The influence of morning mood on employee daily justice rule perceptions and performance*. Academy of Management, Boston, MA.
- ††Zipay, K., Mitchell, M. S., ††Baer, M. D., †Sessions, H., & Bies, R. J. (2019). *Merciful reactions to misconduct: Examining the internalization process of mercy and its implications on task performance for grantors*. Academy of Management, Boston, MA. **Recipient, Best Symposium Award, MOC Division of Academy of Management.**
- †Oliver, A., Mitchell, M. S., †Jeong, S-H., †Hill, E. T., & Pfarrer, M. D. (2018). *Win, lose or draw? The implications of CEO gender and strategic trash-talk*. Strategic Management Society, Paris, France.
- Mitchell, M. S., ††Baer, M. D., †Zipay, K., & Bies, R. J. (2018). *Have mercy! Third party employee reactions to mercy granted to wrongdoers*. Academy of Management, Chicago, IL.
- Mitchell, M. S., Greenbaum, R. L., Mawritz, M. B., & Edwards, B. D. (2018). *The bottom line hazards of anxiety: How a focus on the bottom line heightens anxiety that motivates unethical behavior*. Academy of Management, Chicago, IL.
- Mitchell, M. S., ††Baer, M. D., †Zipay, K., & Bies, R. J. (2018). *Third party employee reactions to mercy granted to wrongdoers*. International Society for Justice Research, Atlanta, GA.
- Mitchell, M. S., ††Baer, M. D., Ambrose, M. L., Folger, R., & Palmer, N. F. (2017). *Cheating under pressure: A self-protection model of workplace cheating behavior*. Academy of Management, Atlanta, GA. **Recipient, Best Symposium Award, OB Division of Academy of Management.**
- Dang, C., Umphress, E. E., & Mitchell, M. S. (2017). *Leaders who display moral disengagement when explaining their subordinates' unethical behavior: Examining observer reactions*. Academy of Management, Atlanta, GA.

- †Hetrick, A., Mitchell, M. S., & Hoffman, B. J. (2016). *Help not wanted: The role of reputational concerns and felt obligation in rejecting offers for help at work*. Academy of Management, Anaheim, CA.
- Mitchell, M. S., †Zipay, K., †Baer, M. D., & Bies, R. J. (2015). *The (in)justice of granting mercy: A third party perspective*. Academy of Management, Vancouver, Canada.
- Mitchell, M. S., †Keating, D. J., & ††Vogel, R. M. (2015). *A regulatory perspective on how employees manage bottom-line demands*. Academy of Management, Vancouver, Canada.
- Tepper, B. J., †Park, H., Duffy, M. K., Lucianetti, L., Mitchell, M. S., & Haggard, D. L. (2015). *Examining the phenomenology of abusive supervision*. Society for Industrial & Organizational Psychology, Philadelphia, PA.
- Bies, R. J., †Zipay, K., & Mitchell, M. S. (2014). *Have mercy! The power and burden of clemency*. Academy of Management, Philadelphia, PA.
- Mitchell, M. S., †Baer, M. D., Ambrose, M. L., Folger, R., & Palmer, N. F. (2013). *Unethical and self-interested behavior in organizations: Antecedents of workplace cheating behavior*. Academy of Management, Orlando, FL. **Recipient, Best Symposium Award, OB Division of Academy of Management.**
- ††Vogel, R. M., & Mitchell, M. S. (2013). *Faking to fit in? Supervisor abuse and turnover intentions impact on victim self-esteem and façade*. Academy of Management, Orlando, FL.
- Colquitt, J. A., Rodell, J. B., †Baer, M. D., Crossley, C. D., & Mitchell, M. S. (2013). *Not getting what you expect: The interactive effects of anticipatory and experienced justice among salespeople*. Society for Industrial & Organizational Psychology, Houston, TX.
- ††Vogel, R. M., Mitchell, M. S., Tepper, B. J., Restubog, S., Hu, C., & Hua, W. (2012). *A cross-cultural examination of abusive supervision*. Academy of Management, Boston, MA.
- Mitchell, M. S., ††Vogel, R. M., & Folger, R. (2012). *Deontic reactions of third-party observers of the mistreatment of others*. Society for Industrial & Organizational Psychology, San Diego, CA.
- Mitchell, M. S., ††Vogel, R. M., & Folger, R. (2012). *The consequences of abusive supervision to third-party observers: A scope of justice model of deontic reactions*. Behavioral Ethics conference, Orlando, FL.
- Mitchell, M. S., & ††Vogel, R. M. (2011). *An investigation of when unethical behavior is imitation versus retaliation*. Academy of Management, San Antonio, TX.
- Mitchell, M. S., ††Vogel, R. M., Bennett, R. J., & Crossley, C. D. (2011). *The effects of job alternatives on the relationships between frustration, turnover intentions, and employee behaviors*. Academy of Management, San Antonio, TX.
- Mitchell, M. S., Priesemuth, M., Schminke, M., & ††Vogel, R. M. (2011). *Abusive supervision and employee deviance and the moderating effects of work environment structure*. Academy of Management, San Antonio, TX.

- Mitchell, M. S., & Walumbwa, F. O. (2011). *An investigation of why supervisors support or abuse subordinates*. Society for Industrial & Organizational Psychology, Chicago, IL.
- Tepper, B. J., Mitchell, M. S., & †Almeda, M. (2011). *Consequences of negative reciprocity in supervisor-subordinate relationships*. Society for Industrial & Organizational Psychology, Chicago, IL.
- Mitchell, M. S., †Vogel, R. M., Tepper, B. J., & Palmer, N. F. (2010). *When supervisor abuse seems justified? The role of subordinate performance, moral disengagement, and need for achievement*. Academy of Management, Montréal, Canada.
- Thau, S., & Mitchell, M. S. (2010). *Self-gain or the drained self? Examining two theoretical explanations of the supervisor abuse-employee deviance relationship*. Academy of Management, Montréal, Canada.
- Oh, I. S., Guay, R., Mount, M. K., Choi, D., Mitchell, M. S., & Shin, K. H. (2010). *Why people help the organization and its members: Dynamic relationships among personality, organizational commitment, and citizenship*. Academy of Management, Montréal, Canada.
- Mitchell, M. S., Schminke, M., Ambrose, M. L., & Palmer, N. F. (2009). *A multi-level analysis of abusive supervision, employee discretionary behaviors and ethics compliance*. Academy of Management, Chicago, IL.
- Umphress, E. E., Bingham, J. B., & Mitchell, M. S. (2009). *Unethical behavior in the name of the company: The moderating effect of organizational identification and positive reciprocity beliefs influencing unethical prosocial behavior*. Academy of Management, Chicago, IL.
- Mitchell, M. S., & †Palmer, N. F. (2009). *Understanding the managerial relevance of ethical efficacy*. Society for Industrial & Organizational Psychology, New Orleans, LA.
- Mitchell, M. S. (2008). *Employees' reactions to supervisor aggression: An examination of situational and individual factors*. Academy of Management, Anaheim, CA.
- Mitchell, M. S., & †Palmer, N. F. (2008). *Understanding the influence of ethical efficacy*. Academy of Management, Anaheim, CA.
- Mitchell, M. S., & †Palmer, N. F. (2008). *Ethical efficacy*. Behavioral Ethics Conference, Orlando, FL.
- Mitchell, M. S. (2008). *Unethical leader behavior and employee deviance and the moderating effects of need for affiliation and moral identity*. Society for Industrial & Organizational Psychology, San Francisco, CA.
- Mitchell, M. S., & †Palmer, N. F. (2007). *Ethical efficacy: A construct validation study*. Academy of Management, Philadelphia, PA.
- Umphress, E. E., Bingham, J., & Mitchell, M. S. (2007). *Motivating unethical prosocial behaviors: Examining the role of organizational identification and positive reciprocity beliefs*. Academy of Management, Philadelphia, PA.

- Crossley, C. D., Mitchell, M. S., & Bennett, R. J. (2007). *An empirical examination of a stress-emotion model of counterproductive work behavior*. Academy of Management, Philadelphia, PA.
- Thau, S., & Mitchell, M. S. (2007). *Self-goals, abusive supervision, and retaliation: A model of self-defeating behaviors*. Society for Industrial & Organizational Psychology, NY, NY.
- Maslyn, J., Uhl-Bien, M., & Mitchell, M. S. (2007). *Exploring leader-member exchange (LMX) from the manager's perspective: Development of a supervisor LMX measure*. Society for Industrial & Organizational Psychology, NY, NY.
- Umphress, E. E., Bingham, J., & Mitchell, M. S. (2006). *Identification gone bad: Organizational identification, positive reciprocity, and the propagation of unethical prosocial behaviors*. Academy of Management, Atlanta, GA.
- Mitchell, M. S., & Markova, G. S. (2006). *Do societal norms affect deviance over time? An investigation of age, gender, organizational justice, and deviance*. Academy of Management, Atlanta, GA.
- Mitchell, M. S., & Ambrose, M. L. (2004). *Abusive supervision and workplace deviance: Moderating effects of the negative reciprocity*. Academy of Management, New Orleans, LA.
- Mitchell, M. S., & Uhl-Bien, M. (2004). *Exploring the relationship of trust and leader-member exchange: A social exchange perspective*. Academy of Management, New Orleans, LA.
- Mitchell, M. S., & Ambrose, M. L. (2004). *Is workplace deviance a victim's response to unfair exchange?* Society for Industrial & Organizational Psychology, Chicago, IL.
- Neubaum, D. O., & Mitchell, M. S. (2002). *Ethics and entrepreneurship: The effect of venture age and entrepreneurial orientation on ethical climates*. Proceedings of the Babson-Kauffman Entrepreneurship research conference: Frontiers of entrepreneurship research. Boulder, CO, 132.

ORGANIZED PDW WORKSHOPS & SYMPOSIA

- den Nieuwenboer, N., Mitchell, M. S., & Treviño, L. K. (2021). *Behavioral ethics research: The annual Pecha Kucha springboard and networking session*. Professional development workshop accepted for presentation at the Academy of Management.
- †Sharma, S., & Mitchell, M. S. (2020). *Taking the "high road": Theoretical and empirical advances on kindhearted reactions to wrongdoing*. Symposium accepted for presentation at Academy of Management.
- Mitchell, M. S., & Hillebrandt, A. (2020). *Understanding the aftermath of unethical behavior: Theoretical and empirical advances*. Symposium accepted for presentation at Academy of Management.
- den Nieuwenboer, N., Mitchell, M. S., & Treviño, L. K. (2020). *Behavioral ethics research: The annual Pecha Kucha springboard and networking session*. Professional development workshop accepted for presentation at the Academy of Management, Boston, MA.

- den Nieuwenboer, N., Mitchell, M. S., & Treviño, L. K. (2019). *Behavioral ethics research: The annual Pecha Kucha springboard and networking session*. Professional development workshop, Academy of Management, Boston, MA.
- den Nieuwenboer, N., Mitchell, M. S., & Treviño, L. K. (2018). *Behavioral ethics research: A third annual Pecha Kucha springboard and networking session*. Professional development workshop, Academy of Management, Chicago, IL.
- den Nieuwenboer, N., Mitchell, M. S., & Treviño, L. K. (2017). *Behavioral ethics research: A second annual Pecha Kucha springboard and networking session*. Professional development workshop, Academy of Management, Atlanta, GA.
- Mitchell, M. S., den Nieuwenboer, N., & Treviño, L. K. (2016). *Paving a new frontier for behavioral ethics: A Pecha Kucha sound off and discussion*. Professional development workshop, Academy of Management, Anaheim, CA.
- Mitchell, M. S., & Vandenberg, R. J. (2015). *The diminishing effects of work: Theoretical and empirical advances on employee health*. Symposium, Academy of Management, Vancouver, Canada.
- Mitchell, M. S., & †Zipay, K. (2014). *Kind-hearted reactions to the offenses of others: Understanding its motivation and consequences*. Symposium, Academy of Management, Philadelphia, PA.
- Mitchell, M. S. (2013). *Theoretical and empirical developments on motives of (un)ethical decision making and behavior*. Academy of Management, Orlando, FL. **Recipient, Best Symposium Award, OB Division of Academy of Management; Showcase Symposium, OB, Social Issues in Management, and Conflict Management Divisions.**
- Mitchell, M. S. (2013). *Theoretical and empirical developments on the consequences of abusive supervision*. Symposium, Academy of Management, Orlando, FL.
- Mitchell, M. S., & ††Vogel, R. M. (2012). *Theoretical and empirical developments on third-party reactions to mistreatment*. Symposium, Society for Industrial & Organizational Psychology, San Diego, CA.
- Mitchell, M. S., & ††Vogel, R. M. (2011). *New developments on the nature and influence of unethical work behavior*. Symposium, Academy of Management, San Antonio, TX.
- Mitchell, M. S., & ††Vogel, R. M. (2011). *Theoretical, methodological, and empirical developments on turnover and turnover intentions*. Symposium, Academy of Management, San Antonio, TX.
- Hoobler, J., & Mitchell, M. S. (2011). *New developments in abusive supervision research*. Symposium, Society for Industrial & Organizational Psychology, Chicago, IL.
- Mitchell, M. S. (2009). *Distrust and trust violations: New frontiers and empirical developments*. Symposium, Academy of Management, Chicago, IL.
- Mitchell, M. S., & Palmer, N. F. (2009). *New developments in abusive supervision research*. Symposium, Academy of Management, Chicago, IL.

- Mitchell, M. S. (2008). *Antecedents and consequences of unethical leadership*. Symposium, Society for Industrial & Organizational Psychology, San Francisco, CA.
- Mitchell, M. S., & Palmer, N. F. (2007). *Theoretical advances and construct developments in ethical decision-making*. Symposium, Academy of Management, Philadelphia, PA. **Showcase Symposium, OB, Social Issues in Management, and Conflict Management Divisions.**
- Mitchell, M. S., & Thau, S. (2007). *Understanding dark organizational behavior: Investigating motives of workplace deviance*. Symposium, Society for Industrial & Organizational Psychology, NY, NY.
- Mitchell, M. S., & O'Fallon, M. (2006). *Ethics and workplace deviance: An integrative approach to examining unethical decisions and behavior*. Symposium, Academy of Management, Atlanta, GA.
- Mitchell, M. S., & Bennett, R. J. (2005). *Debating constructive and destructive workplace deviance: Deliberations for the 21st Century*. Symposium, Academy of Management, Honolulu, HI. **Showcase Symposium, OB, Conflict Management, and Human Resources Divisions.**

INVITED DISCUSSANT

- Mitchell, M. S. (2020). In S. Yoon and J. Koopman (Chairs), *The third-decade of abusive supervision research: The role of time and emotion*. Symposium accepted at Academy of Management.
- Mitchell, M. S. (2018). In L. Liang and D. L. Ferris (Chairs), *New developments in counterproductive workplace behavior (CWB) research*. Academy of Management, Chicago, IL.
- Mitchell, M. S. (2016). In L. Liang and D. Brown (Chairs), *The bright side of the dark side: Challenging the conventional wisdom of abusive supervision*. Academy of Management, Anaheim, CA.
- Mitchell, M. S. (2014). In P. Perrewé & P. E. Spector (Chairs), *Mistreatment in organizations: The role of abusive supervision*. Southern Management Association, Savannah, GA.
- Mitchell, M. S. (2014). In K. Graham & M. B. Mawritz (Chairs), *Developments on supervisor and subordinate antecedents of abusive supervision*. Academy of Management, Philadelphia, PA.
- Mitchell, M. S. (2009). In K. Alexander & C. Fritz (Chairs), *New developments in the study of interpersonal mistreatment at work*. Society for Industrial & Organizational Psychology, New Orleans, LA.

INVITED RESEARCH PRESENTATIONS

Arizona State University, W. P. Carey School of Business
Drexel University, LeBow College of Business
Martin-Luther-Universität, Halle-Wittenberg, Wittenberg Center for Global Ethics
Oregon State University, College of Business

University of Arizona, Eller College of Management, Center for Leadership Ethics

University of Buffalo, School of Management

University of Florida, Warren College of Business

University of Washington, Foster School of Business

Wilfrid Laurier University, Lazaridis School of Business & Economics

ACADEMIC HONORS & AWARDS

2020, IG Best Paper Award, Strategic Management Society, 2020 Annual Conference

2020, Executive MBA Teacher of the Year Award, Terry College of Business, University of Georgia

2020, Best Reviewer Award, *Academy of Management Journal*

2019, Best Symposium Award, MOC Division, Academy of Management, Boston, MA

2019, Executive MBA Teacher of the Year Award, Terry College of Business, University of Georgia

2018, Teaching Excellence Award, Terry College of Business, University of Georgia

2017, Executive MBA Teacher of the Year Award, Terry College of Business, University of Georgia

2017, Outstanding Teacher Award, Terry College of Business, University of Georgia

2015, Outstanding Reviewer Award, *Academy of Management Journal*

2015, Outstanding Reviewer Award, OB Division, Academy of Management, Vancouver, CA

2014, Summer Research Grant Award, Terry College of Business, University of Georgia

2013, Best Symposium Award, OB Division, Academy of Management, Orlando, FL

2013, Outstanding Reviewer Award, OB Division, Academy of Management, Orlando, FL

2013, Summer Research Grant Award, Terry College of Business, University of Georgia

2012, Summer Research Grant Award, Terry College of Business, University of Georgia

2010, Best Paper Award, *Journal of Management*

2009, Harold and Esther Edgerton Research Fellow, University of Nebraska

2009, Outstanding Reviewer Award, OB Division, Academy of Management, Chicago, IL

2009, Harold and Esther Edgerton Junior Faculty Award and Research Fellow, University of Nebraska

2006, Outstanding Reviewer Award, OB Division, Academy of Management, Atlanta, GA

2004, Graduate Student Teaching Award, College of Business, University of Central Florida

2004, Graduate Student Travel Award, College of Business, University of Central Florida

2004, Ph.D. Research Award, College of Business, University of Central Florida

2003, Best Reviewer Award, OB Division, Southern Management Association, Clearwater, FL

2003, Graduate Student Teaching Award, College of Business, University of Central Florida

2002, Graduate Student Travel Award, College of Business, University of Central Florida

RESEARCH GRANT ACTIVITIES

Siegel, D., Waldman, D. & Mitchell, M. S. (2019-2021). Championing, leadership, and entrepreneurial identity in technology transfer: Evidence from post-doctoral researchers at universities and federal labs. *Kauffman Foundation*. (Mitchell subaward: \$55,483.00)

Mitchell, M. S. (2007-2009). *Combining performance-based demands with high need achievers: A recipe for unethical behavior*. University of Nebraska, Institutional Review Board's Layman Award, \$10,000.

MEDIA MENTIONS

Media Coverage from Research

- **Coverage from:** †Hill, E. T., Matta, F. K., & Mitchell, M. S. (In press). Seeing the glass as half full or empty: An examination of how and why mood optimistically or pessimistically colors justice perceptions and performance. *Academy of Management Journal*.

Press release: The University of Georgia: *Justice is in the eye of the beholder: Perceptions of workplace fairness can be tied to employee outlook*:

https://news.terry.uga.edu/articles/managers_beware_employee_baggage_on_board/

- **Coverage from:** †Zipay, K., Mitchell, M. S., ††Baer, M. D., †Sessions, H., & Bies, R. J. (In press). Lenient reactions to misconduct: Examining the self-conscious process of being lenient to others at work. *Academy of Management Journal*, 64, 351-377.

Articles: *Academy of Management Insights*. *Mixed feelings can follow being lenient*.

<https://journals.aom.org/doi/full/10.5465/amj.2018.0123.summary>.

- **Coverage from:** Mitchell, M. S., Greenbaum, R. L., ††Vogel, R. M., Mawritz, M. B., & †Keating, D. J. (2019). Can you handle the pressure? The effect of performance pressure on stress appraisals, self-regulation, and behavior. *Academy of Management Journal*, 62, 531–552.

Articles:

- *Academy of Management Insights*. *Pressuring employees to rise to the challenges*.

<https://journals.aom.org/doi/10.5465/amj.2016.0646.summary>.

- I/O at Work. (August 14, 2019). *Performance pressure is a double-edged sword for employees*.

<http://www.ioatwork.com/performance-pressure-is-a-double-edged-sword/>

- *LSE Business Review* (July 18, 2019). Mitchell, M. S., Mawritz, M., Greenbaum, R. L., & Vogel, R. M. *How to encourage better performance without straining employees*.

<https://blogs.lse.ac.uk/businessreview/2019/07/18/how-to-encourage-better-performance-without-straining-employees/>

- **Coverage from:** Mitchell, M. S., †Baer, M. D., Ambrose, M. L., Folger, R., & Palmer, N. F. (2018). Cheating under pressure: A self-protection model of workplace cheating behavior. *Journal of Applied Psychology*, 103, 54–73.

Press release: The University of Georgia: *The root causes of workplace cheating*:

<http://www.terry.uga.edu/news/releases/the-root-causes-of-workplace-cheating>

Interviews/discussions:

- 2017 (November 28), Georgia Public Broadcasting/NPR, “On Second Thought” with Celeste Headlee, segment entitled, *Why we cheat at work*: <http://gpbnews.org/post/why-we-cheat-work>.

- 2017 (November 8), interview published in: "Is your workplace encouraging employees to cheat?" *Fast Company* by Gwen Moran: <https://www.fastcompany.com/40492512/is-your-workplace-encouraging-employees-to-cheat>
- 2017 (October 19), Arizona PBS with Ted Simons, segment entitled, *Performance standards could be leading to more workplace cheating*: <https://azpbs.org/horizon/2017/10/asu-researcher-says-performance-standards-leading-workplace-cheating/>.

Media coverage/articles: FastCompany.com, Georgia Public Broadcasting/NPR, Arizona PBS, Fox News Radio WGAU, ISE Magazine, Economic Times, PsychCentral, Science Newslane, Science Codex, Science Daily, Newsroom America, Carlisle Wellness Network, HRMOnline, NewsDog, Phys.org, Wopular, NEUZD, Newswise, WSB Radio CMG Atlanta, Moneyish Dow Jones, EurekAlert!, NDTV, The Asian Age, Deccan Chronicle, Hindustan Times, Gears of Biz, KJZZ talk radio, Bustle, Insurance Journal, The State Press, Business 2 Community, Deccan Chronicle, Human Resources Online, Workforce, Industrial Management Magazine, AsiaOne, Times Now, The Hans India, SGDEpress.net.

- **Coverage from:** Tepper, B. J., Mitchell, M. S., Haggard, D. L., Kwan, H. K., & Park, H. (2015). On the exchange of hostility with supervisors: An examination of self-enhancing and self-defeating perspectives. *Personnel Psychology*, 68, 723-758.

Press release: The Ohio State University: *Hostile boss? Study finds advantages to giving it right back*. <https://news.osu.edu/news/2015/01/20/hostile-boss-study-finds-advantages-to-giving-it-right-back/>

Media coverage/articles: ABC Business News, Chicago Tribune, CNN Money, Forbes, Glamour Magazine, Harvard Business Review, Huffington Post, New York Magazine, Shape Magazine, The Times (Science), U. S. News & World Report, AskMen, Business News Daily, Daily Mail (London), (e) Science News, ConsumerAffairs.com, Full-Time Whistle, Headline & Global News, Human Resources Online, KMGI, Medical Daily, Milwaukee Journal-Sentinel, New York Daily News, Phys.org, Psychology Today, Science Daily, Science World Report, The British Psychology Society, The Independent (London), Toronto Sun, United Press International, Yahoo! News.

- *LSE Business Review* (April 25, 2016): Haggard, D., Mitchell, M. S., & Tepper, B. J. *People feel much better when they get right back at an abusive boss*. <http://blogs.lse.ac.uk/businessreview/2016/04/25/people-feel-much-better-when-they-get-right-back-at-an-abusive-boss/>

- **Coverage from:** Thau, S., Derfler-Rozin, R., Pitesa, M., Mitchell, M. S., & Pillutla, M. (2015). Unethical behavior for the sake of the group: Risk of social exclusion and unethical behavior in groups. *Journal of Applied Psychology*, 100, 98-113.

Press release: The University of Georgia: *What happens when employees feel excluded at work*.

Media coverage: Fox Business, Business Insider Australia, Business News Daily, Inc.com, Economic Times, Entrepreneuria, E! Science News, Health Canal, Hindustan Times, HR Executive, India Times, I/O Psychology at Work, LockerDome, News Everyday, newKerala.com, Orange Mauritius Telecom, Phys.Org, Press-News.org, PsychCentral, Science Codex, Science Daily, Science Newslane, Talent Management, The Financial Express, The Health Site, The Indian Express, The Indian Journal, USA News, ZippedNews, Pinerest.com.

- **Coverage from:** Umphress, E. E., Bingham, J. B., & Mitchell, M. S. (2010). Unethical behavior in the name of the company: The moderating effect of organizational identification and positive reciprocity beliefs influencing unethical pro-organizational behavior. *Journal of Applied Psychology*, 95, 769–780.

Press release: Brigham Young University: *Why employees do bad things for companies they love*.
<https://news.byu.edu/news/why-employees-do-bad-things-companies-they-love>

Media coverage: Article featured in “Good Science-Good Practice” by J. Madigan and T. Giberson, The Society for Industrial & Organizational Psychology, *The Industrial & Organizational Psychologist (TIP)*, 48, 81-84; also in Forbes, the Network for Business Sustainability (NBS.net), Desert News, Utah, (e) Science News, Phys.org, The European Business Review, Scribd.

Podcasts

2021 (June), GovExec Daily. *How to Best Apply Performance Pressure*.

<https://www.govexec.com/management/2021/06/govexec-daily-how-best-apply-performance-pressure/175019/>.

2020 (August), Terry College of Business, Full-Time MBA Recruitment Podcast. *Giving and Receiving Feedback* by Marie Mitchell. Retrieved from:

<https://www.dropbox.com/s/oux566ko9a00szz/Dr.%20Marie%20Mitchell%20Podcast%20Episode.mp3?dl=0>.

2007 (September 14), Interview for the OB Division of the Academy of Management Audio podcast. Academy of Management OB Division (Producer). (2007, September 14). *Abusive supervision: Interview with Marie Mitchell*. Retrieved from:

http://www.obweb.org/index.php?option=com_content&view=article&id=2371:abusive-supervision-interview-with-marie-mitchell&catid=42:available-podcasts&Itemid=66.

Invited Media Discussions

2017 (December 18), Georgia Public Broadcasting/NPR, “On Second Thought” with Celeste Headlee, segment entitled, *After #MeToo: Changing the Way We Work* (<http://gpbnews.org/post/after-metoo-changing-way-we-work>).

PROFESSIONAL MEMBERSHIPS

Academy of Management
American Psychological Association
Behavioral Ethics Group
Society for Business Ethics
Society for Industrial and Organizational Psychology
Southern Management Association
Strategic Management Society

EDITORIAL & PROFESSIONAL SERVICE

Associate Editor

2017-2019, *Personnel Psychology*

Special Issue Editor-in-Chief

2017-2019, Behavioral Ethics, *Personnel Psychology*

Editorial Board Member

2009-present, *Academy of Management Journal*

2011-present, *Journal of Applied Psychology*

2014-2016, 2021-present, *Organizational Behavior and Human Decision Processes*

2020-present, *Journal of Occupational Health Psychology*

2015-2016, 2020-present, *Personnel Psychology*

2011-2016, *Journal of Management*

2008-2014, *Business Ethics Quarterly*

Ad Hoc Reviewer

Academy of Management Review

Administrative Science Quarterly

Human Relations

Journal of Management

Journal of Organizational Behavior

Journal of Occupational and Organizational Psychology

Leadership Quarterly

Organization Science

Grant Reviewer

2009-present, Social Sciences and Humanities Research Council

2015-present, Hong Kong Grants Council

CONFERENCE SERVICE & ACTIVITIES

2004-2021, Conference reviewer, AOM

2021, Faculty fellow, *Junior Faculty Workshop*, AOM, OB Division

2021, Panelist, *Academy of Management Journal PDW: Writing Outstanding Reviews for AMJ*

2021-present, faculty mentor, Academy of Management

2017-2018, Expert, PDW, *Making Connections with OB Experts: A Networking Social*, AOM, OB Division

2017-2018, Member, Best Symposium Award Committee, AOM, OB Division

2018, Panelist, *Micro & Macro Methods*, Strategic Management Society

2018, PDW, *Meet the Editors, Personnel Psychology* rep, ASU National Science Foundation mini-conference

2017, PDW, *Meet the Editors, Personnel Psychology* rep, Southern Management Association

2016, Presenter, PDW, *Mentoring Graduate Students*, AOM

2016, Session Chair, Conflict Management Division, AOM
2007–2015, Conference reviewer, Society for Industrial & Organizational Psychology
2007–2010 and 2014–2015, Conference reviewer, Southern Management Association
2012–2015, Presenter, Doctoral Consortium, AOM OB Division
2015, Paper Session Discussant, Southern Management Association, OB Division
2015, Member, Best Symposium Award Committee, AOM, OB Division
2014, Presenter, PDW, *Essentials of the OB Division*, AOM, OB Division
2012, Session Chair, AOM, OB Division
2011, Presenter, PDW, *Research tips and strategies from prolific junior faculty*, AOM
2011, Associate Editor/Super Reviewer, SIM Division, AOM
2010, Presenter, Doctoral Consortium, Society for Industrial & Organizational Psychology
2010, Program Track Chair, HR Division, Southern Management Association
2010, Paper Session Facilitator, HR Division, Southern Management Association
2008–2010, Presenter, HR Division Doctoral Consortium: Surviving the dissertation process, AOM
2008, *Journal of Applied Psychology* Rep, PDW, *Increasing your chances of publishing in a top-tiered journal*, AOM
2008, Session Chair, OB Division, AOM
2005, Session Chair, OB Division, AOM
2003, Member, Relations Committee, HR Division, AOM
2003, Paper Session Discussant, AOM, OB Division

STUDENT MENTORING

Doctoral Student Mentoring

2019–present, Dissertation adviser, Shubha Sharma, UGA, Management
2020–present, Dissertation Committee Member, Emma Frank, UGA, Management
2020–2021, Dissertation Committee Member, Edwyna T. Hill, UGA, Management
2018–2019, 1st year adviser, Shubha Sharma, UGA, Management
2018–2020, Dissertation Committee Member, Hamed Ghahremani, University of Buffalo, Management
2017–2018, Dissertation Committee Member, Kate Zipay, UGA, Management
2016–2018, Comp & Dissertation Committee Member, Andrea Hetrick, UGA, I&O Psychology
2015–2017, Comp Committee Member, Rachel L. Williamson, UGA, I&O Psychology
2016–2017, 1st year adviser, L. Rachel Burgess, UGA, Management
2014–2016, Dissertation Committee Member, John W. Lynch, UGA, Management
2013–2015, Dissertation Committee Member, Michael D. Baer, UGA, Management
2013–2015, Dissertation Committee Member, C. Ryan Outlaw, UGA, Management
2014–2015, 1st year adviser, David J. Keating, UGA, Management
2012–2013, 1st year adviser, Meredith Woehler, UGA, Management
2011–2012, Dissertation Committee Member, Taylor E. Sparks, UGA, I&O Psychology
2010–2011, Dissertation Committee Member, Ryan M. Vogel, UGA, Management
2008–2009, Dissertation Co-Chair, Noel F. Palmer, University of Nebraska, Management
2008–2009, Dissertation Committee Member, David Quisenberry, University of Nebraska, Management
2009, 1st year adviser, Shannon Rawski, University of Nebraska, Management

Research Assistantships

2021, Advisor, TOUR research assistantship, Samantha Cruzado, UGA, Management major
2021, Advisor, TOUR research assistantship, Avrianna Bellune, UGA, Management major
2018, Supervised Research Assistantship, Brandon Ware, UGA, MIS major
2016, Adviser, CURO research project, Annelle Brunson, UGA, Accounting major
2015, Adviser, CURO research project, Lauren R. Locklear, UGA, I&O Psychology major

UNIVERSITY SERVICE

University of Georgia

2021-2024, Member, University Council, representative for Terry College of Business
2017-present, Member, Diversity and Inclusion Advisory Board, Terry College of Business

- 2020, Co-organizer, Diversity Café, *Diversity in the Workplace: Let's Talk about LGBTQ*
- 2020, Co-organizer, Panel Discussion, *Table Talk about Race*
- 2020, Panelist, Full-Time MBA Program orientation, *Belonging Discussion*
- 2020, Co-facilitator, Community Discussion, *Building Conversations: The Terry Family Talks about Race*
- 2018, Co-organizer, Lunch & Conversation Panel, *Women in the C-Suite & Diversity Considerations*
- 2018, Co-organizer, Diversity Café panel, *What did YOU say? The Ethics and Implications of Business Leaders Remaining Silent or Speaking Out on Social/Political Issues*
- 2018, Member, Subcommittee Diversity & Inclusion Speaker Series

2016-present, Guest speaker, Society for Human Resource Management Chapter, *Job Negotiations*
2016-present, Faculty Advisor, Society for Human Resource Management Chapter
2016-present, Member, Academic Honesty Panel, University of Georgia
2015-present, Guest Lecturer, Negotiation, Music Business Program, Terry College of Business
2010-present, Member, Specialty Certificate Programs Committee, Terry College of Business
2009-present, Member, Graduate Faculty, Terry College of Business
2009-present, Member, OB Doctoral Student Committee, Department of Management
2018-present, Guest speaker, Full-Time MBA & Graduate Women's Business Association Speaker Series, Terry College of Business, *Career Development & Job Negotiations*
2021, Organizer/facilitator, *I. W. Cousins Ethics Speaker Series*
2021, Panelist, *Best Practices in Instruction*, GRSC 7770: Graduate Teaching
2021, Member, Executive and Professional MBA Committee, Terry College of Business
2021, Chair, Robert Vandenberg Post-tenure review & Graduate Program Faculty Reappointment Committee, Terry College of Business
2021, PMBA Employer Appreciation event, Terry College of Business
2020, Presenter, Graduate Women's Business Association Speaker Series, Virtual Career Workshop & Webinar, *Women in Leadership: Traversing Gender Differences to Drive Success*
2019-2020, Chair, Program Review Team for the Economics Department
2019-2020, Member, Promotion & Tenure Review Committee, Terry College of Business
2020, Member, Dean's Faculty Advisory Committee, Terry College of Business
2020, Presenter & Facilitator, Executive MBA Programs, Virtual Career Workshop & Webinar, *Women in Leadership: Traversing Gender Differences to Drive Success*

2020, Chair, Performance Appraisal Review Committee, Department of Management
2020, Chair, Laura Little Post-Tenure Review Committee, Department of Management
2020, Guest speaker, Graduate Women's Business Association Summit, *Giving & Receiving Feedback*
2019, Chair, Search Committee, Department of Management, senior Assistant Professor hire
2019, Member, Search Committee, Department of Management, Assistant Professor hire
2018-2019, Member, Executive/PMBA MBA Committee, Terry College of Business
2019, Member, Terry College Service Award Committee, Terry College of Business
2019, Guest speaker, Institute for Leadership Advancement, *Career Development & Job Negotiations*
2019, Guest speaker, Pathology Department, College of Veterinary Medicine, *Managing Abusive Relationships*
2017-2018, Chair, Specialty Certificate Programs Committee, Terry College of Business
2016-2017, Guest speaker, Graduate Women's Business Association, Terry College, *Job Negotiations*
2018, Guest speaker, 5th Annual Professional MBA Employer Appreciation Breakfast
2018, Member, Lecturer Search Committee, Institute for Leadership Advancement
2018, Guest speaker, Law School, Law & Ethics seminar, *Unethical Work Behavior*
2018, Member, Student of the Year Selection Committee, Terry College of Business
2017, Member, Lecturer Search Committee, Department of Management
2017, Member, Grade Appeal Committee, Undergraduate Economics appeal, Terry College of Business
2017, Member, Grade Appeal Committee, MMR appeal, Terry College of Business
2016, Chair, Diversity Task Force Subcommittee, Graduate Studies, Terry College of Business
2016, Member, Diversity Task Force, Terry College of Business
2016, Guest speaker, Management, Principles of Management (Get to Know Terry Professors)
2016, Member, Faculty Award Review Committee, Terry College of Business
2016, Member, Search Committee, Department of Management, Assistant Professor hire
2016, Member, Student of the Year Selection Committee, Terry College of Business
2016, Member, Undergraduate Programs Committee, Terry College of Business
2015-2016, Member, International Business Programs Committee, Terry College of Business
2013-2015, Mentor, Faculty Student Mentoring Program, Office of Institutional Diversity
2015, Member, Grade Appeal Committee, Terry College of Business
2015, Member, Search Committee, Department of Management, Assistant Professor hire
2015, Speaker, Management Society, Terry College of Business
2014-2015, Member, Performance Review Committee, Department of Management
2013-2014, Member, Website Committee, Department of Management
2010, Member, Search Committee, Department of Management, Full Professor hire
2009, Member, Search Committee, Department of Management, Assistant Professor hire

University of Nebraska

2006-2009, Member, Doctoral Student Committee, Leadership Institute
2006-2009, Member, Social Committee, Department of Management
2007-2009, Member, Executive Committee, College of Business Administration
2008-2009, Academic Adviser, Management Studies, College of Business Administration

TEACHING INTERESTS

Teaching interests complement work experience and research expertise, and include topics such as organizational behavior (and related topics; i.e., leadership, negotiation), ethics, and human resources management.

TEACHING EXPERIENCE

Undergraduate Courses Taught

Foundations of Leadership II
Human Resource Management
Introductory Management
Organizational Behavior
Performance Management and Compensation

Overall Teaching Average: 4.7 / 5.0 scale

MBA (Full-Time, Professional, and Executive) Courses Taught

Compensation Management
Human Relations
Human Resource Management
Leadership Development
Negotiation
Organizational Behavior
Performance Management and Compensation
Proactive Leadership: Cultivating Relationships and Enhancing Ethics modules

Overall Teaching Average: 4.9 / 5.0 scale

Doctoral Seminars Taught

Behavioral Ethics
Organizational Behavior (e.g., OB, micro OB, job behavior)
Doctoral Directed-Readings (e.g., behavioral ethics, violations / repair, deviance, trust)

Overall Teaching Average: 5.0 / 5.0 scale

Student Internships and E/PMBA Directed Readings

2021, Advanced Negotiation Directed Readings, David Huskisson, PMBA
2016, Performance Management & Compensation, Edward Kongquee, Management Undergraduate
2016, Advanced Negotiation Directed Readings, Carrie Blankenship, PMBA
2016, Advanced Negotiation Directed Readings, Tripp Blankenship, PMBA
2016, Advanced Negotiation Directed Readings, Lenyie Dum Ngbogbara, PMBA
2016, Advanced Negotiation Directed Readings, Frederick Spano, PMBA
2016, Internship Sponsor, Garret Antolik, Management undergraduate
2016, Internship Sponsor, Robert Sullivan, Management undergraduate
2014, Advanced Negotiation Directed Readings, Greg Dunning, PMBA

EXECUTIVE EDUCATION & CONSULTING

I have consulted and provided workshops and seminars to companies from diverse industries, such as manufacturing, insurance, engineering, real estate, energy, industrial, textile, government, entertainment, food and beverage, retail, insurance, and education, as well as provided sessions for open enrollment for the University of Georgia's Executive Programs office.

Examples of program topics

- Coaching
- Conflict management
- Delivering actionable feedback
- Delivering effective presentations
- Employee development
- Emotional intelligence
- Leadership essentials
- Negotiation
- Performance assessment
- Performance management
- Traversing difficult conversations
- Workplace bullying and exclusion
- Workplace inclusion
- Women in leadership

WORK EXPERIENCE

President and Consultant

1997–2000, *Advanced Management Solutions, Inc.*

Human Resource Representative

1988–1996, *Carr, Goodson, Lee & Warner, P.C.*