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EDUCATION

University of Pittsburgh, Pittsburgh, PA, May 2006
Ph.D. in Business Administration (Organizational Behavior & Human Resource Management)
Katz Graduate School of Business

University of Pittsburgh, Pittsburgh, PA, May 2001
Bachelor of Science and Bachelor of Philosophy in Business Administration
University Honors College and College of Business Administration
Major: Management

EXPERIENCE

North Carolina State University, Raleigh, NC
Professor January 2022 – Present

Clemson University, Clemson, SC
Professor August 2017 – December 2021
Associate Professor August 2012 – August 2017
Assistant Professor August 2006 – August 2012

West Virginia University, Morgantown, WV
Adjunct Instructor May 2006 – August 2006

University of Pittsburgh, Pittsburgh, PA
Adjunct Instructor May 2005 – May 2006
Teaching and Research Assistant August 2001 – May 2005

EDITORIAL SERVICE

Senior Associate Editor, *Group and Organization Management* (August 2022-present)
Editor-in-Chief, *Group and Organization Management* (July 2020-August 2022)
Associate Editor, *Group and Organization Management* (September 2017-July 2020)

Associate Editor, *Frontiers in Psychology* (September 2016-May 2018)

EDITORIAL BOARDS

Journal of Vocational Behavior (April 2022-present)

Journal of Management (July 2017-present)

Group and Organization Management (July 2013-present)

European Journal of Work and Organizational Psychology (April 2013-present)

Journal of Business and Psychology (April 2010-present)

Frontiers in Psychology (September 2015-May 2018)

MAJOR RESEARCH GRANTS

IUSE/PFE:RED: Clemson University: Learning Teams and Innovation Ventures for Adaptable Training in Engineering (CULTIVATE). Sponsored by the National Science Foundation from 2017 to 2022. Role: Developed organizational culture and teams theoretical framework. \$1,999,289.00 (funded).

Clemson Tigers Advance: Transforming the Institution Through Gender Equity, Retention and Support. Sponsored by the National Science Foundation from 2016 to 2021. Role: Developed social exchange and organizational identification theoretical framework and survey methods. \$3,395,187.00 (funded).

NRT-DESE: Preparing resilient + operationally adaptive communities through an interdisciplinary, venture-based education. Sponsored by National Science Foundation from 2016 to 2021. Role: Developed social networks methods. \$2,999,965.00 (funded).

To step in or to stand by: Third parties' emotional and behavioral responses to abusive supervision. Sponsored by Australian Research Council, Discovery Grant from 2015-2017. Role: Developed social learning theoretical framework and survey methods. \$145,300 (funded).

RESEARCH AWARDS & HONORS

Nominee, Centennial Professorship, Clemson University (2021).

Wilbur O. and Ann Powers College of Business Senior Scholar Research Excellence Award, Clemson University (2020-2021)

Managerial and Organizational Cognition Division Best Symposium Award (2019), for “More than a feeling? Understudied emotions in organizational scholarship”.

Best in Track Paper, Organizational Behavior, Southern Management Association Conference (2017), for “How exhausting!? An examination of the contagion effects of emotional exhaustion using social networks analysis” with E.E. Powell, K.L. Scott, & D. Nielubowicz.

Management Professor of Excellence Award, Department of Management, Clemson University (2016, 2017, 2019)

Nominee, 2016 Governor's Award, Young Researcher Award for Excellence in Scientific Research, State of South Carolina

Irwin-McGraw Hill Distinguished Paper Award for Best Conference Paper, Southwest Academy of Management (2015), for "Psychological contract breach and co-worker exclusion: The moderating effects of collectivism/individualism" with K.S. Cruz, K.L. Scott, & J. Cheung.

Best Paper Award (for a Southern Management Association Member), 2013 Eastern Academy of Management International Conference, for "Coworker exclusion and employee outcomes: The moderating role of perceived organizational and social support" with K.L. Scott, R.L. Purvis, & M. Schippers.

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management (2008, 2011, 2013, 2015).

College of Business and Behavioral Science Emerging Scholar Research Excellence Award, Clemson University (2011-2012).

2009 Group & Organization Management Paper of the Year Award (Micro), for "The negative aspects of social exchange: An introduction to perceived organizational obstruction" with R. Gibney and M. Masters.

Delta Sigma Pi Advisor of the Year, Southeast Region (2008-2009).

Irwin-McGraw Hill Distinguished Paper Award for Best Conference Paper, Southwest Academy of Management (2005) for "The ties that bind: Advice network centrality effects on job involvement and work-unit commitment" with A.J. Murrell and M. Ptazenski.

TEACHING AWARDS

Professor of the Year – MBA Student Association, Clemson University (2007-2008, 2019-2020).

College of Business Graduate Teaching Excellence Award, Clemson University (2017-2018).

College of Business and Behavioral Science Graduate Teaching Excellence Award, Clemson University (2007-2008).

PUBLICATIONS (*Denotes FT50)

Cruz, K. S., Zagenczyk, T. J., & Griep, Y. J. L. (forthcoming). (Re)introducing a new section generally and a special section in this issue specifically: GOMusings. *Group & Organization Management*. (EDITORIAL; NOT PEER REVIEWED)

Shannock, L. R., Shoss, M. K., Coyle-Shapiro, J., Shore, L. M., Zagenczyk, T. J., Buffardi, L. C., Caesens, G., Ford, M. T., Joo, M. J., Karagonlar, G., Liu, Z., Mesdaghinia, S., Neves, P., Rousseau, D. M., Stinglhamber, F., Wen, X., Zhang, J., & Zheng, D. (2022). Remembering Robert W. Eisenberger: A tribute to his life and and his work on perceived organizational support. *Group & Organization Management*, 47, 872-888.
<https://doi.org/10.1177/10596011221110650> (EDITORIAL; NOT PEER REVIEWED)

Cruz, K. S., Zagenczyk, T. J., & Kessler, S. (in press). You, me, and the organization makes three: The organization's (adverse) effect on relationships among co-workers. *Human Performance*.
doi.org/10.1080/08959285.2022.2047686

Cruz, K. S., Zagenczyk, T. J., Scott, K. L., & Purvis, R. L. (2022). Perceptions of co-worker exclusion and performance outcomes: Are different forms of support helpful or hurtful? *Journal of Management & Organization*, 28, 283-307. <https://doi.org/10.1017/jmo.2021.56>

*Thoroughgood, C., Lee, K., Sawyer, K., & Zagenczyk, T.J. (in press). Change is coming, Time to undermine? Examining the three-way interaction of Machiavellianism, anticipated organizational change, and coworker exchange quality on social undermining at work. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-021-04943-9>

Zagenczyk, T.J., Purvis, R.L., & Cruz, K.S. (in press). Who matters to shared psychological climate perceptions? An investigation of social network tie types and attributes. *International Journal of Human Resource Management*
<https://doi.org/10.1080/09585192.2021.1986108>

Zagenczyk, T.J. (2021; Editorial). Greetings from the new editor. *Group & Organization Management*, 46, 967-971. <https://doi.org/10.1177/10596011211057366> (EDITORIAL; NOT PEER REVIEWED)

Zagenczyk, T.J., Purvis, R.L., Cruz, K.S., Thoroughgood, C.N., & Sawyer, K.B. (2021). Perceived organizational support and outcomes: Moderating role of perceived ethical climate. *International Journal of Human Resource Management*, 32, 4752-4771. doi: 10.1080/09585192.2019.1706618

*Zagenczyk, T.J., Powell, E.E., & Scott, K.L. (2020). How exhausting!?! Social network ties, structural position, and emotional exhaustion. *Journal of Management Studies*, 57, 1589-1609. doi: 10.1111/joms.12557

Cruz, K. S., Zagenczyk, T. J., & Hood, A. C. (2020). Aggregate perceptions of intrateam conflict

and individual team member perceptions of team psychological contract breach: The moderating role of individual team member perceptions of team support. *Journal of Work and Organizational Psychology*, 36, 77-86. doi: <https://doi.org/10.5093/jwop2020a7>

- Scott, K.L., Zagencyk, T.J., Li, S., Gardner, W., Coglisier, C., & Laverie, D. (2018). Social network ties and organizational citizenship behavior: Evidence of a curvilinear relationship. *European Journal of Work and Organizational Psychology*, 27, 752-763. doi: 10.1080/1359432X.2018.1517115
- Cruz, K.S., Zagencyk, T.J., Scott, K.L., Thoroughgood, C.N., & Cheung, J.H. (2018). Psychological contract breach and coworker exclusion. *Occupational Health Science*, 2, 233-245. doi:10.1007/s41542-018-0024-6
- *Thatcher, J.B., Wright, R., Sun, H., Zagencyk, T.J., & Klein, R. (2018). Mindfulness in information technology use: Definitions, distinctions, and a new measure. *MIS Quarterly*, 42, 831-847. doi: 10.25300/MISQ/2018/11881
- Zagencyk, T.J., Smallfield, J., Scott, K.L., Galloway, B., & Purvis, R.L. (2017). The moderating effect of psychological contract violation on the relationship between narcissism and outcomes: An application of trait activation theory. *Frontiers in Psychology*, doi: <https://doi.org/10.3389/fpsyg.2017.01113>
- Zagencyk, T.J., Cruz, K.S., Cheung, J.H., Scott, K.L., Kiewitz, C., & Galloway, B. (2015). The moderating effect of power distance on employee responses to psychological contract breach. *European Journal of Work and Organizational Psychology*, 24, 853-865. doi: 10.1080/1359432X.2014.961432
- Scott, K.L., Ingram, A., Zagencyk, T.J., & Shoss, M.K. (2015). Work-family conflict and social undermining behavior: An examination of PO fit and gender differences. *Journal of Occupational and Organizational Psychology*, 88, 203-218. doi: 10.1111/joop.12091
- *Restubog, S.L.D., Zagencyk, T.J., Bordia, P., Bordia, S., & Chapman, G.J. (2015). Moderating roles of self-control and aggressive work culture in predicting responses to psychological contract breach. *Journal of Management*, 41, 1132-1154. doi: 10.1177/0149206312443557
- Zagencyk, T.J., Purvis, R.L., Shoss, M.K., Scott, K.L., & Cruz, K.S. (2015). Social influence and leader perceptions: Multiplex social network ties and similarity in leader-member exchange. *Journal of Business and Psychology*, 30, 105-117. doi: 10.1007/s10869-013-9332-7
- Purvis, R.L., Zagencyk, T.J., & McCray, G. (2015). What's in it for me? Using expectancy theory and climate to explain direction and intensity of stakeholder participation. *International Journal of Project Management*, 33, 3-14. doi:10.1016/j.ijproman.2014.03.003

- *Scott, K.L., Zagenczyk, T.J., Schippers, M.C., Purvis, R.L., & Cruz, K.S. (2014). Coworker exclusion and employee outcomes: The moderating role of perceived organizational and social support. *Journal of Management Studies*, *51*, 1235-1256. doi: 10.1111/joms.12099
- *Zagenczyk, T.J., Restubog, S.L.D., Kiazad, K., Kiewitz, C., & Tang, R. (2014). Psychological contracts as a mediator between Machiavellianism and employee citizenship and deviant behaviors. *Journal of Management*, *40*, 1098-1122. doi: 10.1177/0149206311415420
- *Shoss, M., Eisenberger, R., Restubog, S.L.D., & Zagenczyk, T.J. (2013). Blaming the organization for abusive supervision: The roles of perceived organizational support and supervisor organizational embodiment. *Journal of Applied Psychology*, *98*, 158-168. doi: 10.1037/a0030687
- *Scott, K.L., Restubog, S.L.D., & Zagenczyk, T.J. (2013). A social exchange-based model of the antecedents of workplace exclusion. *Journal of Applied Psychology*, *98*, 37-48. doi: 10.1037/a0030135
- Zagenczyk, T.J., Woodard, A., Walker, J.C., Few, W.T., Cruz, K.S., Kiazad, K., & Raja, M. (2013). The moderating effect of Machiavellianism on the psychological contract breach-organizational identification/disidentification relationships. *Journal of Business and Psychology*, *28*, 287-299. doi: 10.1007/s10869-012-9278-1
- Restubog, S.L.D., Zagenczyk, T.J., Bordia, P., & Tang, R. L. (2013). When employees behave badly: The roles of contract importance and workplace familism in the psychological contract dynamics. *Journal of Applied Social Psychology*, *43*, 673-686. doi: 10.1111/j.1559-1816.2013.01046.x
- Zagenczyk, T.J., Gibney, R., Few, W.T., & Purvis, R.L. (2013). The ties that influence: A social network analysis of prototypical employees' effects on job attitudes among coworkers. *Journal of Management Policy and Practice*, *14*, 26-42. doi: 10.1007/s10869-012-9278-1
- Masters, M., Gibney, R., & Zagenczyk, T.J. (2013). The (Face)book of unionism. *International Journal of e-Politics*, *4*, 1-12. doi: 10.4018/ijep.2013100101
- Kiewitz, C., Restubog, S.L.D., Zagenczyk, T.J., Scott, K.L., Garcia, P.R.J., & Tang, R.L. (2012). Sins of the parents: The role of supervisors' prior experience of family undermining in predicting subordinates' perceptions of abusive supervision. *Leadership Quarterly*, *23*, 869-882. doi:10.1016/j.leaqua.2012.05.005
- Gibney, R., Masters, M., Zagenczyk, T.J., Amlie, T., & Brady, S. (2012). Union participation: A social exchange perspective. *Journal of Management Policy and Practice*, *13*, 35-49.
- Zagenczyk, T.J., Gibney, R., Few, W.T., & Scott, K.D. (2011). Social exchange and organizational identification: The mediating effect of perceived organizational support. *Journal of Labor Research*, *32*, 254-281. doi: 10.1007/s12122-011-9111-z

- *Restubog, S.L.D., Scott, K.D., & Zagenczyk, T.J. (2011). When distress hits home: The effects of contextual factors and psychological distress in predicting employee responses to abusive supervision. *Journal of Applied Psychology*, *96*, 713-729. doi: 10.1037/a0021593
- Gibney, R., Zagenczyk, T.J., Fuller, J.B., Hester, K., & Caner, T. (2011). Exploring organizational obstruction and the expanded model of organizational identification. *Journal of Applied Social Psychology*, *41*, 1083-1109. doi: 10.1111/j.1559-1816.2011.00748.x
- *Zagenczyk, T.J., Scott, K.D., Gibney, R., Murrell, A.J., & Thatcher, J.B. (2010). Social influence and perceived organizational support: A social networks approach. *Organizational Behavior and Human Decision Processes*, *111*, 127-138. doi: 10.1016/j.obhdp.2009.11.004
- Kiazad, K., Restubog, S.L.D., Zagenczyk, T.J., Kiewitz, C., & Tang, R.L. (2010). In pursuit of power: The role of authoritarian leadership style in the relationship between supervisors' Machiavellianism and subordinates' perceptions of abusive supervision. *Journal of Research in Personality*, *44*, 512-519. doi: 10.1016/j.jrp.2010.06.004
- Loh, M.I., Restubog, S.D.L., & Zagenczyk, T.J. (2010). Consequences of workplace bullying on employee identification and satisfaction among Australians and Singaporeans: Exploring the moderating role of power-distance. *Journal of Cross-Cultural Psychology*, *41*, 236-252. doi: 0.1177/0022022109354641
- Masters, M., Gibney, R., Zagenczyk, T.J., & Shevchuk, I. (2010). Union members' usage of IT. *Industrial Relations*, *49*, 83-90. doi: 10.1111/j.1468-232X.2009.00588.x
- Zagenczyk, T.J., Gibney, R., Kiewitz, C., & Restubog, S.L.D. (2009). Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? *Human Resource Management Journal*, *19*, 237-259. doi: 10.1111/j.1748-8583.2009.00097.x
- Zagenczyk, T.J., & Murrell, A.J. (2009). It is better to receive than to give: Advice network effects on job and work-unit attachment. *Journal of Business and Psychology*, *24*, 139-152. doi: 10.1007/s10869-009-9095-3
- Gibney, R., Zagenczyk, T.J., & Masters, M. (2009). The negative aspects of social exchange: An introduction to perceived organizational obstruction. *Group & Organization Management*, *34*, 665-697. doi:10.1177/1059601109350987
- *Kiewitz, C., Restubog, S.L.D., Zagenczyk, T.J., & Hochwarter, W. (2009). The interactive effects of psychological contract breach and organizational politics on perceived organizational support: Evidence from two longitudinal studies. *Journal of Management Studies*, *46*, 806-834. doi: 10.1111/j.1467-6486.2008.00816.x
- Masters, M.F., Gibney, R., & Zagenczyk, T.J. (2009). Worker paycheck protection: Implications for labor's political spending and voice. *Industrial Relations*, *48*, 557-577. doi: 10.1111/j.1468-232X.2009.00575.x

- Arsal, R., Thatcher, J.B., Zagenczyk, T.J., McKnight, D.H., & Ahuja, M. (2009). Organizational factors and information technology use: Tying perceptions of the organization to perceptions of IT. *Journal of Organizational and End-User Computing*, 21, 37-59. doi: 10.4018/joeuc.2009070103
- Zagenczyk, T.J., Gibney, R., Murrell, A.J., & Boss, S. (2008). Friends don't make friends good citizens, but advisors do. *Group & Organization Management*, 33, 760-780. doi: 10.1177/1059601108326806
- Zagenczyk, T.J., Murrell, A.J., & Gibney, R. (2008). The effects of the physical work environment on the development of linking and communal social capital. *International Journal of Organizational Analysis*, 15, 119-135. doi: 10.1108/19348830710868275
- Masters, M.F., Gibney, R., & Zagenczyk, T.J. (2007). Is union political action compatible with organizing? Some preliminary evidence. *International Journal of Organizational Theory and Behavior*, 10, 367-385. doi: 10.1108/IJOTB-10-03-2007-B005
- Masters, M.F., Gibney, R., & Zagenczyk, T.J. (2006). The AFL-CIO v. CTW: Competing visions, strategies, and structures. *Journal of Labor Research*, 27, 473-504. doi: 10.1007/s12122-006-1016-x
- Murrell, A.J., & Zagenczyk, T.J. (2006). The gendered nature of role model status: An empirical study. *Career Development International*, 11, 560-576. doi: 10.1108/13620430610692953
- Zagenczyk, T.J. (2004). Using social psychology to explain stakeholder reactions to an organization's social performance. *Business and Society Review*, 109, 97-101. doi: 10.1111/j.0045-3609.2004.00007.x

BOOK CHAPTERS

- Bosman, L., & Zagenczyk, T.J. (2011). Revitalize your teaching: Creative approaches to applying social media in the classroom. In White, B., King, I., & Tsang, P. (Eds.), *Social Media Tools and Platforms in Learning Environment* (p. 3-16). Springer.
- Arsal, R., Thatcher, J.B., Zagenczyk, T.J., McKnight, D.H., & Ahuja, M. (2011). Commitment, trust, and autonomy: Tying perceptions of the organization and the job to perceptions of IT. In Clake, S., & Dwivedi, A. (Eds.), *Organizational and End-User Interactions: New Perspectives* (p. 248-271). IGI Global, Hershey, PA.
- Gibney, R., Zagenczyk, T.J., & Masters, M. (2008). Social capital and the practice lens approach. *Encyclopedia of HRIS: Challenges in electronic-HRM* (p. 797-802). IGI Global.
- Masters, M.F., Gibney, R., Shevchuk, I., & Zagenczyk, T.J. (2008). The state as employer. In Blyton, P., Bacon, N., Fiorito, J., & Heery, E. (Eds.), *Handbook of Industrial and Employment Relations* (p. 305-324). London: Sage.

Murrell, A.J., & Zagenczyk, T.J. (2006). Gender, race, and role model status: The impact of informal mentoring relationships in management careers. In M. Karsten (Ed.) *Gender, Ethnicity and Race in the Workplace*. Westwood, CT: Greenwood/Praeger Publishers.

OTHER PUBLICATIONS

Zagenczyk, T.J. A psychological contract with your employees can be just as important as a written one. *Upstate Business Journal*, October 27, 2016.

BEST PAPER PROCEEDINGS

Scott, K.L., Zagenczyk, T.J., Li, S., Gardner, W., Cogliser, C., & Laverie, D. (2017). Social network ties and organizational citizenship behavior: Evidence of a Curvilinear Relationship. *Best Paper Proceedings of the 77th Annual Meeting of the Academy of Management*, 1-6.

Zagenczyk, T.J., Gibney, R., Kiewitz, C., & Restubog, S.L.D. (2008). Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? *Best Paper Proceedings of the 68th Annual Meeting of the Academy of Management*, 1-6.

REFERREED CONFERENCE PRESENTATIONS

Krivacek, S., Zagenczyk, T.J., & Scott, K.L. Self-and other-compassion: Moderating effects of emotional exhaustion and perceived receipt of help on interpersonal citizenship behavior. Presented at the *2021 Southern Management Association Meeting*, New Orleans, LA.

Cruz, K.S., Zagenczyk, T.J., & Kessler, S.R. You, me and the organization makes three: The organization's (adverse) effect on relationships among coworkers. Presented at the *2021 Southern Management Association Meeting*, New Orleans, LA.

Zagenczyk, T. J., Krivacek, S., Cruz, K. S., Gardner, W. L., Cogliser, C., & Laverie, D. Leadership and social influence: Friendship, advice, and distant ties with leaders and citizenship behavior. Presented at the *2021 Academy of Management Conference*,

Zagenczyk, T.J., & Powell, E.E. Social networks and citizenship behavior: The mediating effect of organizational identification. Presented at the *2021 Academy of Management Conference*.

Zagenczyk, T.J., & Powell, E.E. Social networks as structural and relational antecedents of organizational identification and organizational citizenship behavior. Presented at the *2019 Academy of Management Conference*, Boston, MA

Cruz, K.S., Zagenczyk, T.J., Scott, K., & Purvis, R.L. Perceptions of co-worker exclusion and

- performance outcomes: Are different forms of support helpful or harmful? Presented at the **2019 Academy of Management Conference**, Boston, MA
- Adair, E.A., Scott, K.L., Zagenczyk, T.J., & Duffy, M.K. Mindful or paranoid? Indirect effects of envy on anxiety and incivility. Presented at the **2019 Academy of Management Conference**, Boston, MA
- Cruz, K.S., Zagenczyk, T.J., & Hood, A. Aggregate perceptions of intrateam conflict and individual team member perceptions of team psychological contract breach: The moderating role of perceived team support. Presented at the **2019 INGroup Conference**, Lisbon, Portugal, July 18-20.
- Zagenczyk, T.J., Powell, E.E., Scott, K.L., & Nielubowicz, D. How exhausting!?! An examination of the contagion effects of emotional exhaustion using social networks analysis. Presented at the **2018 Academy of Management Conference**, Chicago, IL, August 10-14.
- Scott, K.L., Zagenczyk, T.J., & Powell, E.E. Envious and envied: An identity perspective on predictors of workplace ostracism. Presented at the **2018 Academy of Management Conference**, Chicago, IL, August 10-14.
- Purvis, R.L., Li, S., & Zagenczyk, T.J. The development of psychological climate with information systems development projects and its impact on information system development project performance. Presented at the **2018 European Conference on Information Systems**, Portsmouth, UK, June 23-28.
- Zagenczyk, T.J., Cruz, K.S., Scott, K.L., Thoroughgood, C.N., & Cheung, J.H. Psychological contract breach and coworker exclusion. Presented at the **2018 Society for Industrial and Organizational Psychology Conference**, Chicago, IL, April 19-21.
- Stewart, Jr., W.H., Scott, K., Zagenczyk, T.J. & May, R. Resistance to change and organizational commitment in Russia and Ukraine. Presented at the **2017 British Association for Slavonic and East European Studies**, Fitzwilliam College, University of Cambridge, Cambridge, UK, April 13-15.
- Zagenczyk, T.J., Powell, E.E., Scott, K.L., & Nielubowicz, D. How exhausting!?! An examination of the contagion effects of emotional exhaustion using social networks analysis. Presented at the **2017 Southern Management Association Conference**, Tampa, FL, October 24-28.
- Scott, K.L., Zagenczyk, T.J., Li, S., Gardner, W., Cogliser, C., & Laverie, D. Social network ties and organizational citizenship behavior: Evidence of a curvilinear relationship. Presented at the **2017 Academy of Management Conference**, Atlanta, GA, August 4-8.
- Zagenczyk, T.J., Gardner, W., Scott, K.L., Cogliser, C., Laverie, D., & Li, S. The burden of social network ties: Exploring the curvilinear relationship between advice and friendship ties and interpersonal citizenship behavior. Presented at the **2017 European Association of Work and Organizational Psychology Conference**, Dublin, Ireland, May 17-20.

Scott, K.L., Zagencyk, T.J., Li, S., Gardner, W., Coglisier, C., & Laverie, D. Social network ties and organizational citizenship behavior: Evidence of a Curvilinear Relationship. Presented at the **2017 Society for Industrial and Organizational Psychology Conference**, Orlando, FL, April 27-29.

Eisenberger, R., Zheng, D., Zagencyk, T.J., Meshdaghinia, S., & Shoss, M. Employee reactions to favorable job conditions: Contributions of gratitude and indebtedness. Presented at the **2016 Academy of Management Conference**, Anaheim, CA, August 5-9.

Zagencyk, T.J., & Purvis, R.L. Leader-member exchange, perceived organizational support and outcomes: Moderating effects of perceived ethical climate. Presented at the **2015 Corporate Responsibility Conference**, Marseilles, France, September 16-18.

Zagencyk, T.J., & Purvis, R.L. Multiplex social network ties and psychological climate. Presented at the **2015 Academy of Management Conference**, Vancouver, Canada, August 7-11.

Zagencyk, T.J., Cruz, K.S., Scott, K.L., & Cheung, J.H. Culture, psychological contract breach, and coworker exclusion. Presented at the **2015 Academy of Management Conference**, Vancouver, Canada, August 7-11.

Cruz, K.S., Zagencyk, T.J., Scott, K.L., & Cheung, J.H. Psychological contract breach and coworker exclusion: The moderating effects of collectivism/individualism. Presented at the **2015 Southwest Academy of Management Conference**, March 11-14.

Eisenberger, R., Zhen, D., Zagencyk, T.J., & Mesdaghinia, S. Employee reactions to favorable treatment: Contributions of gratitude and indebtedness. Presented at the **2015 Society for Industrial and Organizational Psychology Conference**, Philadelphia, PA, April 23-25.

Schippers, M.C., Purvis, R.L., & Cruz, K.S. Coworker exclusion and employee outcomes: The moderating role of perceived organizational and social support. Presented at the **2014 Academy of Management Conference**, Philadelphia, PA, August 1-5.

Cruz, K.S., Zagencyk, T.J., Cheung, J., Scott, K.L., & Galloway, B. The moderating effect of power distance on employee responses to psychological contract breach. Presented at the **2014 Society for Industrial and Organizational Psychology Conference**, Honolulu, HI, May 15-17.

Scott, K.L., Ingram, A., & Zagencyk, T.J. Work-family conflict and social undermining behavior: An examination of gender differences. Presented at the **2013 Academy of Management Conference**, Orlando, FL, August 9-13.

Zagencyk, T.J., Smallfield, J.K., Scott, K.L., Galloway, B., & Purvis, R.L. Narcissism, violation, workplace deviance, and exit: An application of trait activation theory. Presented at the **2013 Academy of Management Conference**, Orlando, FL, August 9-13.

Shoss, M., Eisenberger, R., Restubog, S.L.D., & Zagenczyk, T.J. Blaming the organization for abusive supervision. Presented at the **2012 Society for Industrial and Organizational Psychology Conference**, San Diego, CA, April 26-28.

Scott, K.D., & Zagenczyk, T.J. A model of the antecedents of workplace exclusion: Incivility, distrust, and social exchange. Presented at the **2011 Academy of Management Conference**, San Antonio, TX, August 13-15.

Restubog, S.L.D., Zagenczyk, T.J., Scott, K.D., Chapman, G.J., & Garcia, P.R.J.M. Aren't I the greatest of them all? Linking supervisor's narcissistic personality to subordinate's perceptions of abusive supervision. Presented at the **2010 Academy of Management Conference**, Montreal, Canada, August 9-10.

Scott, K.D., & Zagenczyk, T.J. Citizenship behavior of included and excluded employees: A social network analysis. Presented at the **2009 Southern Management Association Conference**, Asheville, NC, November 12-14.

Restubog, S.L.D., Scott, K.D., & Zagenczyk, T.J. When anger hits home: Effects of aggressive work culture. Presented at the **2009 Academy of Management Conference**, Chicago, IL, August 7-10.

Kiewitz, C., Restubog, S.L.D., Kiazad, K., Zagenczyk, T.J., & Tang, R.L. Sins of the father: The role of supervisors' prior experience of family undermining in predicting subordinates' perceptions of abusive supervision. Presented at the **2009 Academy of Management Conference**, Chicago, IL, August 7-10.

Zagenczyk, T.J., Restubog, S.L.D., Kiewitz, C., Kiazad, K., & Tang, R.L. The portrait of a Machiavellian employee: Interactive effects of Machiavellianism and psychological contract orientation in predicting work behaviors. Presented at the **2008 Academy of Management Conference**, Anaheim, CA, August 8-13.

Zagenczyk, T.J., Gibney, R., Kiewitz, C., & Restubog, S.L.D. Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? Presented at the **2008 Academy of Management Conference**, Anaheim, CA, August 8-13.

Zagenczyk, T.J., Murrell, A.J., Bruns, R., & Gibney, R. Role models as social influence agents: Effects on organizational support, commitment, and job satisfaction. Presented at the **2007 Academy of Management Conference**, Philadelphia, PA, August 3-8.

Gibney, R., Zagenczyk, T.J., Fuller, J.B., Hester, K., & Caner, T. Social exchange and organizational identification: The differing effects of organizational obstruction and support. Presented at the **2007 Academy of Management Conference**, Philadelphia, PA, August 3-8.

Zagenczyk, T.J., Gibney, R., & Murrell, A.J. Do social networks influence employees' perceptions of organizational support? Presented at the *2006 Academy of Management Conference*, Atlanta, GA, August 11-16.

Murrell, A.J., & Zagenczyk, T.J. The gendered nature of role model status: An empirical study. Presented at the *2006 Academy of Management Conference*, Atlanta, GA, August 11-16.

Zagenczyk, T.J., Murrell, A.J., & Ptaszenski, M. The ties that bind: Advice network centrality effects on job involvement and work-unit commitment. Presented at the *2005 Southwest Academy of Management Conference*, Dallas, TX, March 1-5.

Zagenczyk, T.J. The moderating effect of POS on the relationship between psychological contract breach and outcomes. Presented at the *2005 Academy of Management Conference*, Honolulu, HI, August 5-8.

Zagenczyk, T.J. The effect of the physical work environment on the development of linking and communal social capital. Presented at the *2004 Academy of Management Conference*, New Orleans, LA, August 8-11.

Zagenczyk, T.J., & Murrell, A.J. An attribution model of stakeholder perceptions of the firm. Presented at the *2003 Academy of Management Conference*, Seattle, WA, August 1-6.

MEDIA

Uhlmann, R. (2020). Tom Zagenczyk Named Editor in Chief of Management Journal. Retrieved from <https://news.clemson.edu/tom-zagenczyk-named-editor-in-chief-of-management-journal/>

Uhlmann, R. (2017). "Behaving Badly: Professors Probe Behavior at its Worst in the Workplace." Clemson World Quarterly Publication. Retrieved from: <http://clemson.world/behaving-badly/>

Uhlmann, R. (2017). "Clemson Researchers Plot Path to IT User Awareness." Clemson University Newsstand. Retrieved from: <http://newsstand.clemson.edu/clemson-researchers-plot-path-to-it-user-awareness/>

Uhlmann, R. (2016). "Research Shows Jilted Workers can Produce if the Employer Cares." Clemson University Newsstand. Retrieved from: http://newsstand.clemson.edu/mediarelations/research-shows-jilted-workers-can-produce-if-the-employer-cares/?utm_source=cbbs&utm_medium=homepage

Uhlman, R. (2016). "Employers' Broken Promises Can Be Costly, Clemson Research Shows." Clemson University Newsstand. Retrieved <http://newsstand.clemson.edu/mediarelations/employers-broken-promises-can-be-costly-clemson-research-shows/>

Anderson, T. (2015). "Women More likely to Vent Career Family Stress at Work." Spartanburg Herald Online. Retrieved from: <http://www.goupstate.com/business/20151101/study-women-more-likely-to-vent-work-life-stress-at-work>.

Kramer, J. (2015). "Do you Ever Complain about Work? Here's Why, When and How to Vent Most Effectively." Glamour Magazine Online. Retrieved from: <https://www.glamour.com/story/work-complaints-how>.

Uhlmann, R. (2015). "Women Most Likely to Vent Career Family Stress at Work." Clemson University Newsstand. Retrieved from: <http://newsstand.clemson.edu/mediarelations/women-most-likely-to-vent-career-family-stress-at-work-clemson-study-shows/>.

Uhlmann, R. (2015). "Bully Bosses Creating a Malignancy in the Workplace." Clemson University Newsstand. Retrieved from: <http://newsstand.clemson.edu/mediarelations/bully-bosses-creating-a-malignancy-in-the-workplace/>.

EXECUTIVE TRAINING, CONSULTING AND INVITED PRESENTATIONS

Colloquium, Villanova University. *Social Networks and Organizational Citizenship Behavior: The Mediating Effect of Organizational Identification* (with Powell, E. E.). April 6, 2021.

President's Leadership Institute (Clemson University) – *Conflict Resolution and Difficult Conversations*. April 26, 2018.

Michelin North America, Greenville, SC – *Negotiation and Influencing Skills Workshop*. (2-day course; delivered 20+ times) February 2012-present.

Centre for Defence and Strategic Studies (Australian Defence College) – *Leaders, Relationships and Personality within Organizations*. November 8, 2017.

Pulse Young Professionals (Pacesetters Program Meeting), Greenville Chamber of Commerce – *Leadership and Generational Differences*. March 8, 2017.

Australian Government, Department of Immigration and Border Protection Thought Leadership Program Workshop – *Social Networks and Cultural Change in the Department of Immigration and Border Protection*. February 9, 2017.

Human Capital Management Conference, Cornerstone Talent Management – *Generational Differences: Are Stereotypes a Self-Fulfilling Prophecy?* December 6, 2016 (attendees awarded continuing education credits).

Greenville Society for Human Resource Management – *The Dark Side of Leadership*. May 3, 2016. (attendees awarded continuing education credits).

University of Central Florida Behavioral Ethics Conference – *Friendship Network Centrality and Helping Behavior: A Curvilinear Relationship*. February 26, 2016.

Clemson University Leadership Summit – *The Dark Side of Leadership*. February 9, 2016.

Greenville Society for Human Resource Management 2015 HR Management Conference – *Generational Differences: Are Stereotypes a Self-Fulfilling Prophecy?* August 25, 2015 (attendees awarded continuing education credits).

Greenville Hospital System, Greenville, SC – *Developing a Selection Tool for Emergency Residents*. January 2016-January 2018.

Greenville Hospital System, Greenville, SC – *Development of a Mindfulness Training Program*. January 2016-January 2018.

Greenville Police Department, Greenville, SC – *Impact of Network Engagement, LMX, Compassion, and Work Context on Intent to Stay Among Police Officers*. July 2015-July 2018.

Greenville Hospital System, Greenville, SC – *The Relationship between Employee Attitudes and Quality of Patient Experience*. December 2014-December 2016.

Michelin North America, Greenville, SC – *Negotiating Industry Standards and Government Regulations: A Stakeholder Approach*. 3-day course; October 2012.

University of Illinois at Chicago, Chicago, IL – *Social-Contextual Factors and Social Exchange*. Presented to the Organizational Behavior Faculty & Doctoral Students. November 20, 2013.

National Chemical Safety Symposium, Houston, TX – *Developing a Safety Climate: Organizational, Leader, and Coworker Relationships as Predictors of Employee Safety Behavior*, May 22, 2013.

Waffle House Coach's Clinic, Greenville, SC – *Millennials in the Workplace*. May 16, 2013.

Clemson University Leadership Summit, Session Leader – *Leading with Courage*. 2011 - 2013.

College of Business and Behavioral Science Senior Advisory Board Meeting, Clemson University – *Millennials in the Workplace*. April 5, 2013.

Tri-County Technical College Professional Development Day – *Managing the Psychological Contract to Improve Employer-Employee and Employee-Supervisor Relationships*. November 6, 2012.

Council and Executive Members of the Alpha Sigma Tau Sorority – *Psychological Contracts and Alumni Relations*. September 2012.

Michelin Career Center Corporate Partners Retreat, Clemson University – *I-Gen: What's Next on the Horizon* (keynote speech). August 3, 2012.

Student Media Leaders, Clemson University – *Managing 101*. August 2011.

Clemson University Leadership Summit – Facilitator for group discussion and executive roundtable
– *Courage and Leadership: The Final Ascent*. August 2010.

Heritage Health Care, Greenville, SC – *Employee Engagement and Performance*. Summer 2010.

Sichuan International Studies University, Chongqing, PRC – *An Overview of Organizational Behavior: Research and Practice*. Summer 2010.

Nestle Corporation, Gaffney, SC – *Leadership and Employee Performance*. Summer 2008.

Lee Hecht Harrison, Pittsburgh, PA – *Personality Assessments*. May 2005.

PNC Financial Services, Pittsburgh, PA – *Work Environment and Employee Productivity*. 1999-2000.

THESIS AND COMPREHENSIVE EXAM COMMITTEES

PHD DISSERTATION COMMITTEES:

Chris Zimmer. Department of Management, Clemson University (April 2011)
Mohammed Raja. Department of Management, Clemson University (April 2011)
Mike Dinger. Department of Management, Clemson University (July 2011)
Daniel Bennett. Educational Leadership, Clemson University (July 2011)
Amin Mohammed, Department of Education, Clemson University (May 2013)
LeMuel Toledeno, Australian National University (June 2013)
Kevin Craig, Department of Management, Clemson University (May 2015)
Bridget Briley, Educational Leadership, Clemson University (May 2016)
James Burleson, Department of Management, Clemson University (May 2016)
Marie Esposito, Department of Management, Clemson University (May 2019)
Daniel Pienta, Department of Management, Clemson University (August 2019)
Kevin Matthews, Department of Management, Clemson University (August 2019)
Sara Krivacek, Department of Management, Clemson University (August 2021-present).

MASTERS THESIS:

Elizabeth Conde, Department of Psychology, Clemson University (April 2010)
Melissa Constante, Communications. Clemson University (November 2010)
David Cheng, School of Organization & Management, University of New South Wales, Australia (May 2011)

UNDERGRADUATE HONORS

Angela Woodard, Department of Management, Clemson University (Chair; April 2009)

UNDERGRADUATE RESEARCH PROJECTS SUPERVISED

Woodard, A., Walker, C.J., & Haynes, K. (2009). Does Machiavellianism influence employee responses to psychological contract breach? *Community of Undergraduate Journals Online*. http://cujo.clemson.edu/manuscript.php?manuscript_ID=234 (final version of manuscript published in the *Journal of Business and Psychology*)

Roberts, M., Dowker, C., Fleming, M., King, T., & Stack, B. (2008). The mediating effect of organizational support on the relationship between developmental experiences and turnover intentions. *Community of Undergraduate Journals Online*. http://cujo.clemson.edu/manuscript.php?manuscript_ID=214

TEACHING EXPERIENCE

PhD: Advanced Topics in Organizational Behavior (*Clemson University*)

MBA: Organizational Behavior and Human Resource Management, Creativity and Innovation, Influence and Negotiation (*Clemson University*)

Undergraduate: Organizational Behavior (*Clemson University, Linyi Normal University, University of Pittsburgh*); Human Resource Management (*Clemson University*); Advanced Human Resource Management (*Clemson University*), Employee Rights, Responsibilities, and Diversity (*Clemson University*), Business Communications (*University of Pittsburgh*)

SERVICE

Clemson University, Department of Management

Department of Management TPR Guidelines Revision Committee (Spring 2020-present)

Department of Management Bylaws Committee Chair (Fall 2019-present)

Search Committee, Business Analytics Faculty Member (Fall 2019-present)

Search Committee Co-Chair, Department Chair (Summer 2018-Spring 2019)

Survey of Department of Management Faculty Regarding Chair and SWOT Analysis (Spring 2018)

Tenure & Promotion Review Committee (August 2017-present)

Search Committee, Strategy Faculty Member (Fall 2017)

Search Committee, Operations Management Faculty Member (Fall 2016)

Search Committee, Business Analytics Lecturer (Fall 2016)

Departmental Advisory Committee (August 2015-August 2017)

Graduate Program Coordinator (2013-2014)

Search Committee, Business Analytics Faculty Member (Spring 2013)

Search Committee, Business Analytics Lecturer (Spring 2013)

Graduate Programs Committee (Fall 2011-Fall 2016)

Task Force to Review Management Curriculum (Fall 2011)

Curriculum Committee Member (Fall 2009-Fall 2011); (Fall 2018-Fall 2019)

Search Committee Chair, Human Resource Management Lecturer (Spring 2011)

Search Committee, Organizational Behavior and Human Resource Management Faculty Member (Fall 2006)

Clemson University, College of Business

President, Dean's Advisory Council (August 2019-present)
Professional Graduate Faculty of Business Curriculum Committee (March 2019-present)
Professional Graduate Faculty of Business (Fall 2018-present)
MBA Council (Fall 2008-Fall 2018); Chair (Spring 2015-Fall 2018)
Physical Work Environment New Building Trial Space Committee/Survey (Spring 2018)
Dean's Advisory Council (August 2017-present)
Search Committee Chair, Associate Dean Search (Fall 2017)
Delta Sigma Pi Professional Business Fraternity Faculty Advisor (Spring 2008-Spring 2011)

Clemson University

Search Committee, Rutland Institute for Ethics Director (Fall 2017)
Selection Committee, Alumni Distinguished Professor Award (Spring 2015-Spring 2016)
Space Utilization Committee (Spring 2015)
Graduate Programs Committee (Fall 2013-Fall 2015)
Graduate Advisory Committee (Fall 2013-Fall 2104)
University Research Grant Committee (Fall 2012-Fall 2014)
Clemson-Greenville Connection Advisory Group, Member (Fall 2012-Fall 2014).
Editor, Community of Undergraduate Journals Online (Spring 2008-Spring 2010)

REVIEWING

Ad-hoc reviewer for journals including: *Academy of Management Journal*, *Academy of Management Review*, *Organizational Behavior & Human Decision Processes*, *Organization Science*, *Journal of Management*, *Journal of Management Studies*, *MIS Quarterly*, *Group & Organization Management*, *Journal of Vocational Behavior*, *Human Relations*, *Journal of Applied Social Psychology*, *Journal of Management Inquiry*, *Journal of Business and Psychology*, *British Journal of Management*, *Applied Psychology: An International Review*, *European Journal of Work and Organizational Psychology*, *Journal of Business Research*, *International Journal of Human Resource Management*, *Human Resource Management Journal*, *Journal of Managerial Psychology*, *Journal of Occupational Health Psychology*, *Journal of Business Ethics*, *Leadership Quarterly*, *Frontiers in Psychology*, *Work & Stress*, *Occupational Health Science*.

Ad-hoc reviewer for conferences including: *Academy of Management Conference*, *Southern Management Association*, *Eastern Academy of Management*, *Southwest Academy of Management*, *Midwest Academy of Management*.

PROFESSIONAL AFFILIATIONS

Academy of Management (Divisions: Organizational Behavior & Careers)
Southern Management Association