

CURRICULUM VITAE

JASON R. PIERCE

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ACADEMIC APPOINTMENTS

2017 - Present	Assistant Professor The University of North Carolina at Greensboro Greensboro, NC USA
2016 - 2017	Assistant Professor The University of Southern Mississippi Long Beach, MS USA
2015 - 2016 2012 - 2015	Associate Professor Assistant Professor Universidad Adolfo Ibáñez (University) Peñalolén, Santiago CHILE
2011	Visiting Assistant Professor of Negotiation Northwestern University Evanston, IL USA
2006 – 2011	Associate Instructor Indiana University Bloomington, IN USA

EDUCATION:

Ph.D. 2011	Business Management Major: Organizational Behavior & Human Resource Management Minor: Social Psychology Kelley School of Business Indiana University
B.S. 1997	Computer Science Georgia Institute of Technology

RESEARCH INTERESTS

- Power and influence processes
- Negotiation tactics
- Managerial problem solving
- Ethical decision making

REFEREED JOURNAL ARTICLES

PUBLICATIONS

- Pierce, J.R.** (in press). Reexamining the cost of corporate criminal prosecutions. *Journal of Management*.
- Pierce, J.R.** & Aguinis, H. (2015). Detrimental citizenship behavior: A multilevel framework of antecedents and consequences. *Management and Organization Review*, 11, Special Issue 1, 69 – 99.
- Pierce, J.R.** (2014). Sex & gender in ethical decision making: A critical review and recommendations for future research. *Academy of Management Proceedings*.
- Pierce, J.R.**, Kilduff, G.J., Galinsky, A.D., & Sivanathan, N. (2013). From glue to gasoline: How competition turns perspective-takers unethical. *Psychological Science*, 24, 1986-1994.
- Pierce, J.R.** & Aguinis, H. (2013). The too-much-of-a-good-thing effect in management. *Journal of Management*, 39, 313 – 338.
- Baldwin, T.T., **Pierce, J.R.**, Joines, R.C., & Farouk, S. (2011). The elusiveness of applied management knowledge. *Academy of Management Learning & Education*, 10, 583-605.
- Whiting, S. W., Podsakoff, P.M., & **Pierce, J. R.** (2008). The effects of task performance, helping, voice, and organizational loyalty on performance appraisal ratings. *Journal of Applied Psychology*, 93, 125-139.
- ### *PENDING SUBMISSION & UNDER REVIEW*
- Pierce, J.R. & Thompson, L. Explaining differences in men and women’s use of unethical tactics in negotiations. Under review at *Negotiation and Conflict Management Research*.
- Taras, V. Tullar, W.L., Liu, Y., & Pierce, J.R. The other side of the barricades: Free-riders on the reasons and prevention strategies for free-riding on global teams. Under review at *Journal of Management and Training for Industries*.
- Pierce, J.R. The Social Physics of Power. To be submitted to *Administrative Science Quarterly* by March 31, 2018.

Pierce, J.R. & Thompson, L. Now you see them, now you don't: Sex differences in lying in ultimate bargaining. To be submitted to *Organizational Behavior and Human Decision Processes* by April 30, 2018.

Pierce, J.R. & Dunn-Jensen, L.M. Workplace bullying: Negotiation's evil twin. To be submitted to *Human Relations* by April 30, 2018.

WORK IN PROGRESS

Pierce, J.R., Thompson, L., Pierce, N.P. & Egmon, J., Negotiating harder or smarter? Taking another look at the effects of mindfulness on negotiator performance (analyzing data; targeted journal: *Journal of Applied Psychology*).

Pierce, J.R., Kudesia, R.S. & McMullen, J.S. Dysfunctional Rule Following (revising manuscript; targeted journal: *Academy of Management Review*).

Kudesia, R.S., Pierce, J.R., & Baldwin, T.T., Solving Personnel Problems: The Role of Individual Differences in Cognition and Metacognition. (analyzing data from second experiment; targeted journal: *Personnel Psychology*).

Pierce, N.P. & Pierce, J.R. Recommended responses to workplace bullying: A review and recommendations for future research. (analyzing summaries; targeted journal: *Journal of Business Ethics*).

PRESENTATIONS

REFEREED CONFERENCE PAPERS

2016 Pierce, J.R. & Thompson, L. *The Fairer Sex or the Fairer Gender? Explaining and erasing differences in men and women's unethical bargaining behavior*. Paper presented at the 17th annual meeting of the Society for Personality and Social Psychology, San Diego.

2015 Kudesia, R.S., Pierce, J.R., & Baldwin, T.T. *The Hard Problem of Soft Skills: Metacognition and Managerial Performance*. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia.

2014 Pierce, J.R. *Sex & gender in ethical decision making: A critical review and recommendations for future research*. Paper presented at the annual meeting of the Academy of Management, Philadelphia.

2013 Pierce, J.R., Carter, S. & Krause, R. A. *Straight from the horse's mouth: When organizations proactively signal corporate criminal convictions*. Paper presented at the annual meeting of the Strategic Management Society, Atlanta.

2013 Pierce, J.R. & Espejo, A. *Work-to-rule behavior*. Paper presented at the annual meeting of the Academy of Management, Orlando.

2010 Pierce, J.R. *Hofstede's masculinity as a hierarchical construct*. Paper presented at the annual meeting of the Academy of Management, Montreal.

2009 Baldwin, T.T., Pierce, J.R., Farouk, S., & Joines, R.C. *The curious elusiveness of procedural management knowledge: Twenty years of evidence from managers and business students*. Paper presented at the annual meeting of the Academy of Management, Chicago.

2008 Pierce, J.R. *Helping us by defrauding them: The effects of organizational identity on cheating behaviors*. Paper presented at the annual meeting of the Academy of Management, Anaheim.

2008 Pierce, J.R. *The cost of corporate criminal convictions: An event study*. Paper presented at the annual meeting of the Academy of Management, Anaheim.

2008 Pierce, J.R. *The ethical nature of organizational citizenship behavior: Implications for theory and research*. Paper presented at the annual meeting of the Academy of Management, Anaheim.

2007 Whiting, S. W., Podsakoff, P.M., & Pierce, J. R. *The effects of task performance, helping, voice, and organizational loyalty on performance appraisal ratings*. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York.

OTHER PRESENTATIONS

2017 Pierce, J.R. *Humanizing organizational performance*. Workshop given at the 44th annual Organizational Behavior Teaching Conference, Providence College, RI.

2017 Pierce, J.R. *A performance feedback approach for the YouTube generation*. Workshop given at the 44th annual Organizational Behavior Teaching Conference, Providence College, RI.

2015 Lewis, M.W., Li, P.P. (Organizers), Mitroff, I. & Pierce J.R. (Moderators). *Differentiating and Integrating the Eastern and Western Approaches to Paradox Management*. Symposium held at the annual meeting of the Academy of Management, Vancouver, BC.

2014 Galinsky, A.D. (Chair), Pierce, J.R., Gavin, Kilduff J., Swaab, R. I., & Sheldon, O. J. (Speakers). *From glue to gasoline: How the very same processes that bind people together can also tear them apart*. Symposium given at the 15th annual meeting of the Society for Personality and Social Psychology, San Antonio.

2012 Methot, J. (Chair) & Pierce, J.R. (Discussant). *Linking Desirable Phenomena and Dysfunctional Outcomes across Contexts and Levels of Analysis Dysfunctional Outcomes*. Symposium held at the annual meeting of the Academy of Management, Boston, MA.

2012 Koyuncu, B., Pierce, J.R., & Gorbatai, A. *What We Can Learn from an Art Form Born in an Informal Economy: Practicing Transcendental Leadership with Tango*. Professional Development Workshop given at the annual meeting of the Academy of Management, Boston.

2011 Pierce, J.R., Lirio, P., Koyuncu, B., & Gorbatai, A. *Practicing Transcendental Leadership with Tango: Mastering the Balance between Progress and Harmony*. Professional Development Workshop given at the annual meeting of the Academy of Management, San Antonio, TX.

2010 Pierce, J.R. & Lirio, P. *Impassioned leadership: Embodying 21st century leadership practice through tango*. Professional Development Workshop given at the annual meeting of the Academy of Management, Montreal with Buck, M.L., Cennamo, C., Koyuncu, B., & McLeod, P.L., Montreal.

2009 Pierce, J.R. & de Siqueira, A. C. *It really does take two to tango take two: Leadership lessons drawn from social dance*. Workshop given at the 36th annual Organizational Behavior Teaching Conference, College of Charleston, SC, USA.

2008 Barton, M., Dexter, C., Frantz, T., Hrivnak, Jr., G., Jowdy, E., Lugo-Baltazar, M., Reut, L-T, Luippold, B., McCarter, M., Reynolds McNeil, S., Miller, G., Pierce, J., Porschitz, E., Potworowski, G., Sherman, C., Sprangel, J., Stephens, J. P., & Zheng, X. *Your mind has been blown, now use what you've been shown*. 35th annual Organizational Behavior Teaching Conference, Babson College, MA, USA.

2008 Pierce, J.R. & de Siqueira, A. C. *It really does take two to tango: Leadership lessons with tango dance*. Workshop given at the 35th annual Organizational Behavior Teaching Conference, Babson College, MA,

AWARDS & GRANTS

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| 2016 | College of Business Summer Research Grant Award, University of Southern Mississippi (\$10,000) |
| 2014 | Best Faculty Proposal Award. Cognition in the Rough Workshop. Managerial and Organizational Cognition Division. |
| 2012 – 2014 | Fondo Nacional de Desarrollo Científico y Tecnológico. (~US\$20,000/year for research on gender and ethics in Chile) |
| 2008 - 2011 | Graduate Fellow Randall L. Tobias Center for Leadership and Excellence, Indiana University (\$5,000/ academic year) |
| 2008 | Recipient of the Barbara J. Clark-Edwards Doctoral Dissertation Scholarship (\$5,000) |

TEACHING INTERESTS

- Organizational behavior
- Negotiation and conflict resolution
- Organizational alignment
- Human resource management

TEACHING EXPERIENCE***EXECUTIVE EDUCATION***

Designed and delivered modules on

- Managerial Problem Solving
- Entrepreneurial Decision Making
- Negotiation: Bargaining & Deal Making
- Negotiation: Conflict & Dispute Resolution

COURSES TAUGHT AT THE UNIVERSITY OF NORTH CAROLINA-GREENSBORO

Program	Course Title	Year	Rating
Undergraduate	Organizational Leadership	2017	3.2/5
Undergraduate	Principles of Management	2016	4.3/5

COURSES TAUGHT AT THE UNIVERSITY OF SOUTHERN MISSISSIPPI

Program	Course Title	Year	Rating
Undergraduate	Negotiation & Conflict Resolution	2017	4.8/5
Undergraduate	Principles of Management	2016	4.8/5
MBA	Organizational Behavior	2016	4.0/5
MBA	Organizational Alignment	2016	4.3/5

COURSES TAUGHT AT ADOLFO IBÁÑEZ UNIVERSITY

Program	Course Title	Year	Rating
MIntrnat'l Mgt	Organizational Alignment	2015	6.6/7
PhD/MSci	Univariate & Multivariate Statistics	2015	4.8/7
Undergraduate	Organizational Behavior	2012-2014	6.1/7
Undergraduate	Human Resource Management	2013	5.9/7
Undergraduate	Negotiation & Conflict Resolution	2012, 13	6.2/7

COURSES TAUGHT AT EDHEC BUSINESS SCHOOL, LILLE, FRANCE

Program	Course Title	Year	Rating
MSci HRM	Recruitment, Testing, & Selection**	2011	Not Avail
MSci HRM	Training**	2011	Not Avail

** 7 three-hour tutorial sections in the English-language program.

COURSES TAUGHT AT NORTHWESTERN UNIVERSITY

Program	Course Title	Year	Rating
MBA	Negotiation & Conflict Resolution	2011	8.1/10

COURSES TAUGHT AT INDIANA UNIVERSITY

Program	Course Title	Years	Rating
Undergraduate	Effective Negotiations	2010, 2011	6.5/7
Undergraduate	Leadership & Motivation	2007, 2008	4.8/7
Undergraduate	Introduction to Organizational Behavior	2006, 2007	4.8/7

PROFESSIONAL EXPERIENCE

2003 – 2005	Research Laboratory Manager College of Computing Georgia Institute of Technology Atlanta, GA USA
2000–2002	Technical Marketing & Sales Support Engineer Network Management Division Nortel Networks Montreal, QC CANADA
1997 –1999	Network Support Engineer & Program Manager Broadband Division Nortel Networks Atlanta, GA USA

PROFESSIONAL SERVICE ACTIVITIES

2010 – Present	Ad Hoc Reviewer - <i>Academy of Management Learning & Education</i>
	Member of Editorial Board: 2017 – Present
2012 – Present	Ad Hoc Reviewer – <i>Journal of Management</i>
2016	Ad Hoc Reviewer – <i>Journal of Applied Social Psychology</i>
2015	Ad Hoc Reviewer – <i>European Journal of Social Psychology</i>
2013	Ad Hoc Reviewer – <i>Group & Organization Management</i>
2011	Ad Hoc Reviewer - <i>Management & Organization Review</i>
2008 –2014	Reviewer - Academy of Management Annual Conference ¹
2009	Ad Hoc Reviewer - <i>Academy of Management Journal</i>
2009	Reviewer - Organizational Behavior Teaching Conference
2006 –2007	Treasurer, Kelley School of Business Doctoral Student Association

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
 Association for Psychological Science (APS)
 Society for Industrial and Organizational Psychology
 Organizational Behavior Teaching Society

OTHER ACADEMIC ACTIVITIES

June 2017	Organizational Behavior Teaching Conference Early Educator Institute Participant
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¹ Recipient of Outstanding Reviewer Award 2013

August 2008	Doctoral Consortium Participant Organizational Behavior Division Academy of Management Anaheim, CA
Spring 2006 – 2008	Executive education assistant (role playing and feedback)
2006 – 2010	Undergraduate and MBA Case Competition Judge

OTHER ACTIVITIES

October 2014 – May 2015	Volunteer tutor for By the Hand after school program
July 2009 – December 2011	Habitat for Humanity Crew Leader and Spanish Interpreter
September 2006 – June 2009	Past president and founding member, IU Tango Club
June 2006 – September 2011	Director, Barrington Place Home Owners Association President June 2007 to January 2008

LANGUAGES

English	Native speaker
Spanish	Fluent written and spoken
French	Conversational

CONTINUED ON NEXT PAGE

REFERENCES

Dr. Timothy T. Baldwin

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