

## David T. Wagner

Associate Professor of Management  
Doug McKay Research Scholar  
Lundquist College of Business  
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### **ACADEMIC POSITIONS**

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University of Oregon

2022-present Head, Department of Management  
2019-present Affiliate, Center for Sustainable Business Practice  
2018-present Doug McKay Research Scholar  
2016-present Associate Professor, Management  
2014-2016 Assistant Professor, Management

Singapore Management University

2009-2014 Assistant Professor, Organisational Behaviour and Human Resource Management

Michigan State University

2004-2009 Instructor, Teaching Assistant, Research Assistant

### **EDUCATION**

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2009 Doctor of Philosophy in Business Administration  
Michigan State University  
Department of Management  
Major: *Organizational Behavior/Human Resource Management*  
Minor: *Industrial/Organizational Psychology*

2004 Master of Accountancy  
Brigham Young University  
Major: *Tax Accounting*

2002 Bachelor of Science  
Brigham Young University  
Major: *Accounting*

### **HONORS, AWARDS, AND FELLOWSHIPS**

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2022-23 James E. Reinmuth MBA Teaching Excellence Award, University of Oregon  
2021-22 James E. Reinmuth MBA Teaching Excellence Award, University of Oregon  
2018-present Doug McKay Research Scholar, University of Oregon  
2017 Nominee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research  
2016 Nominee, Excellent Faculty Advising Award, University of Oregon  
2016 Oregon Lacrosse MVP (Most Valuable Professor), University of Oregon  
2016 Outstanding Reviewer Award, Academy of Management Journal  
2015 Ascendant Scholar Award, Western Academy of Management

- 2013-2014 Harvard Business School Global Colloquium on Participant-Centered Learning (GloColl), one of three nominees across Singapore Management University
- 2013 Outstanding Reviewer Award, Academy of Management OB Division
- 2013 Early Career Visiting Fellowship in Management and Organisations, University of Western Australia
- 2013 Best Poster Presentation, SIOP 28<sup>th</sup> Annual Conference, Houston, TX, USA
- 2012-2013 Dean's Teaching Honour List, Lee Kong Chian School of Business, Singapore Management University
- 2010-2012 Lee Foundation Fellow for Research Excellence, Singapore Management University
- 2009 Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research

## **PUBLICATIONS**

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*Citations as of October 2023: [SSCI – 1,803](#), h-index: 16; [Google Scholar – 4,318](#), h-index: 20  
Web of Science beam plot: [86<sup>th</sup> percentile, overall citations](#)*

Barnes, C. M., Wagner, D. T., Schabram, K., & Boncoeur, D. (2023). Human Sustainability and Work: A Meta-Synthesis and New Theoretical Framework, *Journal of Management (Review Issue)*. <https://doi.org/10.1177/01492063221131541>

\*Pychlau, S., & D. T., Wagner (2023). The data of others: New and old faces of archival research. In H. Cooper, M. N. Coutanche, L. M. McMullen, A. T. Panter, D. Rindskopf, & K. J. Sher (Eds.), *APA Handbook of Research Methods in Psychology: Data Analysis and Research Publication*, 481–500. American Psychological Association.  
<https://doi.org/10.1037/0000320-022>

Spitzmuller, M., Park, G., Van Dyne, L., Wagner, D. T., & Maerz, A. (2021). When do you benefit? Differential boundary conditions facilitate positive affect and buffer negative affect after helping others. *European Journal of Work and Organizational Psychology*, 30, 482-494. <https://doi.org/10.1080/1359432X.2020.1843436>

\*Gish, J., Wagner, D. T., Grégoire, D., & Barnes, C. M. (2019). Sleep and entrepreneurs' abilities to imagine and form initial beliefs about new venture ideas. *Journal of Business Venturing*, 34, 1-24.

- Second highest rated paper (quality and quantity of online coverage) in the history of JBV. “Attention score” in the 99th percentile of all research ever tracked by Altmetric (more than 23,000,000 outputs): <https://www.altmetric.com/details/64086228#score>

Leavitt, K., Barnes, C. M., \*Watkins, T., & Wagner, D. T. (2019). From the bedroom to the office: Workplace spillover effects of marital sexual activity at home. *Journal of Management*, 45, 1173-1192. (Authors contributed equally; authorship randomly determined)

- Highest rated paper (quality and quantity of online coverage) in the history of JOM. “Attention score” in the 99th percentile of all research ever tracked by Altmetric (more than 23,000,000 outputs): <https://sage.altmetric.com/details/17056150#score>

- \*Heng, Y. T., Wagner, D. T., Barnes, C. M., & Guarana, C. L. (2018). Archival research: Expanding the methodological toolkit in social psychology. *Journal of Experimental Social Psychology*, 78, 14-22.
- Ilies, R., Wagner, D. T., Wilson, K. S., Ceja, L., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2017) Flow at work and basic psychological needs: Effects on well-being. *Applied Psychology: An International Review*, 66, 3-24.
- Thundiyl, T., Chiaburu, D. S., Li, N., & Wagner, D. T. (2016). Joint effects of creative self-efficacy, positive and negative affect on creative performance. *Chinese Management Studies*, 10, 726-745.
- Belogolovsky, E., Bamberger, P., \*Alterman, V., & Wagner, D. T. (2016). Looking for assistance in the dark: Pay secrecy, expertise attribution and efficacious help seeking among members of newly formed virtual work groups. *Journal of Business and Psychology*, 31, 459-477.
- Harrison, S. H., & Wagner, D. T. (2016). Spilling outside the box? The effects of creative behavior at work on time spent with spouse at home. *Academy of Management Journal*, 59, 841-859.
- Barnes, C. M., Lefter, A., Bhawe, D., & Wagner, D. T. (2016). The benefit of bad economies: A multi-level model of business cycles, the intensive margin, and time-based work-family conflict. *Journal of Occupational Health Psychology*.  
 ★ 2017 Nominee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- \*Gish, J. J., & Wagner, D. T. (2016). The affective implications of sleep. In J. Barling, C. M. Barnes, E. Carleton, & D. T. Wagner (Eds.), *Work and Sleep: Research Insights for the Workplace*. New York: Oxford University Press.
- Barnes, C. M., Gunia, B., & Wagner, D. T. (2015). Sleep and moral awareness. *Journal of Sleep Research*, 24, 181-188.
- Wagner, D. T., Barnes, C. M., & Scott, B. A. (2014). Driving it home: How workplace emotional labor harms employee home life. *Personnel Psychology*, 67, 487-516.
- 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*, 65, 789-819.
- Wagner, D. T., Barnes, C. M., Lim, V. K. G., & Ferris, D. L. (2012). Lost sleep and cyberloafing: Evidence from the laboratory and a daylight saving time quasi-experiment. *Journal of Applied Psychology*, 97, 1068-1076.
- Featured:
    - Print: *Wall Street Journal*
    - Radio: CBS Radio News Nationwide; Canadian Broadcasting Corporation

- Internet: Wall Street Journal, Freakonomics, CNBC, Washington Post, Yahoo! News, Fox Business, Forbes

Findings also published in:

Wagner, D. T. (2013). Less sleep, more slacking. *Harvard Business Review*, 91, 26.

Scott, B. A., Barnes, C. M., & Wagner, D. T. (2012). Chameleonic or consistent? A multilevel investigation of emotional labor variability and self-monitoring. *Academy of Management Journal*, 55, 905-926.

Ilies, R., Judge, T. A., & Wagner, D. T. (2010). The Influence of Cognitive and Affective Reactions to Feedback on Subsequent Goals: Role of Behavioral Inhibition/Activation. *European Psychologist*, 15, 121-131.

Barnes, C. M., & Wagner, D. T. (2009). Changing to daylight saving time cuts into sleep and increases workplace injuries. *Journal of Applied Psychology*, 94, 1305-1317.

- Featured: MSNBC; The Daily Stat (harvardbusiness.org); Human Resources Executive; Environmental, Health and Safety Today

Ilies, R., Wilson, K. S., & Wagner, D. T. (2009). The spillover of daily job satisfaction onto employees' family lives: The facilitating role of work-family integration. *Academy of Management Journal*, 52, 87-102.

Wagner, D. T., & Ilies, R. (2008). Affective influences on employee satisfaction and performance. In N. M. Ashkanasy & C. L. Cooper (Eds.), *Research Companion to Emotion in Organizations* (Ch. 9, pp. 152-169). Cheltenham, UK: Edward Elgar.

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*, 93, 529-539.

Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M., DeRue, D. S. & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology*, 92, 1368-1379.

- ★ 2009 Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Ilies, R., Wagner, D. T., & Morgeson, F. P. (2007). Explaining affective linkages in teams: Individual differences in contagion and individualism/collectivism. *Journal of Applied Psychology*, 92, 1140-1148.

Ilies, R., Judge, T. A., & Wagner, D. T. (2006). Making sense of motivational leadership: The trail from transformational leaders to motivated followers. *Journal of Leadership and Organizational Studies*, 13, 1-23.

## **BOOK**

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

## **SELECTED POPULAR PUBLICATIONS**

Wagner, D. (2018). The dark side of Daylight Saving Time. *The Conversation*.  
<https://theconversation.com/the-dark-side-of-daylight-saving-time-91958>  
▪ Article read by over 200,000 independent readers (as of Jan 2023).

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

## **SELECTED WORKING PAPERS**

Barnes, C. M., & Wagner, D. T. (Leading for Human Sustainability) under second review,  
*Research in Organizational Behavior*.

Zipay, K., \*Pychlau, S., & Wagner, D. T. (Title omitted to preserve blind review process. Topic: Attachment to “third places” and work outcomes) under revision for submission to,  
*Organization Science*.

Gordon, A. M., ...Wagner, D. T., ...et al. (Sleep and social psychology) under first review,  
*Personality and Social Psychology Review*

Wagner, D. T., Barnes, C. M., & Pychlau, S. (Human Sustainability), in preparation for  
*Academy of Management Collections*.

\*Kahn, U. A., Wagner, D. T., Barnes, C. M., & Wu, W. (Work-Family conflict and fungibility of time; Authorship TBD) Analyzing experimental ESM data.

\*Liu, C. H., Kraimer, M., & Wagner, D. T. (Title omitted to preserve blind review process. Topic: cross-cultural communication and employee well-being) Under revision.

\*Qiu, F., Wagner, D. T., & Shapiro, D. L. (Title omitted to preserve blind review process. Topic: Unethical leader requests and family outcomes) Preparing manuscript.

\*Yu, L., Wagner, D. T., Barnes, C. M., & Leavitt, K. (Title omitted to preserve blind review process. Topic: Sex and abusive supervision; Authors contributed equally; authorship randomly determined) Revising manuscript.

Razavi, P., Hodges, S. D., Condon, D. M., Wagner, D. T., & Srivastava, S. Social consequences of anger expression: The role of target of harm and expresser’s gender. PsyArXiv.  
<https://osf.io/preprints/psyarxiv/aysfx/>

\* = doctoral student coauthor at time of project initiation

## **CHAired CONFERENCE SESSIONS**

D. T. Wagner, & C. M. Barnes (Chairs). *Human Sustainability: Tying Together Related Streams of Research and Mapping a Path Forward*, Professional Development Workshop (PDW) at the 83<sup>rd</sup> Annual Meeting of the Academy of Management (2023), Boston, MA.

- D. T. Wagner, & K. Schabram (Chairs). *Human sustainability in organizations: Physiological, psychological, & social maintenance approaches*, Symposium at the 80<sup>th</sup> Annual Meeting of the Academy of Management (2020), Vancouver, BC.
- D. T. Wagner, & L. Van Dyne (Chairs). *What's in it for me? Individual, social, and performance outcomes of helping*, Symposium at the 70<sup>th</sup> Annual Meeting of the Academy of Management (2010), Montreal, Quebec.
- D. T. Wagner, & L. Van Dyne (Chairs). *The dangers of helping: When OCB can hurt employees*, Symposium at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology (2010), Atlanta, GA.
- D. T. Wagner, & R. Ilies (Chairs). *What makes customers tick...and ticked off? Affect, justice, and emotions in customer service*, Symposium at the 68<sup>th</sup> Annual Meeting of the Academy of Management (2008), Anaheim, CA.
- F. P. Morgeson, & D. T. Wagner (Chairs). *Leadership in groups and teams: How and why it matters*, Symposium at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology (2008), San Francisco, CA.
- R. Ilies, & D. T. Wagner (Chairs). *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*. Symposium at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology (2006), Dallas, TX.

### **CONFERENCE PRESENTATIONS**

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- Zipay, K., Pychlau, S., & Wagner, D. T. (2023, January). Let go and let love: Understanding employee personal and social outcomes of third place attachment. Paper presented at the 6<sup>th</sup> Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Zipay, K., Pychlau, S., & Wagner, D. T. (2022, October). Rooted and bonded: Understanding how and why third place attachment influences behaviors at work. Paper presented to the *Adderly Positive Research Incubator, Center for Positive Organizations, University of Michigan*.
- Zipay, K., Pychlau, S., & Wagner, D. T. (2022, June). Let go and let love: Understanding employee personal and social outcomes of third place attachment. Paper presented at the 10<sup>th</sup> Biennial POS Research Conference, University of Michigan.
- Liu, C. H., Kraimer, M., & Wagner, D. T. (2021, August). Linking daily intercultural communication to creative behavior: A job demands-resources perspective. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, from a kitchen table near you (COVID-induced virtual conference).
- Qiu, F., Shapiro, D., & Wagner, D. T. (2021, August). The impact of unethical leader requests on employee's family withdrawal. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, from a kitchen table near you (COVID-induced virtual conference).

- Barnes, C. M., Wagner, D. T., & Schabram, K. (2020, August). A fragile equilibrium theory of human sustainability. Part of the symposium: *Human sustainability in organizations: Physiological, psychological, & social maintenance approaches*, Wagner, D. T., & Schabram, K., (Chairs), presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC.
- Zipay, K., Pychlau, S., & Wagner, D. T. (2020, August). A place to ‘be yourself’: Examining third places’ influence on employee proactive and prosocial behaviors, Part of the symposium: *New frontiers in community research*, Wagner, D. T., & Schabram, K., (Chairs), presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC.
- Wagner, D. T., & Liu, C. H. J. (2020, February). Thinking Makes It So: Reflection on Positive Leader Attributes Drives Subordinate Satisfaction by Humanizing the Supervisor. Paper presented at the 21<sup>st</sup> Annual Conference of the Society for Personality and Social Psychology, New Orleans, LA.
- Wagner, D. T., & Liu, C. H. J. (2020, January). Thinking Makes It So: Reflection on Positive Leader Attributes Drives Subordinate Satisfaction With and Behavior Toward a Leader. Paper presented at the 5<sup>th</sup> Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Qiu, F, Wagner, D. T., Huang, L., & Leavitt, K. (2018, August). Moral licensing effect of positive parenting. Part of the symposium: *Moral Equivalence Through Benevolence, Licensing, and Cleansing*, Connors, A. L., Bartels, A. L., Scott, B. A., and Peterson, S. J., (Chairs), presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.
- Gish, J. J., & Wagner, D. T. (2017, August). Sleepwalking into bad opportunities: Sleep and entrepreneur opportunity evaluation. Paper presented at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.
- Yu, L., Wagner, D. T., Barnes, C. M., & Leavitt, K. (2017, August). Sex at home and abusive supervision at work. Paper presented at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA. (Authors contributed equally; authorship randomly determined)
- Schouten, M. E., Wagner, D. T., Barnes, C. M., & Spitzmuller, M. (2016, August). *Employees smile, spouses frown: Emotion regulation hampers spousal well-being and abets marital infidelity*. Part of the symposium: *The Dynamism of Employee Affect: Spillover Effects of Workplace Emotional Regulation and Affective Events*, Connors, A. L., Bartels, A. L., Scott, B. A., and Peterson, S. J., (Chairs), presented at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Ang, Y. T., & Wagner, D. T. (2016, August). A dual-pursuit model of emotional labor. Paper presented at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.

- Barnes, C. M., Leavitt, K., Watkins, T., & Wagner, D. T. (2016, August). From the bedroom to the office: Workplace spillover effects of marital sexual activity. Paper presented at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., & Gish, J. J. (2015, September). *Losing sleep leads to finding bias in faculty hiring*. Part of the symposium: *Love, Stress, and Work: The social context and consequences of sleep*, Sbarra, D. A. (Chair), presented at the 51<sup>st</sup> Annual Meeting of the Society for Experimental Social Psychology, Denver, CO.
- Bhave, D. P., Cho, K., Barnes, C. M., & Wagner, D. T. (2015, August). *Mindfulness as a means to mitigate the effects of surface acting on sleep*. Part of the symposium: *Putting the positive back in resources: A discussion on positive resources*, Foulk, T., & Bono, J. E. (Chairs), presented at the 73<sup>rd</sup> Annual Meeting of the Academy of Management, Vancouver, BC.
- Wagner, D. T., Barnes, C. M., & Guarana, C. L. (2015, February). *Law and error: The shift to daylight saving time and law enforcement decision making*. Part of the Symposium: *Bringing sleep to social psychology: Considering the effect of sleep on our emotions, relationships and intergroup relations*, Gordon, A., & Chen, S. (Chairs), presented at the 16<sup>th</sup> Annual Conference of the Society for Personality and Social Psychology, Long Beach, CA.
- Wagner, D. T., Ang, Y. T., & Goodwin, R. (2014, May). *How expressive emotional laborers hurt customer outcomes: It's about trust*. Part of the Symposium: *Multilevel emotional labor: Advancing research to the next level*, Gabriel, A. S., & Diefendorff, J. M. (Chairs), presented at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Barnes, C. M., Gunia, B., & Wagner, D. T. (2014, May). *You don't snooze, you lose (your moral awareness)*. Part of the Symposium: *The influence of sleep on work outcomes*, Barnes, C. M. (Chair), presented at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Wagner, D. T., & Schwind, K. M. (2014, May). *Work-family integration and the spillover from job to life satisfaction*. Part of the Symposium: *Novel approaches to affective spillover*, Ilies, R., & Goh, Z. (Chairs), presented at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Wagner, D. T., & Barnes, C. M., & Leavitt, K. (2013, August). Worth what you're paid: A meaning maintenance model of compensation and self-promotion. Paper presented at the 71<sup>st</sup> Annual Meeting of the Academy of Management, Orlando, FL.
- Harrison, S. H., & Wagner, D. T. (2013, August). Spilling outside the box? The effects of creative behavior at work on engagement at home. Paper presented at the 71<sup>st</sup> Annual Meeting of the Academy of Management, Orlando, FL.

- Barnes, C. M., Lefter, A., Bhave, D., & Wagner, D. T. (2013, August). The benefit of bad economies: Business cycles and time-based work-life conflict. Paper presented at the 71<sup>st</sup> Annual Meeting of the Academy of Management, Orlando, FL.
- Schouten, M. E., Wagner, D. T., Barnes, C. M., & Spitzmuller, M. (2013, April). Employees smile, spouses frown: Surface acting and marital satisfaction. Poster session presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX. \*Finalist, best doctoral student paper; \*Best poster award.
- Spitzmuller, M., Park, G., Wagner, D. T., & Van Dyne, L. (2013, April). *Communal and cranial influences determine helpers' salutary benefits*. Part of the Symposium: *OCB: Exploring new directions in multilevel, international contexts*, Nielsen, T. M. (Chairs), presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Spitzmuller, M., Wagner, D. T., Kim, Y. J., Van Dyne, L., & Ilies, R. (2012, August). *From helping to happy: When being neurotic isn't so bad*. Part of the Symposium: *Beyond performance evaluations...organizational citizenship behaviors and outcomes*, Bergeron, D. M. and Harvey, J. (Chairs), presented at the 70<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.
- Barnes, C. M., Wagner, D. T., & Scott, B. A. (2012, August). *Taking home the show: Effects of emotional labor on strain-based outcomes at home*. Paper presented at the 70<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.
- Barnes, C. M., & Wagner, D. T., & Ghumman, S. (2012, April). An extension of work-family conflict to include sleep. Poster session presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Scott, B. A., Barnes, C. M., & Wagner, D. T. (2011, August). *A multilevel investigation of self-monitoring and variability in emotional labor*. Paper presented at the 69<sup>th</sup> Annual Meeting of the Academy of Management, San Antonio, TX. \*Selected for conference proceedings.
- Wagner, D. T., Barnes, C. M., Lim, V. K. G., & Ferris, D. L. (2011, April). *Saving daylight, losing motivation: Daylight saving time and workplace loafing*. Poster session presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Wagner, D. T., & Barnes, C. M. (2010, August). *A sensemaking view of impression management theory: Self promotion and compensation in the national basketball association*. Paper presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Montreal, Quebec.
- Spitzmuller, M., Van Dyne, L., Wagner, D. T., & Lanaj, K. (2010, August). *Consequences of helping on helper performance*. Part of the Symposium: *What's in it for me? Individual, social, and performance outcomes of helping*, Wagner, D. T. and Van Dyne, L. (Chairs), presented at the 70<sup>th</sup> Annual Meeting of the Academy of Management, Montreal, Quebec.

- Wagner, D. T. & Van Dyne, L. (2010, April). *Help that hurts: Negative psychological outcomes for low status helpers*. Part of the Symposium: *The dangers of helping: When OCB can hurt employees*, Wagner, D. T. and Van Dyne, L. (Chairs), presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Barnes, C. M., & Wagner, D. T. (2009, April). *Daylight saving time clock changes, sleep, and workplace accidents*. Poster session presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Wagner, D. T. & Van Dyne, L. (2008, August). *Helping peers: Contrasting effects for minority versus majority helpers*. Part of the Symposium: *Beyond performance: Non-traditional consequences of helping behavior for the helper*, Van Dyne, L. and Spitzmüller, M. (Chairs), presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Schwind, K. M., & Ilies, R. (2008, August). *Nice, but do you mean it? Customer reactions to employee affective display during service encounters*. Part of the Symposium: *What makes customers tick...and ticked off? Affect, justice, and emotions in customer service*, D. T. Wagner and R. Ilies (Chairs), presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. (2008, April). *Transformational leadership of teams: Understanding affective, motivational and performance outcomes*. Part of the Symposium: *Leadership in groups and teams: How and why It matters*, F. P. Morgeson and D. T. Wagner (Chairs), presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Ilies, R., Schwind, K. M., & Wagner, D. T. (2007, August). *Job satisfaction extending over the work-family boundary: Spillover to life and marital satisfaction, and mood at home*. Paper presented at the 67<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- Barnes, C. M., Hollenbeck, J. R., & Wagner, D. T. (2007, August). *Harmful help: The costs of backing up behavior in teams*. Paper presented at the 67<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. (2006, November). *Intraindividual antecedents and outcomes of work-family conflict: Workload, affect, and social behavior*. Paper presented at the 3<sup>rd</sup> International Forum CRITEOS, Lisbon, Portugal.
- Wagner, D. T., Ilies, R., & Schwind, K. M. (2006, August). *A dynamic analysis of need fulfillment and well-being at work and home*. Part of the Symposium: *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*, R. Ilies and D. T. Wagner (Chairs), presented at the 66<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.

Wagner, D. T. & Ilies, R. (2006, August) *Making sense of motivational leadership: The trail from transformational leaders to motivated followers*. Interactive paper session presented at the 66<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.

Wagner, D. T. & Morgeson, F. P. (2006, May). *Limits on leadership and job design: Importance of error criticality*. Poster session presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Wagner, D. T., Ilies, R., & Morgeson, F. P. (2006, May). *Emotional transfer in teams: Antecedents, processes, and outcomes*. Interactive poster session presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. (2006, May). *The influence of work overload on well-being: A dynamic work-family study*. Part of the Symposium: *Processes Linking Work and Family Domains: Taking a Dynamic Approach*, R. Ilies and K. M. Schwind (Chairs), presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

## **RESEARCH INTERESTS**

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Human sustainability

Work-life interface

Dynamic processes of mood and emotion

Sleep and fatigue in organizations

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management

Western Academy of Management

Society for Industrial and Organizational Psychology

American Psychological Association

Association for Psychological Science

Society for Personality and Social Psychology

## **PROFESSIONAL SERVICE**

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*Executive Committee - Representative-at-large*

2020-2023 Academy of Management, Organizational Behavior Division

2022-2023 Special Projects, Academy of Management (OB)

2021-2022 Awards Chair, Annual Conference of the Academy of Management (OB)

2020-2021 PDW Chair, Annual Conference of the Academy of Management (OB)

*Editorial Board Member*

2013-present Academy of Management Journal

2013- present Academy of Management Discoveries (founding board member)

2017-present Personnel Psychology

2016-present Journal of Management Inquiry

2013-2016 Organizational Behavior and Human Decision Processes

*Ad Hoc Reviewer*

Journal of Management  
 Journal of Applied Psychology  
 Journal of Organizational Behavior  
 Journal of Occupational and Organizational Psychology  
 PLOS ONE  
 Psychological Science  
 Hong Kong Research Grant Council  
 Israel Science Foundation Grant Council  
 Academy of Management Annual Meeting  
 Society for Industrial and Organizational Psychology Annual Meeting

### **UNIVERSITY SERVICE**

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#### *University of Oregon*

2022-present Head, Department of Management  
 2021-2022 Faculty Personnel Committee, University level  
 2020 Faculty Research Commission, University level  
 2015-2020 Ph.D. program coordinator, Department of Management  
 2015-2020 Proseminar coordinator, Department of Management  
 2017-2018 Recruiting committee, Department of Management  
 2014-2016 Chair, recruiting committee, Department of Management

#### *Singapore Management University*

2012-2013 Ph.D. program coordinator (interim)  
 2010-2014 Ph.D. program committee  
 2010-2014 Subject pool system coordinator  
 2010-2011 Research seminar series coordinator

### **DISSERTATION AND THESIS COMMITTEES**

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2023 Sophie Pychlau, University of Oregon, Doctoral Dissertation (Chair) Placement: Iowa State University, Management  
 2023 Pooya Razavi, University of Oregon (Psychology), Doctoral Dissertation (Committee member) Placement: Edmentum, Research Scientist  
 2022 Mike Frankel, University of Oregon, Doctoral Dissertation (Chair) (in progress)  
 2020 Feng Qiu, University of Oregon, Doctoral Dissertation (Chair) Placement: University of Massachusetts Amherst, Management  
 2019 Jeffrey Gish, University of Oregon, Doctoral Dissertation (Chair) Placement: University of Central Florida, Management (Entrepreneurship)  
 2018 Matthew Robison, University of Oregon (Psychology), Doctoral Dissertation (Committee member) Placement: Arizona State University, Psychology Postdoc  
 2018 Simeon Minard, University of Oregon (Economics), Doctoral Dissertation (Committee member) Placement: Amazon  
 2016 Katherine Arsenault, University of Oregon, Master's Thesis (Pass with Honors) (Committee member)  
 2016 Hunter Gross, University of Oregon, Undergraduate Honors Thesis (Pass with Honors) (Chair)  
 2016 Marita Maffit, University of Oregon, Undergraduate Honors Thesis (Pass with Honors) (Chair)

### **TEACHING PERFORMANCE**

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*University of Oregon*

**Advising (Honor's and Master's Program Theses)**

2016 Nominee, Excellent Faculty Advising Award

**Research in Organizational Behavior**

(Ph.D. seminar)

**Managing Organizations**

(MGMT 612; MBA core)

**Negotiation**

(MGMT 623; MBA, MAcc, MSF, other students)

2021-22 James E. Reinmuth MBA Teaching Excellence Award

2022-23 James E. Reinmuth MBA Teaching Excellence Award

(Most Outstanding MBA Instructor Teaching an Elective Course)

**Managing Organizations**

(MGMT 321; 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> year business students)

2016 Oregon Lacrosse Team MVP (Most Valuable Professor)

**Negotiation Strategies**

(MGMT 417; 4<sup>th</sup> year business students)

*Singapore Management University*

**Developing Self and Others - Executive Development**

(Barclays global Transform Programme; Managing Directors)

**Research in Organizational Behavior**

(Ph.D. seminar; 1<sup>st</sup> year students)

**Management of People at Work**

(OBHR101; 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> year students)

2013 Dean's Teaching Honour List

2012 Dean's Teaching Honour List

*Michigan State University*

**Management Skills**

(MGT325; 3<sup>rd</sup> year students)

**Organizational Behavior and Management of Human Resources**

(MGT315; 3<sup>rd</sup> year students)