

## **ELIZABETH EVE UMPHRESS**

Professor of Management  
William D. Bradford Endowed Professorship  
Faculty Director of the Consulting and Business Development Center  
Department of Management and Organization  
University of Washington  
Seattle, Washington 98195-3226  
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### **EDUCATION**

Ph.D.	A. B. Freeman School of Business, 2003 Tulane University
Major:	Organizational Behavior
Minors:	Psychology and Sociology
B.A.	University of Texas at Austin, 1997
Major:	Psychology
Minor:	Biology
	Graduated with Honors in Liberal Arts and Psychology

### **ACADEMIC EXPERIENCE**

Sept 2020 – present	University of Washington Professor of Management & William D. Bradford Endowed Professorship
June 2011- Aug 2020	University of Washington Associate Professor of Management & Evert McCabe Endowed Fellow
Sept 2009 – May 2011	Texas A&M University Associate Professor & Mays Research Fellow
July 2003 - Aug 2009	Texas A&M University Assistant Professor of Management
Aug 1998 - May 2003	Tulane University Research Assistant and Graduate Instructor
June 1996 - Dec 1997	University of Texas at Austin Research Assistant

**JOURNAL PUBLICATIONS**

\* *italics indicates former or current doctoral student*

1. *Johnson, H. H.*, Umphress, E. E., Bates, J. T., Parkinson, S., & Sheppard, L. D. (in press). Does identification hurt or help under identity threat? The exacerbating role of identity centrality and the buffering role of coworker solidarity on identity protection behaviors. Academy of Management Journal.
2. *Dang, C. T.*, Volpone, S., Umphress, E. E. (2023). The ethics of diversity ideology: Consequences of leader diversity ideology on ethical leadership perceptions and organizational citizenship behavior. Journal of Applied Psychology, 108, 307-329. Winner of the Saroj Parasuraman Outstanding Publication Award from the Diversity, Equity, and Inclusion Division of the Academy of Management
3. Mo, S., Lupoli, M. J., Newman, A., Umphress, E. E. (2023). Good intentions, bad behavior: A review and synthesis of the literature on unethical prosocial behavior (UPB) at work. Journal of Organizational Behavior, 44, 335-354.
4. *Watkins, T.*, & Umphress, E. E. (2020). Strong body, clear mind: Physical activity diminishes the effects of supervisor interpersonal injustice. Personnel Psychology, 73, 641-667.
5. Umphress, E. E., *Gardner, R. G.*, Leavitt, K., & *Stoverink, A. C.* (2020). Feeling activated and acting unethically: The influence of activated mood on unethical behavior to help a teammate. Personnel Psychology, 73, 95-123.
6. *Johnson, H.*, & Umphress, E. E. (2019). To help my supervisor: Identification, moral identity, and unethical pro-supervisor behavior. Journal of Business Ethics, 159, 519-534.
7. *Watkins, M.*, *Simmons, A.*, & Umphress, E. E. (2019). It's not black and white: Toward a contingency perspective on the consequences of being a token. Academy of Management Perspectives, 33, 334-365.
8. *Dang, C. T.*, Umphress, E. E., Mitchell, M. (2017). Leader social accounts of subordinates' unethical behavior: Examining observer reactions to leader social accounts with moral disengagement language. Journal of Applied Psychology, 102, 1448-1461.
9. *Simmons, A. L.*, & Umphress, E. E. (2015). The selection of leaders and social dominance orientation. Journal of Management Development, 34, 1211-1226.
10. Smith-Crowe, K., Chan- Serafin, S., Tenbrunsel, A., Brief, A. P., Umphress, E. E., & Joseph, J. (2015). The ethics "fix": When formal systems make a difference. Journal of Business Ethics, 131, 791-801.

**JOURNAL PUBLICATIONS (continued)**

11. *Simmons, A. L., Baskerville-Watkins, M., Umphress, E. E. (2015). Are men tokens bad for females? The effect of social dominance orientation on high status tokens' evaluations of low status members. Journal of Applied Social Psychology, 45, 55-66.*
12. *Watkins, M. B., Ren, R., Umphress, E. E., Boswell, W. R., Triana, M. C., Zardkoohi, A. (2015). Compassion organizing: Employees' satisfaction with corporate philanthropic disaster response and reduced job strain. Journal of Occupational and Organizational Psychology, 88, 436-458.*
13. *Stoverink, A. C., Umphress, E. E., Gardner, R., & Miner, K. (2014). Misery loves company: Team dissonance and the influence of supervisor-focused interpersonal justice climate on team cohesiveness. Journal of Applied Psychology, 99, 1059-1073.*
14. *Umphress, E. E., Simmons, A., Folger, R., Ren, R., & Bobocel, R. (2013). Observer reactions to interpersonal injustice: The roles of perpetrator intent and victim perception. Journal of Organizational Behavior, 34, 327-349.*
15. *Umphress, E. E., Tihanyi, L., Bierman, L., & Gogus, C. (2013). Personal lives? The effects of nonwork behavior on organizational image. Organizational Psychology Review, 3, 199-221.*
16. *Boswell, W. R., Watkins, B. M., Triana, M. C., Zardkoohi, A., Ren, R., & Umphress, E. E. (2012). Second class citizens? Contract workers' perceived status, dual commitment and intent to quit. Journal of Vocational Behavior, 80, 452-463.*
17. *Watkins, M., Ren, R., Boswell, W., Umphress, E., Triana, M., & Zardkoohi, A. (2012). Your work is interfering with our life! The influence of a significant other on employee job search activity. Journal of Occupational and Organizational Psychology, 85, 531-538.*
18. *Umphress, E. E., & Bingham, J. B. (2011). When employees do bad things for good reasons. A motivational model for unethical pro-organizational behavior. Organization Science, 22, 621-640.*
19. *Rottig, D., Koufteros, X., & Umphress, E. E. (2011). Formal infrastructure and ethical decision-making: Empirical investigation and implications for supply management. Decision Sciences Journal, 42, 163-204.*
20. *Umphress, E. E., Bingham, J. B., & Mitchell, M. C. (2010). Unethical behavior in the name of the company: The moderating effect of organizational identification and positive reciprocity beliefs on unethical pro-organizational behavior. Journal of Applied Psychology, 95, 769-780.*

**JOURNAL PUBLICATIONS (continued)**

21. Umphress, E. E., *Ren, R., Bingham, J. B., & Gogus, C. I.* (2009). The influence of distributive justice on lying for and stealing from a supervisor. Journal of Business Ethics, *86*, 507-518.
22. Umphress, E. E., *Simmons, A. L., Boswell, W., & Triana, M. C.* (2008). Managing discrimination in selection: The influence of directives from an authority and social dominance orientation. Journal of Applied Psychology, *93*, 982-993.
23. Li, H., *Bingham, J. B., & Umphress, E. E.* (2007). Fairness at the top: Procedural justice and collaborative problem solving in new product development. Organization Science, *18*, 200-216.
24. Umphress, E. E., *Smith-Crowe, K., Brief, A. P., Dietz, J., & Baskerville, M.* (2007). When birds of a feather flock together and when they do not: Status composition, social dominance orientation, and organizational attractiveness. Journal of Applied Psychology, *92*, 396-409.
25. Brief, A. P., *Umphress, E. E., Dietz, J., Burrows, J., Butz, R., & Scholten, L.* (2005). Community matters: Realistic group conflict theory and the impact of diversity. Academy of Management Journal, *48*, 830-844.
26. Van den Bos, K., *Burrows, J. W., Umphress, E. E., Folger, R., Lavelle, J. J., Eaglestone, J., & Gee, J.* (2005). Prior experiences as temporal frames of reference in social justice: The influence of previous fairness experiences on reactions to new and old supervisors. Social Justice Research, *18*, 99-120.
27. Umphress, E. E., *Labianca, G., Brass, D. J., Kass, E., & Scholten, L.* (2003). The role of instrumental and expressive social network ties in employees' perceptions of organizational justice. Organization Science, *14*, 738-753.
28. Brockner, J., *Heuer, L., Magner, N., Folger, R., Umphress, E. E., Van den Bos, K., Vermunt, R., Magner, M., & Siegel, P.* (2003). High procedural fairness heightens the effect of outcome favorability on self-evaluations: An attributional analysis. Organizational Behavior and Human Decision Processes, *91*, 51-68.
29. Tenbrunsel, A. E., *Smith-Crowe, K., & Umphress, E. E.* (2003). Building houses on rocks: The role of the ethical infrastructure in organizations. Social Justice Research, *16*, 285-307.
30. Turillo, C. J., *Folger, R., Lavelle, J. J., Umphress, E. E., & Gee, J. O.* (2002). Is virtue its own reward? Self-sacrificial decisions for the sake of fairness. Organizational Behavior and Human Decision Processes, *89*, 839-865.

**JOURNAL PUBLICATIONS (continued)**

31. Labianca, G., Fairbank, J. F., Thomas, J. B., Gioia, D. A., & Umphress, E. E. (2001). Emulation in academia: Balancing structure and identity. Organization Science, *12*, 312-330.

**BOOK CHAPTERS AND COMMENTARIES**

- Thomason, B., Chawla, N., Gabriel, A., Greenberg, D., Lampert, C, Moergen, K., Sumpter, D., & Umphress, E. (2022). How organizations can take a lead in protecting reproductive rights. MIT Sloan Management Review. <https://sloanreview.mit.edu/article/how-organizations-can-take-a-lead-in-protecting-reproductive-rights/>
- Umphress, E. E., Rink, F., Muir (Zapata), C. P., & Hideg, I. (2022). Insights on how we try to show empathy, respect, and inclusion in AMJ. Academy of Management Journal, *65*, 363-370.
- Umphress, E., and Thomas, J. M. (Eds.). (2022). Applying Procedural Justice to Sexual Harassment Policies, Procedures, and Practice. Washington, DC: National Academies of Sciences, Engineering, and Medicine. <https://doi.org/10.7226/26563>.
- Umphress, E. E., Greer, L. L., Muir (Zapata), C. P., & Knight, A. (2021). Publishing impactful research in AMJ: Winners of the 2020 and 2021 Impact Awards. Academy of Management Journal, *64*, 1645-1653.
- Umphress, E. E., & Stoverink, S. (2010). Collective reactions to bad bosses: Status and interpersonal justice at the group level. In Mannix, B., Neale, M., and Mullen, E., (Eds.) Research on Managing Groups and Teams, *12*, 299-330. JAI Press Inc.
- Smith-Crowe, K., Brief, A. P., & Umphress, E. E. (2008). On the outside looking in: Window shopping for insights into diversity-driven conflicts. A commentary in C. K. W. De Dreu & M. J. Gelfand (Eds.), The psychology of conflict and conflict management in organizations. (pp. 415-423). Mahwah, NJ: Lawrence Erlbaum Associates.
- Brief, A. P., & Umphress, E. E. (2007). Lost in identities: A brief tale of two explorers. A commentary in C. A. Bartel, S. Blader, & A. Wrzesniewski (Eds.), Identity and the modern organization. (pp. 167-174). Mahwah, NJ: Lawrence Erlbaum Associates.
- Umphress, E. E. (2006). A book review of Y. Vardi & E. Weitz's "Misbehavior in organizations: Theory, research, and management." Human Resource Management, *45*, 507-509.

## REFEREED CONFERENCE PUBLICATIONS

*Watkins, T., & Umphress, E. E. (2017). Strong body, strong mind: Physical activity buffers interpersonal injustice. Best Paper Proceedings of the Annual Meeting of the Academy of Management.*

Umphress, E. E., Labianca, G., Scholten, L., Kass, E., & Brass, D. (2000). The social construction of organizational justice perceptions: A social networks approach. In S. J. Havlovic (Ed.), Best Paper Proceedings of the Annual Meeting of the Academy of Management.

## TECHNICAL REPORTS

Umphress, E. E., Kirkman, B., & Swider, B. (2008). Results of Texas Transportation Institute (TTI) Climate Assessment Survey. Research report delivered to TTI personnel.

Umphress, E. E., Boswell, W., Zardkoohi, A., Anari, A., Ren, L. R., Triana, M., Miranda, C., & Baskerville, M. (2007). Final report of the sustainability of the Michoud Assembly Facility and the Stennis Space Center after Hurricane Katrina. Research report delivered to NASA personnel.

## MANUSCRIPTS UNDER REVISION OR REVIEW

\*Removed to ensure integrity of the peer review process

## SELECTED WORKING PAPERS

Michell, M., Umphress, E. E., Rink, F., Yang, P. (in preparation). Benefits, costs, or both? The implications of pro-group unethical behavior. Targeting the Academy of Management Journal.

*Rhee, Y. W., Umphress, E. E., & Heng, Y. T. (in preparation). How does observing a teammate's unethical behavior influence your team? Intention matters. Targeting the Academy of Management Journal.*

Umphress, E. E. & Antoine, G. (data collection phase). Shame lightly and do not be silent: Observer evaluations of bystanders to negative diversity-related events. Targeting the Academy of Management Journal.

Quan, S., & Umphress E. E. (data collection phase). Fidgeting and anxiety contagion: Fidgeting increasing anxiety for observers and decreasing anxiety for the actor. Targeting Journal of Applied Psychology.

## PAPER PRESENTATIONS

- Umphress, E. E. (2023). Our profession from a DEI perspective. Presented at the Annual Meeting of the Academy of Management, Boston, Massachusetts.
- Rhee, Y. W., Umphress, E. E., & Heng, Y. T.* (2022). How does observing a teammate's unethical behavior influence your team? Intention matters. Targeting the Academy of Management Journal. Presented at the Annual Meeting of the Academy of Management, Seattle, Washington.
- Dang, C. T., Volpone, S., Umphress, E. E.* (2021). The ethics of diversity ideology: Consequences of leader diversity ideology on ethical leadership perceptions and organizational citizenship behavior. Paper presented at the University of Michigan & Northeastern University.
- Umphress, E. E., & Dang, C. T. (2021) Systematic injustice and preference for unethical leaders. Paper presented at the Annual Meeting of the Academy of Management.
- Johnson, H., Umphress, E. E., Bates, J., Parkinson, S. (2021). When is a threat more or less of a threat? Threat sensitivity, withdrawal and antisocial behaviors. Paper presented at the Annual Meeting of the National Academy of Management.
- Johnson, H. H., Bates, J. T., Keng-Highberger, F. T., Umphress, E. E.* (2021). The 'haves' and the have nots'. Paper presented at the Annual Meeting of the National Academy of Management.
- Dang, C. T., & Umphress, E. E.* (2020). Systematic injustice and preference for unethical and ethical leaders. Paper presented at the Annual Meeting of the National Academy of Management.
- Michell, M., Umphress, E. E., Rink, F., Yang, P. (2020). The consequences of pro-group unethical behavior on actors and teams. Paper presented at the Annual Meeting of the National Academy of Management.
- Umphress, E. E., & *Rhee, Y. W.* (2019). Unpacking unethical behavior: Intentions, social dynamics and their consequences. Paper presented at the Annual Meeting of the National Academy of Management, Boston, Massachusetts.
- Michell, M., Umphress, E. E., Rink, F., Yang, P. (2019). Benefits, costs, or both? The implications of pro-group unethical behavior. Paper presented at the Annual Meeting of the National Academy of Management, Boston, Massachusetts.
- Gardner, R., Umphress, E. E.* (2019). The effects of exposure to swearing on state authenticity and expressed empathy. Paper presented at the Annual Meeting of the National Academy of Management, Boston, Massachusetts.

**PAPER PRESENTATIONS (continued)**

- Umphress, E. E., *Gardner, R. G., Leavitt, K., & Stoverink, A. C.* (2019). Feeling activated and acting unethically: The influence of positive mood on unethical behavior to help a teammate and self-interested unethical behavior. Paper presented at the University of Maryland, Southern Methodist University, & INSEAD.
- Umphress, E. E., *Gardner, R. G., & Stoverink, A. C.* (2018). The influence of positive mood on unethical behavior. Paper presented at the Annual Meeting of the National Academy of Management, Chicago, Illinois.
- Umphress, E. E., *Rhee, Y. W., & Heng, Y. T.* (2018). Intentions matter: Examining intentions for unethical behavior, moral identity and likability. Paper presented at the Annual Meeting of the National Academy of Management, Chicago, Illinois.
- Dang, C. T., Umphress, E. E., Mitchell, M.* (2017). Examining observer reactions to leader social accounts with moral disengagement language. Paper presented at the Annual Meeting of the National Academy of Management, Atlanta, Georgia.
- Johnson, H., & Umphress, E. E.* (2017). Identity threat in the workplace: Minimizing threat with open work group identification. Paper presented at the Annual Meeting of the National Academy of Management, Atlanta, Georgia.
- Watkins, T., & Umphress, E. E.* (2017). Strong body, strong mind: Physical activity buffers interpersonal injustice. Paper presented at the Annual Meeting of the National Academy of Management, Atlanta, Georgia.
- Johnson, H., & Umphress, E. E.* (2016). To help my supervisor: Supervisor identification, moral identity, and unethical pro-supervisor behavior. Paper presented at the Annual Meeting of the National Academy of Management, Anaheim, California.
- Gardner, R. G., Umphress, E. E., Leavitt, K., & Stoverink, A. C.* (2015). Negative mood and helping a cheater: The moderating role of self-view. Paper presented at the Annual Meeting of the National Academy of Management, Vancouver, Canada.
- Umphress, E. E., & *Johnson, H.* (2015). To help a fair organization: Procedural justice, positive reciprocity beliefs, and unethical behavior. Paper presented at the Annual Meeting of the National Academy of Management, Vancouver, Canada.
- Stoverink, A. C., Umphress, E. E., Gardner, R., & Miner, K.* (2014). Misery loves company: Team dissonance and the influence of supervisor-focused interpersonal justice climate on team cohesiveness. Paper presented at Carnegie Mellon, Pittsburgh, Pennsylvania.



**PAPER PRESENTATIONS (continued)**

- Gardner, R. G., Umphress, E. E., Leavitt, K., Stoverink, A. C., & Griffin, R. W. (2013).* Helping others cheat: The role of positive affect and liking. Paper presented at the Annual Meeting of the National Academy of Management, Orlando, California.
- Smittick, A., Gardner, R. G., Miner, K., Umphress, E. E. (2012).* Boiling a Frog: Consequences of Low- and High-Intensity Workplace Incivility. Paper presented at the Annual Meeting of the National Academy of Management, Boston, Massachusetts.
- Stoverink, A. C., Li, N., & Umphress, E. E. (2012).* Fairness in an electronic workplace: The role of media richness. Paper presented at the Annual Meeting of the National Academy of Management, Boston, Massachusetts.
- Stoverink, A. C. & Umphress, E. E. (2011).* Misery loves company: The positive effect of interpersonal injustice climate on team cohesiveness. Paper presented at the Annual Meeting of the National Academy of Management, San Antonio, Texas.
- Gardner, R. G., Umphress, E. E., Leavitt, K., Stoverink, A. C., & Griffin, R. W. (2011).* The happy enabler: Positive affect and its influence on prosocial unethical behavior. Paper presented at the Annual Meeting of the National Academy of Management, San Antonio, Texas.
- Simmons, A. L., & Umphress, E. E. (2010).* Social dominance orientation: The influence of directives on leadership selection. Paper presented at the Annual Meeting of the Academy of Management, Montréal, Canada.
- Simmons, A. L., & Watkins, M. B. (2010).* I don't want to be the only one: The role of social dominance orientation, gender, and tokens. Paper presented at the Annual Meeting of the Academy of Management, Montréal, Canada.
- Simmons, A. L., & Umphress, E. E. (2010).* The selection of leaders: The influence of social dominance orientation. Paper presented at the Society for Industrial Organizational Psychology, Atlanta, Georgia.
- Umphress, E. E., Bingham, J., Mitchell, M. (2009).* In the name of the company: Identification, positive reciprocity, and unethical prosocial behavior. Paper presented at the Annual Meeting of the Academy of Management, Chicago, Illinois.
- Certo, T., Umphress, E. E., & Campbell, J. T. (2009).* They make what?! Employee evaluations of CEO pay fairness. Paper presented at the Annual Meeting of the Academy of Management, Chicago, Illinois.
- Stoverink, A., Umphress, E. E., Miner-Rubino, K., & Swider, B. (2009).* Not all groups are created equal. A contingency perspective on interpersonal justice. Paper presented at the Annual Meeting of the Academy of Management, Chicago, Illinois.

**PAPER PRESENTATIONS (continued)**

- Umphress, E. E., & *Bingham, J.* (2009). Unethical behavior conducted to benefit the organization, coworkers, and customers. Paper presented at the Society for Industrial Organizational Psychology Conference, New Orleans, Louisiana.
- Umphress, E. E., Bierman, L., Tihanyi, L. & *Gogus, C.* (2008). Managing organizational legitimacy by influencing employees' nonwork attitudes and behaviors. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, California.
- Umphress, E. E., *Simmons, A. L.*, Boswell, W., & *Triana, M. C.* (2008). Managing discrimination in selection: The impact of accountability and social dominance orientation. Paper presented at the OB Speaker Series in the Management Department at the Wharton School, Philadelphia, Pennsylvania.
- Umphress, E. E., Boswell, W., Zardkoochi, A., *Ren, R.*, *Triana, M.*, & Baskerville-Watkins, M. (2008). Influence of community factors on organizational justice and job behaviors. Paper presented at the Society for Industrial Organizational Psychology Conference, San Francisco, California.
- Umphress, E. E., & *Bingham, J.* (2008). One fair deed deserves another: Justice perspectives on unethical behavior. Paper presented at the Society for Industrial Organizational Psychology Conference, San Francisco, California.
- Smith-Crowe, K., Umphress, E. E., Brief, A. P., Tenbrunsel, A., & Chan, S. (2008). The effects of employee accountability to corrupt authority figures. Paper presented at the Society for Industrial Organizational Psychology Conference, San Francisco, California.
- Umphress, E. E., *Bingham, J.*, & Mitchell, M. C. (2007). Motivating unethical prosocial behavior through organizational identification and positive reciprocity. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Umphress, E. E., & *Bingham, J.* (2007). Light from the dark side? A motivational model for unethical prosocial behavior. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Umphress, E. E., & *Triana, M. C.* (2007). Gender, justice orientation, and others' interpersonal justice. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

**PAPER PRESENTATIONS (continued)**

- Umphress, E. E., Ren, R., Gogus, C. I., & Bingham, J. (2006). Unethical ironies: The impact of distributive justice on unethical behavior. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia.
- Umphress, E. E., Boswell, W., Simmons, A. L., & Triana, M. C. (2006). Managing discrimination in selection: The impact of accountability and social dominance orientation. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia.
- Umphress, E. E., & Triana, M. C. (2006). Social comparison and interpersonal justice: How others' interpersonal justice impacts evaluations of a supervisor. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia.
- Umphress, E. E., Bingham, J., & Mitchell, M. S. (2006). Identification gone bad: Positive reciprocity and the propagation of unethical prosocial behaviors. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia.
- Umphress, E. E., Barsky, A., See, K., Gogus, C. I., Ren, R., & Simmons, A. (2005). Be careful what you wish for: Goals influencing ethical behavior in organizations. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii.
- Simmons, A., Triana, M., Umphress, E. E., & Boswell, W. (2005). Selection and social dominance orientation: The complexities of pursuing a diverse workforce. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii.
- Chan, S., Smith-Crowe, K., Tenbrunsel, A. E., Brief, A. P., Umphress, E. E., & Joseph, J. (2005). What you can't see can hurt you: An examination of the ethical infrastructure of organizations. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii.
- Li, D., Devers, C., & Umphress, E. E. (2004). Board composition and firm performance: The mediating role of unethical behavior. Paper presented at the Annual Meeting of the Strategic Management Society, San Juan, Puerto Rico.
- Umphress, E. E., Smith-Crowe, K., Brief, A. P., Dietz, J., & Baskerville, M. (2004). Do birds of a feather flock together or do opposites attract? Organizational diversity, social dominance orientation, and organizational attractiveness. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, Louisiana.

**PAPER PRESENTATIONS (continued)**

- Umphress, E. E., Bingham, J., & Ren, R. L. (2004). Light from the dark side? A motivational model for unethical citizenship behavior. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, Louisiana.
- Smith-Crowe, K., Umphress, E. E., Brief, A. P., Tenbrunsel, A. E., & Chan, S. S. Y. (2003). Social dominance orientation and accountability: A field study of corporate corruption. Paper presented at the Annual Meeting of the Academy of Management, Seattle, Washington.
- Smith-Crowe, K., Umphress, E. E., Brief, A. P., Tenbrunsel, A. E., & Gee, J. O. (2003). Cooking the books: The effect of accountability and social dominance. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Umphress, E. E., Smith-Crowe, K., Brief, A. P., & Dietz, J. (2002). I don't want to work with "those people": Racial composition, social dominance orientation, and organizational attractiveness. Paper presented at the Annual Meeting of the Academy of Management, Denver, Colorado.
- Brief, A. P., Burrows, J., Dietz, J., Umphress, E. E., Butz, R., & Scholten, L. (2002). Racial demographics in organizations and the quality of work relationships: The role of community demographics. Paper presented at the Annual Meeting of the Academy of Management, Denver, Colorado.
- Folger, R., & Umphress, E. E. (2000). The dark side of procedural justice. Paper presented at the International Justice Conference, Israel.
- Labianca, G., Umphress, E. E., & Kaufmann, J. (2000). A preliminary test of the negative asymmetry hypothesis in workplace social networks. Paper presented at the Annual Meeting of the Academy of Management, Toronto, Canada.
- Umphress, E. E., Labianca, G., Kass, E., Scholten, L., & Brass, D. (2000). The social construction of organizational justice perceptions: A social networks approach. Paper presented at the Annual Meeting of the Academy of Management, Toronto, Canada.

**HONORS, AWARDS, AND GRANTS**

Winner of the Saroj Parasuraman Outstanding Publication Award from the Diversity, Equity, and Inclusion Division of the Academy of Management

Star Teacher Winter Quarter Executive & Hybrid MBA, University of Washington, 2024.

**HONORS, AWARDS, AND GRANTS (continued)**

William D. Bradford Endowed Professorship, University of Washington, 2023-present.

Hybrid MBA Excellence in Teaching Award (Class of 2023), University of Washington, 2023.

Star Teacher Winter Quarter Executive & Hybrid MBA, University of Washington, 2023.

Michael G. Foster Endowed Professorship, University of Washington, 2022 - 2023.

Hybrid MBA Excellence in Teaching Award (Class of 2022), University of Washington, 2022.

Star Teacher Winter Quarter Executive & Hybrid MBA, University of Washington, 2022.

UW Population Health Initiative Grant to Support Minority Owned Businesses During the COVID Pandemic. Principal Investigator with Jennifer Fan (\$20,000), 2020.

Star Teacher Autumn & Winter Quarter Executive & Hybrid MBA, University of Washington, 2021.

Hybrid MBA Excellence in Teaching Award (Class of 2020), University of Washington, 2020.

Professor of the Quarter, Master of Science in Entrepreneurship Program, University of Washington, 2020.

Star Teacher Winter Quarter Hybrid MBA, University of Washington, 2020.

Professor of the Year, Master of Science in Entrepreneurship (Class of 2019), University of Washington, 2019.

Star Teacher Winter Quarter Executive & Hybrid MBA, University of Washington, 2019.

Star Teacher Autumn Quarter, Master of Science in Entrepreneurship, University of Washington, 2018.

Star Teacher Winter Quarter Executive & Global MBA, University of Washington, 2018.

**HONORS, AWARDS, AND GRANTS (continued)**

- Star Teacher Autumn Quarter Undergraduate, Master of Supply Chain Management & Entrepreneurship, University of Washington, 2017.
- Star Teacher Winter Quarter Executive MBA, University of Washington, 2017.
- Star Teacher Autumn Quarter Undergraduate, University of Washington, 2016.
- Pacific Coast Banking School Dean's Leadership Award, University of Washington, 2016.
- Evert McCabe Endowed Fellowship, University of Washington, 2016 - 2022.
- Star Teacher Winter Quarter Executive MBA, University of Washington, 2016.
- Star Teacher Winter Quarter Executive MBA, University of Washington, 2015.
- Faculty Advisor to the Foster MBA Team that earned 1<sup>st</sup> Place in a National MBA Ethics Case Competition, 2015.
- Core Professor of the Year, Evening MBA (Class of 2015), University of Washington, 2014.
- Star Teacher Winter Quarter Evening MBA, University of Washington, 2014.
- Star Teacher Spring Quarter Undergraduate, University of Washington, 2013.
- Faculty Advisor to the Foster MBA Team that earned 3<sup>rd</sup> Place in a National MBA Ethics Case Competition, 2011.
- Star Teacher Autumn Quarter Executive MBA, University of Washington, 2011.
- Summer Research Grant from the Mays Business School (\$10,000), 2010.
- Texas Transportation Institute Cooperative Agreement, An Analysis of the Workforce Climate at the Texas Transportation Institute, Principal Investigator (with Kirkman) (\$10,000), 2008.
- The Association of Former Students of Texas A&M College Level Distinguished Teaching Award, Texas A&M University (\$2,000), 2007.
- Mays Research Fellow, Texas A&M University, 2007-2010.

**HONORS, AWARDS, AND GRANTS (continued)**

Montague Center for Teaching Excellence Scholar, Texas A&M University (\$5,000), 2006.

NASA Cooperative Agreement, An Analysis of the Workforce Sustainability of Two Gulf Coast Shuttle Program Locations Following Hurricane Katrina, Principal Investigator (with Boswell, Zardkoohi, & Anari) (\$184,000), 2006.

Summer Teaching Grant from the Mays Business School (\$10,000), 2006.

Chair and Organizer of a Showcase Symposium for the Annual Meeting of the Academy of Management, 2006.

Summer Research Grant from the Mays Business School (\$10,000), 2005.

Chair and Organizer of a Showcase Symposium for the Annual Meeting of the Academy of Management, 2004.

Murphy Institute Fellowship for Doctoral Student Research (\$15,000), Tulane University, 2002.

Best Papers Award from the Organizational Management Theory Division of the Annual Meeting of the Academy of Management, 2000.

**RESEARCH INTERESTS**

Ethical Decision Making, Organizational Justice, Diversity, and Social Dominance Theory

**COURSES TAUGHT**

2011-present	<u>University of Washington</u> MGMT 320: Business, Government Society (undergrad) MGMT 402: Deal Making and Negotiations (undergrad) MGMT 504: Ethical Leadership (MBA) MGMT 504: Ethical Leadership (Evening MBA) EMBA 511: Dynamics of Negotiation (EMBA) MGMT 547 E: Successful Negotiations (Master of Entre) MGMT 547 H: Successful Negotiations (Hybrid MBA) SCM 502 A: SCM Negotiations (Master of Supply Chain)
2003-2011	<u>Texas A&amp;M University</u> MGMT 439: Negotiations (undergrad) MGMT 639: Negotiations (graduate and MBA) MGMT 685: Directed Study on Ethics (PhD)

2002                      Tulane University  
OBHR 331: Organizational Behavior and Human  
Resources

## **EXECUTIVE EDUCATION**

Successful Negotiations, University of Washington.  
Minority Business Executive Program, (2016 - present)  
DocuSign, (2017- 2020)  
Global Bankers Program, (2018-present)  
Executive Development Program (2018-present)  
Department of Natural Resources (2018-present)  
Gates Foundation (2018-2020, 2024)

Inclusive leadership, University of Washington  
DocuSign (2020-2021)  
Foster School of Business (2020-present)

Strategic Communication and Negotiations (2014-2017)  
Microsoft Leadership Program.

Ethics (2015-2017, 2019)  
Global Bankers Program, University of Washington.

Negotiations (2010-2011)  
Mays Executive MBA Program, Texas A&M University.

Negotiating in Competitive Environments (2008-2011)

Halliburton Business Leadership Development Program III & Law Enforcement  
Program, Center for Executive Development, Texas A&M University.

Ethics in Action (2006-2011)  
Law Enforcement Program, Center for Executive Development, Texas A&M  
University.

Perspectives on Culture: Managing Cross-Cultural Differences in a Global  
Economy (2006-2011)  
Halliburton President's Leadership Excellence Program, Center for Executive  
Development, Texas A&M University.

Perspectives on Diversity (2005-2007)  
Mays Executive MBA Program, Texas A&M University.



**UNIVERSITY SERVICE**

Faculty Director of the Consulting and Business Development Center, University of Washington, 2022-present.

Ascend National Faculty Director, University of Washington, 2022-present.

Tenure Project Senior Planning Committee, 2022-2023.

Department of Management Faculty Representative on the Foster Promotion and Tenure Committee, 2021-2024.

University of Washington Representative on the National Academies of Science, Engineering and Medicine Prevention Action Collaborative on Prevention of Sexual Harassment in Academia, 2019 - 2022.

Title XI Climate Working Committee, University of Washington, 2020-2021

Representative of the UW COVID-19 Caregiver Task Force, University of Washington, 2020.

Representative of the Faculty Council on Women in Academia, University of Washington, 2016 – 2021.

Faculty Advisor to Foster MBA team for KeyBank Minority MBA Student Case Competition, 2018 - 2020.

Representative of UW Climate Study Working Group, 2019 – 2020.

Faculty Advisor to the Business Ethics Association (undergraduate club), University of Washington, 2013-2020.

Chair of the Foster Diversity Committee, University of Washington, 2014-2019.

Foster Business School Representative of the University of Washington Diversity Council, 2013- 2017.

Course Coordinator for Business, Government, and Society (MGMT 320), University of Washington, 2012-2017.

Search Committee Member for the Chair of Finance and Business Economics Department, 2016.

Faculty Member on Foster MBA Ethical Committee, University of Washington, 2012-2017

**UNIVERSITY SERVICE (continued)**

Faculty Advisor to undergraduate students addressing supplier diversity at the University of Washington for the Board of Regents, 2016-2017.

Chair of the Organizational Behavior Faculty Search Committee, University of Washington, 2015-2016.

Management and Organizations Representative on the Foster Faculty Council, University of Washington, 2013-2016.

Selection Committee Member of Organizational Behavior Faculty Search Committee, University of Washington, 2013-2014.

Selection Committee Member of Organizational Behavior Faculty Search Committee, University of Washington, 2012-2013.

Search Committee Member for the Chair of Marketing and International Business Department, 2011-2012.

President of the Women's Faculty Network, Mays Business School, Texas A&M University, 2010-2011.

University Work-life Committee Member, Texas A&M University, 2009-2011.

Vice President of the Women's Faculty Network, Mays Business School, Texas A&M University, 2009-2010.

College Representative of the Women's Faculty Network, Mays Business School, Texas A&M University, 2007-2011.

Doctoral Program Committee Member in the Management Department, Mays Business School, Texas A&M University, 2004-2008.

Teaching Task Force in the Management Department, Mays Business School, Texas A&M University, 2008.

Mays Regents Scholar Mentor, Mays Business School, Texas A&M University, 2007-2010.

Freshman Business Initiative (FBI) Mentor, Mays Business School, Texas A&M University, 2005-2007.

Human Resource Management (MS/HRM) Selection Committee Member, Mays Business School, Texas A&M University, 2003-2005, 2009-2011.

Honor Code Committee Member, A. B. Freeman School of Business, Tulane University, 2001-2002.

## PROFESSIONAL AFFILIATIONS AND ACTIVITIES

### Memberships:

Academy of Management  
American Psychological Association  
Society for Industrial Organizational Psychology  
International Society for Justice Research

### Reviewing Activities:

Associate Editor of the Academy of Management Journal, 2019-2022.  
Editorial Board member of the Academy of Management Journal, 2010-2019, 2022-present.  
Editorial Board member of Organizational Behavior and Human Decision Processes, 2007-2019.  
Editorial Board member of the Academy of Management Review, 2005-2017.  
Reviewer for Administrative Science Quarterly, 2006-2019.  
Reviewer for the Journal of Applied Psychology, 2005-2019.

### Conference Activities:

Facilitator in the “Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session”. At the Annual Meeting of the Academy of Management, 2023.

Facilitator in the “Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session”. At the Annual Meeting of the Academy of Management, 2022.

Co-Chair, “Publishing in AMJ: Tips from the Editors.” At the Annual Meeting of the Academy of Management, 2021.

Co-Chair, “Crisis, culture, leader and interaction history: Contextual effects on unethical prosocial behavior.” At the Annual Meeting of the Academy of Management, 2021.

Facilitator in the “Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session”. At the Annual Meeting of the Academy of Management, 2021.

Co-Chair, “Contextualizing unethical behaviors through relational perspectives.” At the Annual Meeting of the Academy of Management, 2020.

**PROFESSIONAL AFFILIATIONS AND ACTIVITIES (continued)**

- Facilitator in the “Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session”. At the Annual Meeting of the Academy of Management, Vancouver, Canada, 2020.
- Co-Chair, “New directions in unethical prosocial behavior: Its antecedents and consequences.” At the Annual Meeting of the Academy of Management, Boston, Massachusetts, 2019.
- Presenter and Table Facilitator in the “Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session”. At the Annual Meeting of the Academy of Management, Boston, Massachusetts, 2019.
- Table Facilitator in the “Designing Experiential Classroom Exercises”. At the Annual Meeting of the Academy of Management, Boston, Massachusetts, 2019.
- Co-Chair, “Interfacing unethical pro-other behavior (UPB): Investigating the social and moral dynamics of UPB.” At the Annual Meeting of the Academy of Management, Chicago, Illinois, 2018.
- Discussant in the “Behavioral Ethics Research: A Third Annual Pecha Kucha Springboard and Networking Session”. At the Annual Meeting of the Academy of Management, Chicago, Illinois, 2018.
- Presenter in the OB Doctoral Student Consortium at the Annual Meeting of the Academy of Management, Vancouver, Canada, 2015.
- Presenter in the OB Doctoral Student Consortium at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania, 2014.
- Member of the Best Paper Award Committee for the Conflict Management Division of the Academy of Management, 2013
- Co-Chair, “Novel applications of organizational justice: Promising new directions.” Symposium at the Annual Meeting of the National Academy of Management, Boston, Massachusetts, 2012.
- Presenter in the OB Doctoral Student Consortium at the Annual Meeting of the Academy of Management, San Antonio, Texas, 2011.

**PROFESSIONAL AFFILIATIONS AND ACTIVITIES (continued)**

- Co-Chair, “New trends in organizational justice: A fresh look at its antecedents, processes, and consequences”. Symposium at the Annual Meeting of the National Academy of Management, San Antonio, Texas, 2011.
- Presenter in the OB Doctoral Student Consortium at the Annual Meeting of the Academy of Management, Montréal, Canada, 2010.
- Co-Chair, “Vulnerability to the dark side: Factors affecting the experience of and reactions to workplace abuse.” Symposium at the Annual Meeting of the Academy of Management, Chicago, Illinois, 2009.
- Presenter in the OB Doctoral Student Consortium at the Annual Meeting of the Academy of Management, Chicago, Illinois, 2009.
- Member of the S. Raines Wallace Best Dissertation Award Committee in the Society for Industrial and Organizational Psychology (2005-2008).
- Member of the William A. Owens Scholarly Achievement Award Committee in the Society for Industrial and Organizational Psychology (2006-2008).
- Presenter in the OB Doctoral Student Consortium at the Annual Meeting of the Academy of Management, Anaheim, California, 2008.
- Facilitator, “Justice at Individual and Organizational Levels.” Paper Session at the Annual Meeting of the Academy of Management, Anaheim, California, 2008.
- Chair and Organizer, “Ethical and Unethical Behavior in a Knowledge Economy: A Social Exchange Perspective.” Symposium at the Annual Meeting of the Academy of Management, Atlanta, Georgia, 2006.
- Chair and Organizer, “Visions for ethics in the next century: Developments and investigations in ethical and unethical behavior.” Symposium at the Annual Meeting of the Academy of Management, Honolulu, Hawaii, 2005.
- Chair and Organizer, “The causes and consequences of prejudice and discrimination: Innovative theoretical development and empirical investigations.” Symposium at the Annual Meeting of the Academy of Management, New Orleans, Louisiana, 2004.

**PROFESSIONAL AFFILIATIONS AND ACTIVITIES (continued)**

Chair and Organizer, “Breaking new ground in deviance and unethical behaviors: Refinement, measurement, and investigations.” Symposium at the Annual Meeting of the Academy of Management, New Orleans, Louisiana, 2004.

Discussant, “Cognition and Information: Processing three perspectives.” Annual Meeting of the Academy of Management, Seattle, Washington, 2003.

Reviewer for the Annual Meeting of the Academy of Management, 2002-2012.

Reviewer for the Annual Meeting of the Society for Industrial Organizational Psychology, 2004-2010.

**Doctoral and Master Student Committees:**

Dissertation Committee Chair: Eunhee Bae

Dissertation Committee Co-Chair: Hanna Johnson (Management & Organizations), University of Washington.

Lily Ren (Management), Texas A&M University.

Dissertation Committee Member: Anusuya Banerjee, Young Won Rhee, & Matt Eliseo (Management & Organizations), Lisa Shubert (English), Audrey Omar (Sociology) University of Washington.

John Bingham (Management), Jamie Henning (I/O Psychology), Adam Stoverink (Management), & Jane Stuart (Communications), Texas A&M University.

Master’s Committee Member: William Goldberg (Construction Science), Bradley Jennings (Biotechnology), Ibrahim Khalil (Mechanical Engineering), Adam Kabins (Industrial Organizational Psychology), Lindsay Malecha (International Affairs), Josh Novak (Construction Science), Matt Peschel (Health and Kinesiology), Elizabeth Rehak (Health and Kinesiology), Texas A&M University.