

Last updated: 24 Oct 2022

# Christopher M. Barnes

Professor of Organizational Behavior  
Department of Management and Organization  
Foster School of Business  
University of Washington  
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## EDUCATION

- PhD** **Michigan State University, 2009**  
Eli Broad College of Business  
Department of Management  
Major: Organizational Behavior/Human Resources
- Master of Public Health** **University of Washington, in progress (expected completion June 2025)**  
School of Public Health  
Department of Environmental and Occupational Health Sciences  
Major: Environmental Health
- Master of Science** **University of Oxford, 2022**  
Somerville College  
Nuffield Department of Clinical Neuroscience  
Sleep and Circadian Neuroscience Institute  
Major: Sleep Medicine
- Master of Business Administration** **Webster University, 2003**
- Bachelor of Science** **Pacific Lutheran University, 1999**  
Major: Psychology  
Minor: Biology

## ACADEMIC EMPLOYMENT

### **University of Washington**

Department of Management and Organization, Michael G. Foster School of Business  
Michael G. Foster Endowed Professorship, 2022-current  
Professor, 2020-current  
Evert McCabe Endowed Fellow, 2016-2022  
Associate Professor, 2015- 2020  
Assistant Professor, 2013-2015

### **Virginia Tech**

Management Department, Pamplin School of Business  
Assistant Professor, 2011-2013

**United States Military Academy at West Point**

Army Center of Excellence for the Professional Military Ethic  
Assistant Professor, 2009-2011

**Michigan State University**

Management Department, Eli Broad School of Business  
Research Assistant, 2004-2009

**MILITARY EMPLOYMENT**

*Officer, Behavioral Scientist, United States Air Force, 2000-2004*

Prior to pursuing a Ph.D., I was an active duty officer in the United States Air Force. I worked as a Behavioral Scientist (Air Force Specialty Code: 61S1B) in the Fatigue Countermeasures branch of the Air Force Research Laboratory. In addition to my research activities, I was trained as an Acquisitions officer with a focus on project management.

**RESEARCH INTERESTS**

My research examines human sustainability. Within this domain, I primarily study sleep. This includes both the effects of sleep on work as well as the effects of work on sleep (see my TEDx talk on sleep and work: <https://www.youtube.com/watch?v=z8rpaCSm708>). My research on human sustainability also includes additional topics of work life conflict, exposure to unhealthy work environments, and leadership.

I also have active secondary interests in gossip and secrecy, as well as former lines research in behavioral ethics, emotional labor, teams, multi-team systems, compensation, and humor.

**CITATIONS**

Google Scholar citations: 7248

Google Scholar h-index: 42

Google Scholar i10-index: 60

Web of Science citations: 3666

Web of Science h-index: 32

**RESEARCH**

**Refereed Academic Journal Publications**

*Italicized* names were PhD students when the research project was started

Barnes, C. M., Wagner, D. T., Schabram, K., & Boncoeur, O. D. (in press). Human sustainability and work: A meta-synthesis and new theoretical framework. *Journal of Management* (2020 journal impact factor=11.8).

- Heng, Y. T., Barnes, C. M., & Yam K. C. (in press). Cannabis use does not increase actual creativity but biases evaluations of creativity. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8).
- Volk, S., Waldman, D. A., & Barnes, C. M. (in press). Toward a circadian theory of paradoxical leadership. *Academy of Management Review* (2021 Thompson ISI journal impact factor=13.9).
- Leavitt, K., Schabram, K., Hariharan, P., & Barnes, C. M. (in press). (Response to Commentary) The machine hums! Addressing ontological and normative concerns regarding machine learning applications in organizational scholarship. *Academy of Management Review* (2021 Thompson ISI journal impact factor=13.9). <https://doi.org/10.5465/amr.2021.0166>
- Volk, S., Lowe, K., & Barnes, C. M. (in press). The circadian leader: A review and integration of chronobiology and leadership. *Journal of Organizational Behavior* (2020 journal impact factor=8.2).
- Ong, W. J., Yam, K. C., & Barnes, C. M. (2022). Moral evaluations of humor apply beyond just those telling the joke. *Social Cognition* (2021 Thompson ISI journal impact factor=1.6), 40, 107-126.
- Banks, G. C., Barnes, C. M., & Jiang, K. (2021). Changing the conversation on the science-practice gap: An adherence-based approach. *Journal of Management* (2021 Thompson ISI journal impact factor=13.5), 47, 1347-1356.
- Guarana, C. L., Barnes, C. M., Ryu, J. W., & Crawley, R. (2021). A chronotype circadian model of charismatic leadership expressions and perceptions. *Leadership Quarterly* (2021 Thompson ISI journal impact factor=9.9), 32, 101509.  
Featured in New York Times, Slate, cnbc, Inc, Sleep Review, Australian Institute of Police Management
- Gurubhagavatula, I, Barger, L., Barnes, C. M., Basner, M., Boivin, D. B., Dawson, D. Drake, C. L., Flynn-Evans, E. E., Mysliwiec, V., Patterson, P. D., Reid, K. J., Samuels, C., Shattuck, N. L. Kazmi, U., Carandang, G., Heald, J. L., Van Dongen, H. P. A. (2021). Guiding principles for determining work shift duration and addressing the effects of work shift duration on performance, safety, and health. *Sleep* (2021 Thompson ISI journal impact factor=6.3), 44, 1-24.  
Note: This paper was jointly commissioned by the American Academy of Sleep Medicine (which owns *Journal of Clinical Sleep Medicine*) and the Sleep Research Society (which owns *Sleep*). Thus, the paper was published in both *Journal of Clinical Sleep Medicine* and in *Sleep*.
- Gurubhagavatula, I, Barger, L., Barnes, C. M., Basner, M., Boivin, D. B., Dawson, D. Drake, C. L., Flynn-Evans, E. E., Mysliwiec, V., Patterson, P. D., Reid, K. J., Samuels, C., Shattuck, N. L. Kazmi, U., Carandang, G., Heald, J. L., Van Dongen, H. P. A. (2021). Guiding principles for determining work shift duration and addressing the effects of work shift duration on performance, safety, and health. *Journal of Clinical Sleep Medicine* (2021 Thompson ISI journal impact factor=4.3), 17, 2283-2306.  
Note: This paper was jointly commissioned by the American Academy of Sleep Medicine (which owns *Journal of Clinical Sleep Medicine*) and the Sleep Research Society (which

owns *Sleep*). Thus, the paper was published in both *Journal of Clinical Sleep Medicine* and in *Sleep*.

- Leavitt, K., Schabram, K., Hariharan, P., & Barnes, C. M. (2021). Ghost in the machine: On organizational theory in the age of machine learning. *Academy of Management Review* (2021 Thompson ISI journal impact factor=13.9), 46, 750-777.
- Awtrey, E. A., Thornley, N., Dannals, J., Barnes, C. M., & Uhlmann, E. L. (2021). Dispersion neglect in performance evaluation. *Organizational Behavior and Human Decision Processes* (2021 Thompson ISI journal impact factor=5.6), 165, 213-227.
- Watkins, T., Krishnan, S., & Barnes, C. M. (2021). A sleep and self-control model of cyber incivility at work. *Sleep Health* (2021 Thompson ISI journal impact factor=4.2), 7, 468-473.  
Media coverage by: Yahoo! News, Healthy Work podcast
- Guarana, C. L., Barnes, C. M., & Ong, W. J. (2021). The effects of blue-light filtration on sleep and work outcomes. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 106, 784-796.  
Media coverage by: Forbes, msn, Psychology Today, Sci News, Times of India, Yahoo News France
- Guarana, C., Ryu, J. W., O'Boyle, E., Lee, J. & Barnes, C. M. (2021). Sleep and self-control: A systematic review and meta-analysis. *Sleep Medicine Reviews* (2021 Thompson ISI journal impact factor=11.4), 57, 101428.
- Lee, S., & Barnes, C. M. (2021). An attributional process model of workplace gossip. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 106, 300-316.
- Barnes, C. M., Watkins, T., & Klotz, A. (2021). An exploration of employee dreams: The dream-based overnight carryover of emotional experiences at work. *Sleep Health* (2021 Thompson ISI journal impact factor=4.2), 7, 191-197.  
Media coverage by: Wall Street Journal
- Gordon, A., Carrillo, B., & Barnes, C. M. (2021). Sleep and social relationships: A systematic review. *Sleep Medicine Reviews* (2021 Thompson ISI journal impact factor=11.4), 57, 10148.
- Yam, K. C., Jackson, J. C., Lau, T. C., Xin, Q., Barnes, C. M., & Chong, J. K. (2020). High profile football matches in Europe are associated with traffic accidents in Asia. *The BMJ (British Medical Journal)* (2021 Thompson ISI journal impact factor=93.3), 371, m4465.  
Featured in The Star (Malaysia)
- Yam, K. C., Jackson, J. C., Barnes, C. M., Lau, T. C., Xin, Q., & Lee, H. Y. (2020). The rise of COVID-19 cases is associated with support for political leaders. *Proceedings of the National Academy of Sciences of the United States of America* (2021 Thompson ISI journal impact factor=12.8), 117, 25429-25433.

- Barnes, C. M., Awtrey, E., Lucianetti, L., & Spreitzer, G. (2020). Leader sleep devaluation, subordinate sleep, and unethical behavior. *Sleep Health* (2021 Thompson ISI journal impact factor=4.2), 6, 411-417.
- Simon, E. B., Vallat, R., Barnes, C. M., & Walker, M. P. (2020). Sleep loss and the socio-emotional brain. *Trends in Cognitive Sciences* (2021 Thompson ISI journal impact factor=24.5), 24, 435-450.
- Yam, K. C., Barnes, C. M., Leavitt, K., Wei, W., Lau, T. C., & Uhlmann, E. (2019). Why so serious? A laboratory and field investigation of the link between morality and humor. *Journal of Personality and Social Psychology* (2021 Thompson ISI journal impact factor=8.5), 117, 758-772.  
Media coverage by: Independent
- Gish, J., Wagner, D. T., Gregoire, D., & Barnes, C. M. (2019). Sleep and entrepreneurs' abilities to imagine and form initial beliefs about new venture ideas. *Journal of Business Venturing* (2021 Thompson ISI journal impact factor=13.1), 34, 10593.
- Barnes, C. M., & Watson, N. F. (2019). Healthy sleep is good for business: A review of the literature on sleep and employee outcomes. *Sleep Medicine Reviews* (2021 Thompson ISI journal impact factor=11.4), 47, 112-118.
- Li, J., Barnes, C. M., Yam, K. C., Guarana, C., & Wang, L. (2019). Do not like it when you need it the most: Examining the effect of manager ego depletion on managerial voice endorsement. *Journal of Organizational Behavior* (2021 Thompson ISI journal impact factor=10.1), 40, 869-882.
- McClellan, S., Barnes, C. M., Courtright, S. H., & Johnson, R. E. (2019). Resetting the clock on dynamic leader behaviors: A conceptual integration and agenda for future research. *Academy of Management Annals* (2021 Thompson ISI journal impact factor=19.2), 13, 479-508.
- Leavitt, K., Barnes, C. M., Watkins, T., & Wagner, D. T. (2019). From the bedroom to the office: Workplace spillover effects of sexual activity at home. *Journal of Management* (2021 Thompson ISI journal impact factor=13.5), 45, 1173-1192  
Media coverage by: BBC, Forbes, Wall Street Journal (Money, Markets, & More Podcast), CBS News, US News & World Report, NY Magazine, NY Daily News, msn, Popular Science, TIME Magazine, Fox News, The Tonic (Vice News), Broadly (Vice News), Yahoo!, USA Today, The Telegraph (UK), Quartz, Salon, Cosmopolitan, Vogue, Good Housekeeping, GQ, Shape Magazine, Esquire, Gizmodo, The Register (UK), The Daily Mail (UK), Business-Standard, WebMD, PsyPost, AARP Magazine
- Heng, Y., Wagner, D. T., Barnes, C. M., & Guarana, C. L. (2018). Archival quasi-experiments: Expanding the methodological toolkit in social psychology. *Journal of Experimental Social Psychology* (2021 Thompson ISI journal impact factor=3.5), 78, 14-22. <https://doi.org/10.1016/j.jesp.2018.04.012>
- Yuan, Z., Barnes, C. M., & Li, Y. (2018). Bad behavior keeps you up at night: Counterproductive work behaviors and insomnia. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 103, 383-398.  
Media coverage by: Business Insider, Inc.

- Barnes, C. M., Dang, C., Leavitt, K., Guarana, C., & Uhlmann, E. L. (2018). Archival data in micro organizational research: A toolkit for moving to a broader set of topics. *Journal of Management* (2021 Thompson ISI journal impact factor=13.5), 44, 1453-1478.
- Guarana, C. L., & Barnes, C. M. (2017). Lack of sleep and the development of leader-follower relationships over time. *Organizational Behavior and Human Decision Processes* (2021 Thompson ISI journal impact factor=5.6), 141, 57-73.  
Media coverage by: Inc.
- Hong, M. C., Barnes, C. M., & Scott, B. A. (2017). Collateral damage from the show: Emotional labor and unethical behavior. *Business Ethics Quarterly* (2021 Thompson ISI journal impact factor=4.7), 27, 513-540.
- Barnes, C. M., Miller, J., & Bostock, S. (2017). Helping employees sleep well: Effects of cognitive behavioral therapy for insomnia on work outcomes. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 102, 104-113.  
Winner of the Responsible Research in Management Award
- Barnes, C. M., Guarana, C. L., Nauman, S., & Kong, D. T. (2016). Too tired to inspire or be inspired: Sleep deprivation and charismatic leadership. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 101, 1191-1199.  
Media coverage by: The Atlantic, Huffington Post, Harvard Business Review, Inc., Business Insider, Van Winkle's, BPS Research Digest, Entrepreneur.com
- Barnes, C. M., Jiang, K., & Lepak, D. (2016). Sabotaging the benefits of our own human capital: Work unit characteristics and sleep. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 101, 209-221.  
Finalist for 2017 AOM HR Division Scholarly Achievement Award  
Media coverage by: I/O at Work
- Barnes, C. M., Lefter, A., Bhave, D., & Wagner, D. (2016). The benefit of bad economies: Business cycles and time-based work-life conflict. *Journal of Occupational Health Psychology* (2021 Thompson ISI journal impact factor=7.7), 21, 235-249.  
Nominated for Kanter Award for Excellence in Work Family Research  
Media coverage by: Huffington Post
- Barnes, C. M. & Drake, C. L. (2015). Prioritizing sleep health: Public health policy recommendations. *Perspectives on Psychological Science* (2021 Thompson ISI journal impact factor=11.6), 10, 733-737.  
Media coverage by: Psychology Today, Minds for Business (APS blog), Business Insider, WTVR (CBS affiliate), Q13Fox News (Fox affiliate in Seattle)
- Barnes, C. M., Lucianetti, L., Bhave, D., & Christian, M. (2015). You wouldn't like me when I'm sleepy: Leader sleep, daily abusive supervision, and work unit engagement. *Academy of Management Journal* (2021 Thompson ISI journal impact factor=11.0), 58, 1419-1437.  
Media coverage by: Businessweek, Harvard Business Review, Wall Street Journal Live, CNN.com, New York Magazine, Inc., 13abc Toledo (ABC affiliate), Minds for Business (APS)

blog), The Military Leader, Executive Grapevine, Education Advisory Board, CanadianBusiness

- Firth, B. M., Hollenbeck, J. R., Miles, J. E., Ilgen, D. R., & Barnes, C. M. (2015). Same page, different books: Extending representational gaps theory to enhance performance in multiteam systems. *Academy of Management Journal* (2021 Thompson ISI journal impact factor=11.0), 58, 813-845.
- Barnes, C. M., Johnson, H. H., & Burch, T. C. (2015). People like me are never promoted! Plurality in hierarchical tournaments for promotion and compensation. *Organizational Psychology Review* (2021 Thompson ISI journal impact factor=5.6), 5, 146-167.
- Barnes, C. M., Gunia, B., & Wagner, D. T. (2015). Sleep and moral awareness. *Journal of Sleep Research* (2021 Thompson ISI journal impact factor=5.3), 24, 181-188.  
Media coverage by: Wall Street Journal, Forbes, Huffington Post, msn, Business Insider, Chicago Daily Digest
- Gunia, B., Barnes, C. M., & Sah, S. (2014). The morality of larks and owls: Unethical behavior depends on chronotype as well as time-of-day. *Psychological Science* (2021 Thompson ISI journal impact factor=10.1), 25, 2272-2274.  
Media coverage by: BBC online, BBC World live (television), BBC Radio, The New York Times, Businessweek, Harvard Business Review, The New Yorker, The Telegraph, The Guardian, Huffington Post, Association for Psychological Science (“We’re Only Human” blog), Fast Company, The Atlantic, SmithsonianMag, NPR Marketplace, Washington Post (Wonkblog), Business Insider, Boston Globe, Ars Technica, Seattle PI, Daily News, KABC Los Angeles (ABC affiliate), KOMO News Radio (ABC affiliate), Baltimore Business Journal, Times of India, New Zealand Herald
- Yam, K. C., Fehr, R., & Barnes, C. M. (2014). Morning employees are perceived as better employees: Employees’ start times influence supervisor performance ratings. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 99, 1288-1299.  
HR Division Award for the best student convention paper (Academy of Management conference, award given to first author K. C. Yam)  
Media coverage by: New York Times, BBC, CBS News, Huffington Post, Business Insider, Daily Mail (UK), Quartz, ewallstreeter, Government Executive, I/O at Work, Glamour
- Johnson, R. E., Lanaj, K., & Barnes, C. M. (2014). The good and bad of being fair: Effects of procedural and interactional justice behaviors on actors’ regulatory resources. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 99, 635-650.  
Media coverage by: Yahoo! News, MSN Lifestyle, Business News Daily, Minds for Business (Association for Psychological Science blog)
- Wagner, D. T., Barnes, C. M., & Scott, B. A. (2014). Driving it home: How workplace emotional labor harms employee home life. *Personnel Psychology* (2021 Thompson ISI journal impact factor=5.5), 67, 487-516. doi: 10.1111/peps.12044  
Finalist for Best Paper Award (from the journal Personnel Psychology)  
Media coverage by: Huffington Post

- Uhlmann, E., & Barnes, C. M. (2014). Selfish play increases during high-stakes NBA games and is rewarded with more lucrative contracts. *PLOS One* (2021 Thompson ISI journal impact factor=3.8), 9, 1-5. doi: 10.1371/journal.pone.0095745  
Media coverage by: ScienceNews, Discover Magazine, Pacific Standard, Technology.org, ESPN.com
- Lanaj, K., Johnson, R., & Barnes, C. M. (2014). Beginning the workday yet already depleted? Consequences of late-night smartphone use and sleep. *Organizational Behavior and Human Decision Processes* (2021 Thompson ISI journal impact factor=5.6), 124, 11-23. doi: 10.1016/j.obhdp.2014.01.001  
Media coverage by: Forbes, US News & World Report, Financial Times, Popular Science, Huffington Post, Yahoo!, Daily Mail (UK), Time Newsfeed, Redorbit, India Today, International Business Times, Business Today, Medical Daily, Colorado Newsday, ScienceDaily, PsychCentral, Business Insider, The Globe and Mail, Toronto Sun, Toronto Star, Psychology Today, Men's Health, Women's Health, The Sydney Morning Herald
- Barber, L., Barnes, C. M., & Carlson, K. (2013). Sleepy respondents: Random and systematic error effects of insomnia on survey behavior. *Organizational Research Methods* (2021 Thompson ISI journal impact factor=8.2), 16, 616-649. doi: 10.1177/1094428113493120
- Johnson, M. D., Hollenbeck, J. R., DeRue, D. S., Barnes, C. M. & Jandt, D. (2013). Functional versus dysfunctional team change: The role of problem diagnosis and interventions for self-managing teams. *Organizational Behavior and Human Decision Processes* (2021 Thompson ISI journal impact factor=5.6), 122, 1-11.
- Lanaj, K., Hollenbeck, J. R., Ilgen, D. R., Barnes, C. M., & Harmon, S. J. (2013). Decentralized planning in multiteam systems: Testing the limits of team autonomy. *Academy of Management Journal* (2021 Thompson ISI journal impact factor=11.0), 56, 735-757. doi: 10.5465/amj.2011.0350
- Barnes, C. M., Ghumman, S., & Scott, B. A. (2013). Sleep and organizational citizenship behavior: The mediating role of job satisfaction. *Journal of Occupational Health Psychology* (2021 Thompson ISI journal impact factor=7.7), 18, 16-26. doi: 10.1037/a0030349  
Media coverage by: Fast Company
- Ghumman, S. & Barnes, C. M. (2013). Sleep and prejudice: A resource recovery approach. *Journal of Applied Social Psychology* (2021 Thompson ISI journal impact factor=2.7), 43, E166-E178. doi: 10.1111/jasp.12045  
Media coverage by: Men's Health, Yahoo! News
- Leavitt, K., Reynolds, S., Barnes, C. M., Schilpzand, P., & Hannah, S. T. (2012). Different hats, different obligations: Plural occupational identities and situated moral judgments. *Academy of Management Journal* (2021 Thompson ISI journal impact factor=11.0), 55, 1316-1333. doi: 10.5465/amj.2010.1023  
Media coverage by: Science Newsline, The Globe and Mail
- Barnes, C. M., Wagner, D. T., & Ghumman, S. (2012). Borrowing from sleep to pay work and family: Expanding time-based conflict to the broader non-work domain. *Personnel Psychology* (2021 Thompson ISI journal impact factor=5.5), 65, 789-819. doi: 10.1111/peps.12002  
Media coverage by: I/O at Work, Psychology Today



- Wagner, D. T., Barnes, C. M., Lim, V., & Ferris, D. L. (2012). Lost sleep and cyberloafing: Evidence from the laboratory and a Daylight Saving Time quasi-experiment. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 97, 1068-1076. doi: 10.1037/a0027557  
Media coverage by: Wall Street Journal, Harvard Business Review, USA Today, Newsweek, CBS Radio News Nationwide, Fortune, Canadian Broadcasting Corporation, Wall Street Journal, New York Times, Freakonomics website, CNBC, Washington Post, Yahoo! News, Fox Business, Forbes, Huffington Post, New York Magazine, Business Insider
- Scott, B. A., Barnes, C. M., & Wagner, D. (2012). Chameleonic or consistent? A multilevel model of self monitoring and variability in emotional labor. *Academy of Management Journal* (2021 Thompson ISI journal impact factor=11.0), 55, 905-926. doi: 10.5465/amj.2010.1050
- Barnes, C. M. (2012). Working in our sleep: Sleep and self-regulation in organizations. *Organizational Psychology Review* (2021 Thompson ISI journal impact factor=5.6), 2, 234-257. doi: 10.1177/2041386612450181
- Barnes, C. M., Reb, J., & Ang, D. Y. (2012). More than just the mean: Moving to a dynamic view of performance-based compensation. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 97, 711-718. doi: 10.1037/a0026927
- Davison, R. B., Hollenbeck, J. R., Barnes, C. M., Sleesman, D., & Ilgen, D. R. (2012). Coordinated action in multiteam systems. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 97, 808-824. doi: 10.1037/a0026682
- Barnes, C. M., Hollenbeck, J. R., Jundt, D. K., DeRue, D. S., & Harmon, S. J. (2011). Mixing individual and group incentives: Best of both worlds or social dilemma? *Journal of Management* (2021 Thompson ISI journal impact factor=13.5), 37, 1611-1635. doi: 10.1177/0149206309360845  
Media coverage by: British Psychology Society's *Occupational Digest*
- Barnes, C. M., Schaubroeck, J. M., Huth, M., & Ghumman, S. (2011). Lack of sleep and unethical behavior. *Organizational Behavior and Human Decision Processes* (2021 Thompson ISI journal impact factor=5.6), 115, 169-180. doi:10.1016/j.obhdp.2011.01.009  
Media coverage by: Forbes, Wall Street Journal, WVTF (National Public Radio member station), Huffington Post, Leading in Context, Fast Company, Workplace Psychology – People at Work, The Sleep Doctor (Michael Breus blog)
- Scott, B. A., & Barnes, C. M. (2011). A multilevel investigation of emotional labor, affect, withdrawal, and gender. *Academy of Management Journal* (2021 Thompson ISI journal impact factor=11.0), 54, 116-136.  
Media coverage by: BBC Radio, The New York Times, Forbes, Reader's Digest
- DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2010). Understanding the motivational contingencies of team leadership. *Small Group Research* (2021 Thompson ISI journal impact factor=2.5), 41, 621-651. doi: 10.1177/1046496410373808  
Media coverage by: *Management Ink*

- Barnes, C. M. & Wagner, D. T. (2009). Changing to daylight saving time cuts into sleep and increases workplace injuries. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 94, 1305-1317. doi: 10.1037/a0015320  
Media coverage by: CNN.com, The New York Times, Wall Street Journal, Newsweek, abc News, NBC News, msnbc, Yahoo! News, Scientific American (podcast), The Atlantic, Huffington Post, The Daily Stat (harvardbusiness.org), USA Today, Last Week Tonight, Business Insider, Human Resources Executive, Reuters, Detroit Free Press, shrm.org
- Barnes, C. M. & Hollenbeck, J. R. (2009). Sleep deprivation and teams: Burning the midnight oil or playing with fire? *Academy of Management Review* (2021 Thompson ISI journal impact factor=13.9), 34, 56-66.  
Media coverage by: SIOP's *Good Science – Good Practice* column, strategy+business, Work Matters (Bob Sutton blog)
- Barnes, C. M. & Van Dyne, L. (2009). "I'm Tired:" Differential effects of physical and emotional fatigue on workload management strategies. *Human Relations* (2021 Thompson ISI journal impact factor=5.7), 62, 57-90. doi: 10.1177/0018726708099518
- Barnes, C. M., Hollenbeck, J. R., Wagner, D. T., DeRue, D. S., Nahrgang, J. D., & Schwind, K. M. (2008). Harmful help: The costs of backing up behavior in teams. *Journal of Applied Psychology* (2021 Thompson ISI journal impact factor=11.8), 93, 529-539. doi 10.1037/0021-9010.93.3.529  
Media coverage by: OBWeb's *Under New Management* podcast forum, I/O at Work blog
- Barnes, C. M. & Morgeson, F. P. (2007). Typical performance, maximal performance, and performance variability: Expanding our understanding of how organizations value performance. *Human Performance* (2021 Thompson ISI journal impact factor=3.0), 20, 259-274.

### Practitioner Journal Publications

- Enders, A., Barnes, C. M., & Walker, M. P. (2022). A good night's sleep: The best decision you'll ever make, *I by IMD*, March 2022, 7-11.
- Barnes, C. M. (2018). Sleep well, lead better. *Harvard Business Review* (2020 journal impact factor=6.9), 96(5), 140-143.  
Media coverage in: Inc.
- Barnes, C. M. (2016). Sleepy employees are less effective employees. *Management Insights*, 2016, 6-10.
- Barnes, C. M. & Spreitzer, G. (2015). Why sleep is a strategic resource. *MIT Sloan Management Review* (2020 journal impact factor=3.2), 56(2), 19-21.  
Media coverage by: BBC.com
- Barnes, C. M. (2011). "I'll sleep when I'm dead": Managing those too busy to sleep. *Organizational Dynamics* (2020 journal impact factor=1.4), 40(1), 18-26. doi: 10.1016/j.orgdyn.2010.10.001
- Barnes, C. M. & Leavitt, K. N. (2010). Moral disengagement: When will good soldiers do bad things? *Military Review*, September, 46-51.

Barnes, C. M. & Doty, J. (2010). What does contemporary science say about ethical leadership? *Military Review*, September, 90-93.

## **Consolidated List of Media Mentions**

### News Media

The New York Times, Wall Street Journal, CNN.com, Forbes, BBC, BBC.com, BBC Radio, Businessweek, abc News, msnbc News, msn, MSN Lifestyle, CBS News, CBS Radio News, Reuters, Financial Times, Newsweek, Yahoo! News, Fortune, Boston Globe, CNBC, Harvard Business Review, The Atlantic, Popular Science, The New Yorker, Huffington Post, The Telegraph, WVTF (National Public Radio member station), NPR Marketplace, SmithsonianMag, US News & World Report, Fortune, The Guardian, The Tonic (Vice News), Broadly (Vice News), Canadian Broadcasting Corporation, The Globe and Mail (Canada), Salon, Fox News, Fox Business, Fast Company, Business Insider, Inc., Detroit Free Press, Seattle PI, The Toronto Star, The Toronto Sun, strategy+business, New York Magazine, ESPN.com, Q13 Fox News (Fox affiliate), Men's Health, Women's Health, FITNESS Magazine, Cosmopolitan, Vogue, Good Housekeeping, GQ, TIME Magazine, TIME Newsfeed, The Daily Mail (UK), Times of India, India Today, Business Today, Gizmodo, International Business Today, Psychology Today, Medical Daily, NewsDaily, ScienceDaily, PsychCentral, WebMD, Human Resources Executive, Colorado Newsday, Business News Daily, Pacific Standard, The Register (UK), The Sydney Morning Herald, Discover Magazine, Technology.org, Quartz, ewallstreeter, Government Executive, Ars Technica, KOMO News, KOMO News Radio, KABC Los Angeles (ABC affiliate), BPS Research Digest, Daily News, Baltimore Business Journal, New Zealand Herald, Glamour, Esquire, The Military Leader, NY Daily News, Executive Grapevine, CanadianBusiness.com, Van Winkle's, Entrepreneur.com, Evancarmichael.com, Business-Standard, Shape Magazine, AARP Magazine

### Blogs/Podcasts/Other

The Daily Stat (Harvard Business Review), Scientific American (Podcast), Ideas Market (Wall Street Journal Blog), Freakonomics (Website), Wonkblog (The Washington Post blog), Well (New York Times Blog), Forbes ("Billionaires" Blog), Money, Markets, & More Podcast (Wall Street Journal), We're Only Human (Association for Psychological Science Blog), Minds for Business (Association for Psychological Science Blog), CBS Radio News San Francisco (live radio interview), The Science of Us (NY Magazine blog), Huffington Post Healthy Living Blog, OBWeb's Under New Management (Podcast), Psychology Today, Reader's Digest, LastWeekTonight (with John Oliver), Ranconteur, Leading in Context (Blog), Management Ink (Blog), I/O at Work (Blog), SHRM.org, Work Matters (Bob Sutton Blog), SIOP's Good Science Good Practice Column, Occupational Digest (British Psychological Society), Medical Daily, ScienceNews

### General Interviews/Appearances

TEDxOregonStateU presentation, BBC World News, Wall Street Journal Live, The Weather Channel, Huffington Post Live, WVTF (NPR affiliate in Virginia), Minnesota Public Radio (NPR affiliate), WHYY Radio Times (NPR affiliate in Philadelphia), The Kathleen Dunn Show on Wisconsin Public Radio (NPR affiliate), King 5 News (NBC affiliate), KOMO News (abc affiliate), Q13 Fox News (Fox affiliate), CBC Radio, CBS Radio News, SleepHub (Australian sleep-related podcast), Sleep Junkies (UK sleep-related podcast), Classic FM (South African radio station), The Anxious Achiever (Harvard Business Review podcast)

## Invited Commentary/Editorials/Non-Academic Web Posts

### *The New York Times*

Wagner, D. T., & Barnes, C. M. (2014). The economic toll of lost sleep. *The New York Times*. 6 March 2014. <http://www.nytimes.com/roomfordebate/2014/03/06/daylight-saving-time-at-what-cost/the-economic-toll-of-daylight-saving-time>

### *Harvard Business Review*

Barnes, C. M., Heng, Y. T., & Yam, K. C. (2022). Research: Does cannabis really make you more creative? *Harvard Business Review*, 24 Oct 2022. <https://hbr.org/2022/10/research-does-cannabis-really-make-you-more-creative>

Guarana, C., & Barnes, C. M. (2021). What time of day are you most charismatic? *Harvard Business Review*. 2 Dec 2021. <https://hbr.org/2021/12/what-time-of-day-are-you-most-charismatic?>

Barnes, C. M. (2020). Will blue light glasses improve your sleep? *Harvard Business Review*. 14 Oct 2020. <https://hbr.org/2020/10/will-blue-light-glasses-improve-your-sleep>

Barnes, C. M. (2020). You need more sleep: What should you do if you can't get it? *Harvard Business Review*. 28 Jul 2020. <https://hbr.org/2020/07/you-need-more-sleep-what-should-you-do-if-you-cant-get-it>

Gordon, A. M., & Barnes, C. M. (2020). How working parents can prioritize sleep. *Harvard Business Review*. 31 Mar 2020. <https://hbr.org/2020/03/how-working-parents-can-prioritize-sleep>

Gish, J. J., & Barnes, C. M. (2019). Entrepreneurs who sleep more are better at spotting good ideas. *Harvard Business Review*. 2 Oct 2019. <https://hbr.org/2019/10/entrepreneurs-who-sleep-more-are-better-at-spotting-good-ideas>

Barnes, C. M. (2018). You know you need more sleep: Here's how to get it. *Harvard Business Review*. 27 Aug 2018. <https://hbr.org/2018/08/you-know-you-need-more-sleep-heres-how-to-get-it>

Guarana, C., & Barnes, C. M. (2017). Research: Sleep deprivation can make it harder to stay calm at work. *Harvard Business Review*. 21 Aug 2017. <https://hbr.org/2017/08/research-sleep-deprivation-can-make-it-harder-to-stay-calm-at-work>

Barnes, C. M. (2016). Research: Sleep deprived leaders are less inspiring. *Harvard Business Review*. 15 June 2016. <https://hbr.org/2016/06/research-sleep-deprived-leaders-are-less-inspiring>

Barnes, C. M. (2015). Jetlag doesn't have to ruin your business trip. *Harvard Business Review*. 4 Nov 2015. <https://hbr.org/2015/11/jet-lag-doesnt-have-to-ruin-your-business-trip>

Barnes, C. M. (2015). The ideal work schedule, as determined by circadian rhythms. *Harvard Business Review*. 28 Jan 2015. <https://hbr.org/2015/01/the-ideal-work-schedule-as-determined-by-circadian-rhythms>

- Barnes, C. M. (2014). Research: Your abusive boss is probably an insomniac. *Harvard Business Review*. 7 Nov 2014. <https://hbr.org/2014/11/research-your-abusive-boss-is-probably-an-insomniac>
- Barnes, C. M., Gunia, B., & Sah, S. (2014). Morning people are less ethical at night. *Harvard Business Review*. 23 June 2014. <http://blogs.hbr.org/2014/06/morning-people-are-less-ethical-at-night/>
- Barnes, C. M., Yam, K. C., & Fehr, R. (2014). With flextime, bosses prefer early birds to night owls. *Harvard Business Review*. 13 May 2014. <http://blogs.hbr.org/2014/05/with-flextime-bosses-prefer-early-birds-to-night-owls>  
 Featured online in: Huffington Post, Daily Mail (UK), Quartz, ewallstreeter, Government Executive
- Barnes, C. M., Lanaj, K., & Johnson, R. E. (2014). Research: Using a smartphone after 9 pm leave workers disengaged. *Harvard Business Review*. 15 Jan 2014. <http://blogs.hbr.org/2014/01/research-using-a-smartphone-after-9-pm-leaves-workers-disengaged/>  
 Featured online in: Daily Mail (UK), Redorbit, India Today, International Business Times, Business Today, Medical Daily, Colorado Newsday
- Barnes, C. M. (2013). Sleep deprived people are more likely to cheat. *Harvard Business Review*. 31 May 2013. [http://blogs.hbr.org/cs/2013/05/sleep\\_deprived\\_people\\_are\\_more\\_likely\\_to\\_cheat.html](http://blogs.hbr.org/cs/2013/05/sleep_deprived_people_are_more_likely_to_cheat.html)  
 Featured online in: Fast Company, Washington Post, Daily Mail, Jezebel, FDS News
- Business Insider*
- Barnes, C. M., & Goldstein, C. (2019). The sleeping habits of the 2020 Democratic candidates raise some serious red flags. *Business Insider*, 29 Jun 2019. <https://www.businessinsider.com/2020-democrat-presidential-candidates-bad-sleeping-habits-opinion-2019-6?r=US&IR=T>
- Huffington Post*
- Barnes, C. M. (2016). Treating insomnia benefits work outcomes. *Huffington Post*, 4 Oct 2016. [http://www.huffingtonpost.com/christopher-m-barnes/treating-insomnia-benefit\\_b\\_12314438.html](http://www.huffingtonpost.com/christopher-m-barnes/treating-insomnia-benefit_b_12314438.html)
- Barnes, C. M. (2015). Beware the costs of a strong economy: Sleep, recreation, and family. *Huffington Post*, 6 Oct 2015. [http://www.huffingtonpost.com/christopher-m-barnes/beware-the-costs-of-a-str\\_b\\_8246542.html](http://www.huffingtonpost.com/christopher-m-barnes/beware-the-costs-of-a-str_b_8246542.html)
- Barnes, C. M. (2014). Lack of sleep harms moral awareness. *Huffington Post*, 12 Oct 2014. [http://www.huffingtonpost.com/christopher-m-barnes/sleep-moral-awareness\\_b\\_5908130.html](http://www.huffingtonpost.com/christopher-m-barnes/sleep-moral-awareness_b_5908130.html)
- Barnes, C. M. (2013). Should we blame the engineer for falling asleep at the train controls? *Huffington Post*, 4 Dec 2013. [http://www.huffingtonpost.com/christopher-m-barnes/metro-north-derailment-\\_b\\_4380197.html](http://www.huffingtonpost.com/christopher-m-barnes/metro-north-derailment-_b_4380197.html)
- Barnes, C. M. (2013). Sleep well for a safe workplace. *Huffington Post*, 21 June 2013. [http://www.huffingtonpost.com/christopher-m-barnes/sleep-workplace-accidents\\_b\\_3479572.html](http://www.huffingtonpost.com/christopher-m-barnes/sleep-workplace-accidents_b_3479572.html)

- Barnes, C. M. (2013). Lack of sleep and stress – A vicious cycle you can escape. *Huffington Post*. 11 June 2013. [http://www.huffingtonpost.com/christopher-m-barnes/sleep-and-stress\\_b\\_3415480.html](http://www.huffingtonpost.com/christopher-m-barnes/sleep-and-stress_b_3415480.html)
- Barnes, C. M. (2013). Tired but can't fall asleep? Good sleep hygiene helps. *Huffington Post*. 9 June 2013. [http://www.huffingtonpost.com/christopher-m-barnes/sleep-tips\\_b\\_3397211.html](http://www.huffingtonpost.com/christopher-m-barnes/sleep-tips_b_3397211.html)
- Barnes, C. M. (2013). Avoiding temptation: Self-control requires a good night of sleep. *Huffington Post*. 27 May 2013. [http://www.huffingtonpost.com/christopher-m-barnes/self-control-and-sleep\\_b\\_3327960.html](http://www.huffingtonpost.com/christopher-m-barnes/self-control-and-sleep_b_3327960.html)

#### *Puget Sound Business Journal*

- Barnes, C. M. (2018). A sleep deprived workforce is an unethical workforce. *Puget Sound Business Journal*. 6 Nov 2018. <https://www.bizjournals.com/seattle/news/2018/11/06/opinion-a-sleep-deprived-workforce-is-an-unethical.html?s=print>

#### **Edited Books**

- Barling, J., Barnes, C. M., Carleton, E., & Wagner, D. T. (2016). *Work and Sleep: Research Insights for the Workplace*. Oxford University Press: London.

#### **Book Chapters**

- Barnes, C. M., Schouten, M. E., & van de Veen, E. (2016). Management educators are asleep at the wheel: Integrating the topic of sleep into management education. In J. Barling, C. M. Barnes, E. Carleton, & D. T. Wagner (Eds.), pp. 263-278. *Work and Sleep: Research Insights for the Workplace*. Oxford University Press: London.
- Barling, J., Barnes, C. M., Carleton, E., & Wagner, D. T. (2016). Work and sleep: Looking back, and looking forward. In J. Barling, C. M. Barnes, E. Carleton, & D. T. Wagner (Eds.), pp. 3-10. *Work and Sleep: Research Insights for the Workplace*. Oxford University Press: London.
- Barnes, C., Elliott, L. R., Stoyen, A. (2004). Development of a Training and Research Distributed Testbed System: DMT-RNet. In S. Schiflett, L. Elliott, E. Salas, & M. Coover (Eds.) *Scaled Worlds: Development, Validation, and Applications*, pp.100-118. Ashgate Publishing Limited, Surrey, England.

#### **Conference Publications** (available upon request)

#### **Invited Presentations**

- Carey School of Business, **Johns Hopkins University** (Sept 2022)  
Marshall School of Business, **University of Southern California** (Apr 2022)  
Mendoza College of Business, **University of Notre Dame** (Feb 2022)

Eli Broad College of Business, **Michigan State University** (Jan 2022)  
 Carey School of Business, **Arizona State University** (Dec 2021)  
 Pamplin College of Business, **Virginia Tech** (Dec 2021)  
 Behavioral Sleep Medicine series, **University of Arizona** (Oct 2021)  
 School of Labor and Employment Relations, **University of Illinois** (March 2021)  
 Fisher College of Business, **Ohio State University** (Feb 2021)  
 Unwind series, **International Monetary Fund** (Jul 2020)  
 Organisational Behavior unit, **London Business School** (Sept 2019)  
 Sleep and Circadian Institute, Nuffield Department of Clinical Neurosciences, **University of Oxford** (Sept 2019)  
 Sleep and Performance Research Center, Floyd College of Medicine, **Washington State University** (Apr 2019)  
 Workplace Fatigue Conference [keynote], hosted by **National Safety Council** (Feb 2019)  
 Body, Heart, and Mind Business Research Group, **University of Sydney** (Apr 2018)  
**Association for Psychological Science Annual Convention** [invited conference presentation] (May 2017)  
 Organisational Behavior area, Singapore campus, **INSEAD** (Singapore) (May 2017)  
 College of Business and Economics, **West Virginia University** (May 2017)  
 National Institute for Environmental Health Sciences [division of **National Institutes of Health**] (Feb 2017)  
 TEDx presentation, **TEDxOregonStateUniversity** (Feb 2016)  
 Carson College of Business, **Washington State University** (Nov 2015)  
 Olin School of Business, **Washington University at St. Louis** (Oct 2015)  
 Center for Child Health, Behavior, and Development, **Seattle Children's Hospital** (Oct 2015)  
 Psychology Department, **University of Washington** (Sept 2015)  
 Graduate School of Business, **Stanford University** (Feb 2015)  
 Psychology Department, **Northern Illinois University** (Sept 2014)  
 Carlson School of Management, **University of Minnesota** (Jun 2014)  
**SLEEP conference** [invited conference presentation] (May 2014)  
 Psychology Department, **Portland State University** (Apr 2014)  
 Queen's School of Business, **Queen's University** (Canada) (Oct 2013)  
 Corporate Leadership (Sleep) Summit, **Harvard Medical School** (May 2013)  
 Psychology Department, **Mannheim University** (Germany) (Dec 2012)  
 Foster School of Business, **University of Washington** (Oct 2012)  
 Rotterdam School of Management, **Erasmus University** (Netherlands) (Nov 2011)  
**Western Hemisphere Institute for Security**, Fort Benning (Apr 2011)  
 NUS Business School, **National University of Singapore** (Singapore) (Mar 2011)  
 Pamplin College of Business, **Virginia Tech** (Dec 2010)  
 Tippie College of Business, **University of Iowa** (Nov 2010)  
 Smeal College of Business, **Penn State University** (Nov 2010)  
**Squadron Officer School**, Maxwell Air Force Base (May 2009)  
 United States Military Academy at **West Point** (Dec 2008)  
 LeBow College of Business, **Drexel University** (Nov 2008)  
 Mays Business School, **Texas A&M University** (Oct 2008)

## **TEACHING EXPERIENCE**

### **Undergraduate Students**

Management 320: Business, Government, and Society  
Fall 2017, Winter 2018

Management 300: Leadership and Organizational Behavior  
Winter 2014, Fall 2021

Management 3324: Introduction to Organizational Behavior (Virginia Tech)  
Fall 2011, Spring 2012, Spring 2013

Management 3304: Management Theory and Leadership Practice (Virginia Tech)  
Fall 2012

Management 4314: International Management (Virginia Tech)  
Fall 2012

PL100: General Psychology for Leaders (West Point)  
Spring 2011

Management 315: Human Resources (Michigan State University)  
Summer I 2008

Management 325: Management Skills (Michigan State University)  
Summer I 2007

### **Master of Science in Entrepreneurship Students**

Management 547: Negotiations  
Fall 2020, Fall 2021

### **Master of Science in Supply Chain Management**

Supply Chain Management 502: Negotiations  
Fall 2020, Fall 2021

### **Master of Science in Business Analytics**

Business Analytics 101: Negotiations  
Winter 2021

### **Master of Business Administration Students**

Business Administration 501: Leading Teams and Organizations  
Winter 2015, Winter 2016, Winter 2017

Management 500: Management and Leadership  
Fall 2013, Fall 2014, Fall 2018

Management 5314: Introduction to Organizational Behavior (Virginia Tech)



Spring 2013

**Global Executive Master of Business Administration Students**

GEMBA 521: Organizational Leadership  
Winter 2016, Winter 2017, Winter 2018, Winter 2019

**Technology Management Master of Business Administration Students**

TMMBA 523: Negotiations  
Fall 2020, Fall 2021

**PhD Students**

Business Administration Research Methods 590: Behavioral Research and Theory  
Fall 2021

Management 580: Psychological Foundations of Organizational Behavior  
Winter 2017, Winter 2019, Winter 2021

Management 581: Social Processes in Organizations  
Winter 2015

Management 6944: Graduate Seminar in Management Research (Virginia Tech)  
Spring 2012

**Executive Education**

Sleep and Human Sustainability  
Winter 2014

**REVIEWING ACTIVITIES**

**Editorial Review Board Member**

*Academy of Management Review* (2009-current)  
*Academy of Management Journal* (2013-2019)  
*Journal of Applied Psychology* (2014-current)  
*Organizational Behavior and Human Decision Processes* (2012-current)  
*Sleep Health* (2019-current)

**Ad Hoc Reviewer**

*Academy of Management Review* (2008)  
*Academy of Management Journal* (2009, 2012)  
*Journal of Applied Psychology* (2008-2013)  
*Organizational Behavior and Human Decision Processes* (2008-2012)  
  
*Sleep* (2019)  
*Sleep Medicine* (2011)

*Sleep Medicine Reviews* (2019)  
*Journal of Sleep Research* (2015, 2018-2019, 2021-2022)  
*Journal of Biological Rhythms* (2015, 2019)

*Personnel Psychology* (2011)  
*Journal of Management* (2009-2013, 2016)  
*Journal of Occupational Health Psychology* (2012-2014)  
*Academy of Management Perspectives* (2011)  
*Stress and Health* (2012)  
*Group Dynamics* (2008)  
*Small Group Research* (2010-2011)  
*Applied Psychology: An International Review* (2011-2012)  
*Accident Prevention* (2010)

### **Dissertation Committee Service**

Dissertation Committee Chair:

Ussama Khan (proposal approved in 2022)  
Wei Jee Ong (2021)  
Trevor Watkins (2019)

Dissertation Committee Member:

Shawn Quan (proposing in 2024)  
Ekonkar Kauer (proposing in 2023)  
Anusuya Banerjee (proposing in 2023)  
Stephen Lee (2020)  
Jared Miller (2018)  
Junchao (Jason) Li (2017)  
Tyler Burch (2014)

External Thesis/Dissertation Committees

Frank Song (2023), Psychology, University of Washington  
Jeffrey Gish (2019), Lundquist College of Business, University of Oregon  
Garrett Mercier (2017), Museology, University of Washington

### **SELECTED AS FELLOW:**

2022 American Psychological Association  
2020 Association for Psychological Science  
2020 Society for Industrial/Organizational Psychology (American Psychological Association Div 14)

### **OTHER PROFESSIONAL SOCIETY MEMBERSHIPS:**

Academy of Management  
American Academy of Sleep Medicine  
Sleep Research Society

**HONORS AND AWARDS:**

- 2020 Faculty of the quarter (for teaching), MS Entrepreneurship program (Autumn quarter)
- 2020 Cummings Scholarly Achievement Award (mid-career research award from the Organizational Behavior division of the Academy of Management; 1 awarded annually internationally)
- 2019 Professor of the Week (from Poets & Quants; 1 awarded weekly internationally)
- 2018 Faculty Mentor Award (for mentoring PhD students; 1 awarded by Foster annually)
- 2017 Responsible Research in Management Award (awarded by Responsible Research in Business and Management Network)
- 2017 SIOP Distinguished Early Career Contributions Award – Science (1 awarded annually internationally)
- 2017 Finalist for the AOM HR Division Scholarly Achievement Award
- 2017 Nominee for the Kanter Award for Excellence in Work Family Research
- 2017 Outstanding Reviewer Award (among board members), Academy of Management Review
- 2017 Certificate of Outstanding Contribution in Reviewing (OBHDP)
- 2016 Outstanding Reviewer Award (among board members), Academy of Management Journal
- 2016 Finalist for Paper of the Year award from Personnel Psychology
- 2014 Western Academy of Management Ascendant Scholar Award
- 2014 Outstanding Reviewer Award (among board members), Academy of Management Journal
- 2013 Management Department Faculty Research Excellence Award
- 2013 SIOP Top Poster Presentation award
- 2012 Virginia Tech Scholar of the Week
- 2012 CIDER Teacher of the Week
- 2012 Favorite Faculty (student nominated, 200 university-level awarded annually)
- 2012 Management Department Faculty Research Excellence Award
- 2010 Outstanding Reviewer Award (among board members), Academy of Management Review
- 2007 Dissertation Completion Fellowship, Michigan State University
- 2005 Consortium Research Fellowship, Consortium of Universities/Air Force Research Laboratory
- 2004 University Distinguished Fellowship, Michigan State University
- 2001 Outstanding Paper Award, WebNet 2001 conference