

MICHELLE DUFFY

University of Minnesota

Carlson School of Management

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EDUCATION

Ph.D. in Business Administration, 1998 University of Arkansas, Department of Management Emphasis: Organizational Behavior Dissertation: Social Undermining at Work: A Conceptual Framework and Empirical Test

M.A. in Industrial/Organizational Psychology, 1993 Xavier University (Ohio), College of Arts and Science Thesis: Role Demands, Self-Esteem, and Job Satisfaction among Social Workers

B.A. in Psychology, 1990 Miami University (Ohio), College of Arts and Science

PROFESSIONAL EXPERIENCE

2010 to present Professor and Board of Overseers Professor of WOR, University of Minnesota, Carlson School of Management, Department of Work and Organizations

2009 Professor, University of Minnesota, Carlson School of Management, Department of Human Resources and Industrial Relations

2006 to 2009 Associate Professor, University of Minnesota, Carlson School of Management, Department of Human Resources and Industrial Relations

2003 to 2006 Associate Professor and Gatton Endowed Research Professor, University of Kentucky, Carol Martin Gatton College of Business and Economics, School of Management

1998 to 2003 Assistant Professor of Management, University of Kentucky, Carol Martin Gatton College of Business and Economics, School of Management

1993 to 1998 Research Assistant, University of Arkansas, Walton College of Business Administration, Department of Management

1991 to 1993

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Research Psychologist, National Institute for Occupational Safety and Health (NIOSH),

Cincinnati, Ohio

1991 to 1992 Therapist, University of Cincinnati Clinic, Cincinnati, Ohio

1991 Management Intern, Rubbermaid, Wooster, Ohio

1989 to 1991 Mental Health Specialist, Emerson North Hospital, Cincinnati, Ohio

RESEARCH INTERESTS

Social Undermining; Employee Deviance and Counterproductive Behaviors; Envy; Well-being at Work-; Mindfulness

COURSES TAUGHT

Staffing, Training, and Development (MA in HRIR Level)

Teams and Negotiation (Senior Level, Executive MBA)

Organizational Behavior (Junior, Senior, MBA, MA-HRIR, EMBA, PHD SEMINAR)

Human Resources Management (Junior and Senior Levels)

Industrial/Organizational Psychology (Senior Level)

Principles of Management (Junior Level)

JOURNAL PUBLICATIONS AND ACCEPTANCES

Yu, L., Duffy, M., & Tepper, B. (in press). Consequences of supervisor envy: A model of self-esteem threat, abusive supervision, and supervisory self-improvement. *Academy of Management Journal*.

Lee, K., **Duffy, M.**, Scott, K. (in press). The Experience of Being Envied at Work: How Being Envied Shapes Employee Feelings and Motivation. *Personnel Psychology*.

Henle, C., Dineen, B., **Duffy, M.** (in press). Assessing Intentional Resume Deception: Development and Nomological Network of a Resume Fraud Measure: Human Resource Management Review

Dineen, B., **Duffy, MK**, Henle, CA, Lee, KY (2017). . Green by Comparison: Deviant and Normative Transmutations of Job Search Envy in a Temporal Context. *Academy of Management Journal*.

Lee, KY, Bhawe, D, Kim, E., **Duffy, MK** (2016). Why Victims of Undermining at Work Become Perpetrators of Undermining: An Integrative Model, *Journal of Applied Psychology*, 101, pg. 915-924.

Fang, R., McAlister, D., Duffy, M (2016). Down but not out: Newcomers can compensate for lower vertical access with strong horizontal ties and favorable core self-evaluations. *Personnel Psychology*, July issue.

Goode D., Lyddy, C. Glomb, T., Bono, J., Brown, K., Duffy, MK. , Baer, R. Brewer, A. Lazar,S., (2016). Contemplating Mindfulness at Work: An Integrative Review. *Journal of Management*

Scott, K, Duffy MK (2015). Antecedents of Workplace Ostracism: New Directions in Research and Intervention. *Research in Occupational Stress and Well-Being*.

Duffy, M.K., Scott, K.L., Shaw, J.D., Tepper, B.J., & Aquino, K. (2012). Envy and social undermining: Exploring the roles of social identification and moral disengagement. *Academy of Management Journal*.

Glomb, M. ,Duffy, M., Bono, J. , Yang, T. (2011). Mindfulness at Work. *Research in Personnel and Human Resources Management*.

Tepper, B.J., Moss, S., & Duffy, M.K. (2011). Antecedents of abusive supervision: Supervisor perceptions of deep-level dissimilarity, relationship conflict, and subordinate performance. *Academy of Management Journal*.

Shaw, J.D., Zhu, J., Duffy, M.K., Scott, K.D., Shih, H., & Susanto, E. 2011. A contingency model of conflict and team effectiveness. *Journal of Applied Psychology*, 96, 391-400

Fang, R., Duffy, M.K., & Shaw, J.D. 2011. Organizational socialization processes: Review and development of a social capital model. *Journal of Applied Psychology*, 96, 127-152.

Duffy, M.K., Shaw, J.D., Hoobler, J.M., & Tepper, B.J. 2010. A time-based perspective on emotion regulation in emotional labor performance. *Research in Personnel and Human Resources Management*, 29, 87-114.

McFarland, B., Aquino, K., & Duffy, M.K. 2010. How personality and moral identity relate to individuals' ethical ideology. *Business Ethics Quarterly*, 20, 35-56.

Tepper, B.J., Henle, C.A., Lambert, L.S., Giacalone, R.A., & Duffy, M.K. 2008. Abusive supervision and subordinates' organization deviance. *Journal of Applied Psychology*, 93, 721-732.

Scott, K.L., Shaw, J.D., & Duffy, M.K. 2008. Merit pay raises and organization-based self-esteem. *Journal of Organizational Behavior*, 29, 967-980.

Schaubroeck, J.M., Shaw, J.D., Duffy, M.K., & Mitra, A. 2008. An under-met and over-

met expectations model of employee reactions to merit raises. *Journal of Applied Psychology*, 93, 424-434.

Stark, E.M., Shaw, J.D., & Duffy, M.K. 2007. Preference for group work, winning orientation, and social loafing behavior in groups. *Group and Organization Management*, 32, 699-723.

Dineen, B.R., Noe, R.A., Shaw, J.D., Duffy, M.K., & Wiethoff, C. 2007. Level and dispersion of satisfaction in teams: Using foci and social context to explain the satisfaction—absenteeism relationship. *Academy of Management Journal*, 50, 623-643.

Duffy, M.K., Ganster, D.C., Shaw, J.D., Johnson, J.L., & Pagon, M. 2006. The social context of undermining behavior at work. *Organizational Behavior and Human Decision Processes*, 101, 105-121. [11] [SEP]* Finalist in the 2006 award for best paper in the field of Organizational Behavior

Duffy, M.K., Shaw, J.D., Scott, K.D., & Tepper, B.J. 2006. The moderating roles of self-esteem and neuroticism in the relationship between group and individual undermining. *Journal of Applied Psychology*, 91, 1066-1077.

Tepper, B.J., Duffy, M.K., Henle, C.A., & Lambert, L. 2006. Procedural justice, victim precipitation, and abusive supervision. *Personnel Psychology*, 59, 101-123.

Shaw, J.D., Duffy, M.K., Johnson, J.J., & Lockhart, D. 2005. Turnover, social capital losses, and performance. *Academy of Management Journal*, 48, 594-606. [11] [SEP]* Second place in the 2005 award for best paper in the field of Organizational Behavior

Duffy, M.K., Scott, K.L., & O'Leary-Kelly, A.M. 2005. The radiating effects of intimate partner violence on occupational stress and well-being. *Research in Occupational Stress and Well-Being*, 4, 30-57.

Foote, D.A., Seipel, S.J., Johnson, N.B., & Duffy, M.K. 2005. Employee commitment and organizational policies. *Management Decision*, 43, 203-219.

Tepper, B.J., Duffy, M.K., Hoobler, J., & Ensley, M.D. 2004. Moderators of the relationships between coworkers' organizational citizenship behavior and fellow employees' attitudes. *Journal of Applied Psychology*, 89, 455-465.

Shaw, J.D., Duffy, M.K., Mitra, A., Lockhart, D., & Bowler, W.M. 2003. Reactions to merit pay increases: A longitudinal test of a signal sensitivity theory. *Journal of Applied Psychology*, 88, 538-544.

Duffy, M.K., & Ferrier, W.J. 2003. Birds of a feather. . . ? How supervisor-subordinate dissimilarity [11] [SEP] moderates the influence of supervisor behaviors on workplace attitudes. *Group and Organization Management*, 28, 217-248.

Duffy, M.K., Ganster, D.C., & Pagon, M. 2002. Social undermining in the workplace. *Academy of Management Journal*, 45, 331-352.

Zellars, K., Tepper, B.J., & Duffy, M.K. 2002. Abusive supervision and subordinates' organizational citizenship behavior. *Journal of Applied Psychology*, 87, 1068-1074.

Tepper, B.J., Duffy, M.K., & Shaw, J.D. 2001. Personality moderators of the relationship between abusive supervision and dysfunctional resistance. *Journal of Applied Psychology*, 86, 974-983.

Shaw, J.D., Duffy, M.K., & Stark, E.M. 2001. Team reward attitude: Construct development and initial validation. *Journal of Organizational Behavior*, 22, 903-917.

O'Leary-Kelly, A.M., Duffy, M.K., & Griffin, R.W. 2000. Construct confusion in the study of antisocial behavior at work. *Research in Personnel and Human Resources Management*, 18, 275-303.

Duffy, M.K., Shaw, J.D., & Stark, E.M. 2000. Performance and satisfaction in conflicted, interdependent groups: When (and how) does self-esteem make a difference? *Academy of Management Journal*, 43, 772-784.

Shaw, J.D., & Duffy, M.K., & Stark, E.M. 2000. Interdependence and preference for group work: Main and congruence effects on the satisfaction and performance of group members. *Journal of Management*, 26, 259-279.

Duffy, M.K., & Shaw, J.D. 2000. The Salieri syndrome: Consequences of envy in groups. *Small Group Research*, 31, 3-23.

Shaw, J.D., Duffy, M.K., Abdulla, M.H.A., & Singh, R. 2000. Moderating role of positive affectivity: Empirical evidence from bank employees in the United Arab Emirates. *Journal of Management*, 26, 139-154.

Shaw, J.D., Duffy, M.K., Jenkins, G.D., Jr., & Gupta, N. 1999. Positive and negative affect, signal sensitivity, and pay satisfaction. *Journal of Management*, 25, 189-205.

Pagon, M., Duffy, M.K., Ganster, D.C., & Lobnikar, B. 1998. Understanding police deviance: Personal and interpersonal determinants. *Security Journal*, 11, 179-184.

Duffy, M.K., Ganster, D.C., & Shaw, J.D. 1998. Positive affectivity and negative outcomes: The role of tenure and job satisfaction. *Journal of Applied Psychology*, 83, 950-959.

BOOKS

Smith, R., Ugo, M., Duffy MK (2017). *Envy in Organizations*. Oxford Press.

BOOK CHAPTERS

Duffy, M., & Yu, L. (in press). *Toxic Emotions at Work*. The SAGE Handbook of Industrial, Work and Organizational Psychology, Vol 2. [

Duffy, M.K., & Lee, K. (2013). Negative exchanges in teams. In L. Eby and T. Allen (Eds.), *Personal relationships: The effect of supervisory, coworker, team, customer, and nonwork exchanges on employee attitudes, behaviors, and well-being*. SIOP Frontier Series.

Tepper, B. & Duffy, M.K. (in press). Organizational politics and incivility. In G. Ferris & D. Treadway 4

(Eds.), *Politics in organizations: Theory and research considerations*. Duffy, M. K., Shaw, J. D., & Schaubroeck, J.M. 2008. Envy in organizational life. In R.H Smith (Ed).

Envy: Theory and research (pp. 167-189). New York: Oxford.

Shapiro, D.L., Duffy, M.K., Kim, T., Lean, E.R., & O'Leary-Kelly, A. 2008. —Rude, —uncivil, or —disrespectful treatment in the workplace: What's in a Name? In S. Gilliland, D.D. Steiner, & D.P. Skarlicki (eds.), *Justice, morality, and social responsibility: Research in social issues in management* (Vol. 7: 226-262). Charlotte, NC: Information Age Publishing.

Duffy, M.K. 2006. Antisocial work behaviors. In J.H. Greenhaus and G.A. Callahan (Eds), *Encyclopedia of career development* (pp. 21-22). Thousand Oaks, CA: Sage.

Duffy, M.K., O'Leary-Kelly, A., & Ganster, D.C. 2003. Antisocial work behavior: Its causes, consequences, and relationship with employee well-being. In D.A. Hofmann and L.E. Tetrick (Eds.), *Individual and organizational health* (pp. 173-200). San Francisco, CA: Jossey-Bass.

Ganster, D.C., Pagon, M., & Duffy, M.K 1996. Organizational and interpersonal sources of stress in the Slovenian police force. In D.C. Ganster, M. Pagon, & M.K. Duffy (Eds.), *Policing in Central and Eastern Europe*. Ljubljana, Slovenia: College of Police and Security Studies.

MANUSCRIPTS UNDER REVIEW

Lee, KY, Duffy, MK, Scott, K. Schippers, M. Being envied at work- the role of culture and need for belonging. *Revise and Resubmit Journal of Management*.

Fang, R., Duffy, M, McAlister, D. "The Roles of Structural and Personal Resources in Coworker Undermining" *Revise and Resubmit Organization Science*

Fang, R., McAlister, D., Duffy, M, Down but Not Out: Strong Ties and Favorable Core Self-evaluations Can Compensate for Low Contact Status. Under review at *Organizational Behavior and Human Decision Process*.

Henle, C., Dineen, B., Duffy, M., Assessing Intentional Deception by Job Applicants on Resumes: The Development of a Resume Fraud Measure. Under review at *Personnel Psychology*.

RESEARCH GRANTS

Resume fraud: Investigations of the antecedents and consequences of fabrication, embellishment, and omission (with Brian Dineen and Christine Henle). 2009. Society for Human Resource Management Foundation (\$73,000).

A dynamic social capital model of the organizational socialization process (with Ruolian Fang and Jason Shaw). 2008. Society for Human Resource Management Foundation (\$31,647).

Organizational flourishing: Positive and negative emotionality and organizational performance. 2008 Carlson School Dean's Small Grant Program (\$4,881.50).

Health and safety training in construction (with William Mahoney and Paul Goodrum). Center to Protect Workers' Rights (\$20,000).

Diversity, human resource management systems, and organizational performance (with Jason Shaw). 2000. Society for Human Resource Management Foundation (\$40,765).

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Investigations of the effects of organizational race and gender diversity on measures of organizational performance (with Jason Shaw). 1999. University of Kentucky Research Committee (\$2,200).

Group influences on individual behavior in student groups (with Jason Shaw). 1999. University of Kentucky Teaching and Learning Center (\$465).

CONFERENCE PRESENTATIONS AND PROCEEDINGS PAPERS

Fang, R., & Duffy, M.K. Protection from or vulnerability to social undermining: The roles of social capital and core self-evaluation. Paper presented at the 2009 Annual Meetings of the Academy of Management, Chicago, IL.

Duffy, M.K., Shaw, J.D., & Fang, R.F. Organizational flourishing: Positive and negative emotionality and organizational performance. Paper presented at the 2008 Fourth European Conference on Positive Psychology. Opatija, Croatia.

Booth, J.E., Glomb, T.M., & Duffy, M.K. Emotional appraisals of supervisors social undermining: A subordinate resource conservation study. Paper presented at the 2008 Annual Meetings of the Academy of Management, Anaheim, CA.

Scott, K.L., Duffy, M.K., Labianca, G., & Brass, D.J. Interpersonal workplace exclusion: The development and test of an exchange-based model. Paper presented at the 2008 Annual Meetings of the Academy of Management, Anaheim, CA.

Duffy, M.K., Shaw, J.D., Fang, R., & Johnson, J.L. Social exclusion motives for undermining behavior: A social network perspective. Paper presented at the 2007 Society

for Industrial and Organizational Psychology Conference, New York.

Scott, K.D., & Duffy, M.K. 2007. The Mediating role of moral disengagement in the relationship between worker envy and social undermining behavior. Presented at the Annual Meetings of the Academy of Management, Philadelphia, PA.

Fang, R., Duffy, M.K., Shaw, J.D., Johnson, J.L., & Lockhart, D.E. Social network positions and social undermining roles. Presented at the Annual Meetings of the Academy of Management, Philadelphia, PA.

Scott, K.L., & Duffy, M.K. When leaders envy: The influence of negative leader emotion on individual undermining and well being. Paper presented at the 2006 Annual Meetings of the Academy of Management, Atlanta, GA.

Shaw, J.D., Duffy, M.K., & Johnson, J.L. Social capital, organizational, and environmental predictors of quits, discharges, and intra-organizational mobility. Paper presented at the 2005 Annual Meetings of the Academy of Management, Honolulu, HI.

Porath, C., Duffy, M.K., & Guttentag, M.D. Why do they do it? The role of group cohesion, moral disengagement and leadership in fraudulent behavior. Paper presented at the 2005 Annual Meetings of the Academy of Management, Honolulu, HI.

Duffy, M. K., Aquino, K., Tepper, B. J., Reed, A., & O'Leary-Kelly, A. M. (2005, August). Moral

disengagement and social identification: When does being similar result in harm doing? Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Duffy, M.K., Shaw, J.D., & Schaubroeck, J.M. Envy, self-esteem, and workplace outcomes: Getting sick or getting even? Paper presented at the 2005 Society for Industrial and Organizational Psychology conference, Los Angeles, CA.

Henle, C., Tepper, B.J., Giacalone, R., & Duffy, M.K. Types, sources, and moderators of workplace deviance norms. Paper presented at the 2005 Society for Industrial and Organizational Psychology conference, Los Angeles, CA.

Scott, K.L., Duffy, M.K., & Shaw, J.D. Emotion contagion in work groups. Paper presented at the 2004 Southern Management Association conference, San Antonio, TX.

Duffy, M.K., Johnson, J.L., & Shaw, J.D. Structural characteristics of workplace undermining relationships: —Hot spots at work. Paper presented at the 2004 Annual Meetings of the Academy of Management, New Orleans, LA.

Scott, K.L., Shaw, J.D., & Duffy, M.K. On the relationship between merit pay raises and organization- based self-esteem. Paper presented at the 2004 Annual Meetings of the Academy of Management, New Orleans, LA.

Duffy, M.K., Johnson, J.L., & Shaw, J.D. The structure of social undermining at work.

Paper presented at the 2004 Society for Industrial and Organizational Psychology conference, Chicago, IL.

Stark, E.M., Shaw, J.D., & Duffy, M.K. Team attitudes and social loafing: Moderating effects of competitiveness dimensions. Paper presented at the 2004 Society for Industrial and Organizational Psychology conference, Chicago, IL.

Duffy, M.K., Johnson, J.J., & Shaw, J.D. 2003. Justice and antisocial behavior. Paper presented at the Annual Meetings of the Academy of Management, Seattle, WA.

Shaw, J.D., Duffy, M.K., Johnson, J.J., & Lockhart, D. 2003. Turnover, social capital, and performance: A facility-level analysis. Paper presented at the Annual Meetings of the Academy of Management, Seattle, WA.

Duffy, M.K., Tepper, B.J., & O'Leary-Kelly, A. 2002. Moral disengagement and antisocial behavior at work. Paper presented at the Annual Meetings of the Southern Management Association, Atlanta.

Tepper, B.J., Duffy, M.K., & Henle, C.A. 2002. Development and test of an opportunity model of abusive supervision. Paper presented at the Annual Meetings of the Southern Management Association, Atlanta.

Tepper, B.J., & Duffy, M.K., & Hoobler, J.M. 2002. Moderating effects of abusive supervision on the relationships between coworkers' organizational citizenship behavior and fellow employees' attitudes. Presented at the Annual Meetings of the Academy of Management, Denver.

Shaw, J.D., Duffy, M.K., Mitra, A., Lockhart, D., & Bowler, W.M. 2002. Reactions to merit pay increases: A longitudinal test of a signal sensitivity theory. Presented at the Annual Meetings of the Academy of Management, Denver.

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Zellars, K., Tepper, B.J., & Duffy, M.K. 2001. Abusive supervision and subordinates' organizational citizenship behavior. Paper presented at the Annual Meetings of the Southern Management Association, New Orleans.

Duffy, M.K., Shaw, J.D., & Singh, R. 2001. Personality and person-job fit: A theoretical extension and two empirical studies. Paper presented at the Annual Meetings of the Academy of Management, Washington, DC.

Shaw, J.D., Duffy, M.K., & Stark, E.M. 2001. Group influences on individual absences and social loafing: The moderating role of personality. Paper presented at the Society for Industrial and Organizational Psychology Conference, San Diego.

Hoobler, J.M., Tepper, B.J., & Duffy, M.K. 2000. Moderating effects of co-workers organizational citizenship behavior on relationships between abusive supervision and subordinates attitudes and psychological distress. Paper presented at the Annual Meetings

of the Southern Management Association, Orlando, FL.

Duffy, M.K., & Ganster, D.C. 2000. Social ties and well being: Comparing positive and negative social interactions within police teams. Paper presented at the Annual Meetings of the Academy of Management, Toronto.

Foote, D., Johnson, N.B., & Duffy, M.K. 1999. Policy commitment: A reconceptualization of loyalty in organizations. Paper presented at the Annual Meetings of the Southern Management Association, Atlanta, GA.

Duffy, M.K., Shaw, J.D., & Stark, E.M. 1999. Preference for team-based rewards: Scale development and initial validation. Paper presented at the Annual Meetings of the Academy of Management, Chicago, IL.

Ferrier, W.J., & Duffy, M.K. 1999. Birds of a feather. . . ? How supervisor-subordinate dissimilarity moderates the influence of supervisor behaviors on workplace attitudes. Paper presented at the Annual Meetings of the Academy of Management, Chicago, IL.

Stoeva, A.Z., Shaw, J.D., Duffy, M.K., & Stark, E.M. 1998. Task interdependence and relationship conflict in groups: Does self-esteem make a difference? Proceedings of the Annual Meetings of the Southern Management Association, New Orleans, LA.

Duffy, M.K., Ganster, D.C., & Pagon, M. 1998. Social undermining and support in the workplace. Paper presented at the Annual Meetings of the Academy of Management, San Diego, CA.

Ganster, D.C., & Duffy, M.K. 1998. Measurement of stressors and strains. Paper presented at the Annual Meetings of the Academy of Management, San Diego, CA.

Duffy, M.K., & Ganster, D.C. 1997. When positive affect produces negative outcomes: The role of tenure and job satisfaction. Paper presented at the Annual Meetings of the Academy of Management, Boston, MA.

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Duffy, M.K., Shaw, J.D., & Stark, E.M. 1997. The Salieri syndrome: Consequences of envy in groups. Paper presented at the Society for Industrial/Organizational Psychology conference, St. Louis, MO.

Ganster, D.C., & Duffy, M.K. 1997. The structure and dimensions of perceived control. Paper presented at the Society for Industrial/Organizational Psychology conference, St. Louis, MO.

Schaubroeck, J., Ganster, D.C., & Duffy, M.K. 1996. A test of the trait susceptibility hypothesis. Paper presented at the Annual Meetings of the Academy of Management, Cincinnati, OH.

Stark, E, Duffy, M.K., & Shaw, J.D. 1996. Team reward attitude: Scale development and

validation. Paper presented at the Society for Industrial and Organizational Psychology conference, San Diego, CA.

Shaw, J.D., Duffy, M.K., & Jenkins, G.D., Jr. 1996. Rethinking pay satisfaction: The influences of positive and negative affect. Paper presented at the Society for Industrial and Organizational Psychology conference, San Diego, CA.

Ganster, D.C., Pagon, M., & Duffy, M.K. 1996. Predicting health outcomes from occupational stress and social support among police officers. Paper presented at the International Conference of Policing in Central and Eastern Europe: Comparing First-Hand Knowledge with Experience from the West, Ljubljana, Slovenia.

Duffy, M.K., Shaw, J.D., & Ganster, D.C. 1996. Personality and performance: Individual- and group- level predictions. Proceedings of the Annual Meetings of the Southern Management Association, New Orleans, LA.

Shaw, J.D., Duffy, M.K., & Stark, E.M. 1996. The influence of team reward attitude and team functioning variables on team-related outcomes. Proceedings of the Annual Meetings of the Southern Management Association, New Orleans, LA.

Ganster, D.C., Duffy, M.K., & Hurrell, J.J. 1995. The role of occupational demands in determining worker stress and well being. Paper presented at the Annual Meetings of the Academy of Management, Vancouver, British Columbia.

Duffy, M.K., Ganster, D.C., & Hurrell, J.J. 1995. Testing the demands-control model with objective occupational control measures. Proceedings of the Third Interdisciplinary Conference on Occupational Stress & Health, Washington D.C.

Shaw, J.D., & Duffy, M.K. 1995. Response options and verbal anchoring: An empirical investigation of measurement sensitivity and bias. Proceedings of the ISO Conference, Chapel Hill, N.C.

Tullis, K.J., Shaw, J.D., & Duffy, M.K. 1995. Common dimensions of compensation systems: A theoretical perspective. Proceedings of the ISO Conference, Chapel Hill, N.C.

Shaw, J.D., & Duffy, M.K. 1995. The many faces of commitment escalation: A multi-dimensional framework. Proceedings of the Workplace 2000: Success in a Changing Environment IOOB Graduate Student Conference, Denver, Colorado.

9

Duffy, M.K., Hurrell, J.J., Ganster, D.G., & Swanson, N. 1994. Gender differences in the role stress- depression relationship. Proceedings of the APA/NIOSH Women's Health Conference, Washington, DC.

Hurrell, J.J., Driscoll, R., Swanson, N., & Duffy, M.K. 1994. Job stress, gender, and workplace assault. Proceedings of the APA/NIOSH Women's Health Conference, Washington, DC.

Duffy, M.K., Hurrell, J.J., & Murphy, L.R. 1993. Self-esteem as a moderator of the role demands-job satisfaction relationship. Proceedings of the Human Factors and Ergonomics Society 37th Annual Meeting, Seattle, Washington.

Hurrell, J.J., Duffy, M.K., & Murphy, L.R. 1993. The effects of perceived indoor environmental quality on job satisfaction, symptom reporting, and absence from work. Proceedings of the Human Factors and Ergonomics Society 37th Annual Meeting, Seattle, Washington.

Duffy, M.K., Murphy, L.R., & Hurrell, J.J. 1992. Job dimensions associated with psychological disorders in a national sample: A partial replication. Proceedings of Stress in the '90s: A changing workforce in a changing workplace. Sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health, Washington DC.

INVITED PRESENTATIONS AND PANEL SESSIONS

Duffy, M.K. 2008. The dark side of employees' behaviors: Evaluating our questions, answers, and future directions. Panelist in professional development workshop at the 2008 Annual Meetings of the Academy of Management, Anaheim, CA.

Duffy, M.K. 2006. Developing a research program. Presented in Human Resource Management Doctoral Student Consortium at the Annual Meetings of the Academy of Management, Atlanta, GA.

Duffy, M.K. 2004. The social context of undermining at work. Presented at Cornell University, New York School of Industrial and Labor Relations, Ithaca, NY.

Duffy, M.K. 2001. Social undermining and counterfactual thinking. Presented at the Seminar Series, Walton College of Business Administration, University of Arkansas.

Duffy, M.K. 2000. Social undermining in the workplace. Presented at the Brown Bag Series, School of Accountancy, Gatton College of Business and Economics, University of Kentucky.

Duffy, M.K. 2000. The influence of the social context on individual reactions to perceived supervisor undermining. Presented in the Social Psychology Speaker Series, Department of Psychology, College of Arts and Sciences, University of Kentucky.

Duffy, M.K. 1999. Developing a research program. Gender and Diversity in Organizations Doctoral Student Consortium at the Annual Meetings of the Academy of Management, Chicago, IL.

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HONORS AND AWARDS

SIOP Fellow Award – 2012

APA Fellow Award- 2012

Received the 2006-2007 Herbie Award for Teaching Excellence, Carlson School of Management, Department of HRIR.

Named the 2003–2004 Beta Gamma Sigma Outstanding Teacher, Gatton College of Business and Economics, University of Kentucky.

Named —A Teacher that Made a Difference.‖ 2003. University of Kentucky.‡Gatton Competitive Summer Research Grant Award (2001, 2002, 2003, 2004, 2005).

Named the 1996–1997 Outstanding Graduate Student Teacher, University of Arkansas College of Business.

Nominated for the 1995–1996 Outstanding Graduate Student Teaching Award, University of Arkansas College of Business

Participant in the Academy of Management, Human Resources Division Doctoral Student Consortium, Vancouver, B.C., 1995.

Special Service Award, National Indoor Air Quality Studies, National Institute for Occupational Safety and Health (NIOSH), 1993.

PROFESSIONAL ACTIVITIES

Executive Committee

Academy of Management – Organizational Behavior Division (elected) (2007 to 2011).

Editorial Roles

Associate Editor, *Journal of Applied Psychology*, (2014-)

Associate Editor, *Journal of Management* (beginning July, 2011) Editorial Boards

Journal of Applied Psychology (2008 to present)‡Organizational Behavior and Human Decision Processes (2007 to present) *Journal of Management* (2000 to 2003; 2008 to present)‡Group and Organization Management (2003 to 2010)

Coordinator

Organizational Behavior Division Doctoral Student Consortium, Annual Meetings of the Academy of Management (2008, 2009).

Conference Coordinator of NIOSH/APA —Stress in the '90s,‡ Washington, D.C. 1993.

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Professional Committee Membership

Society for Industrial and Organizational Psychology – Strategic Planning Committee (2005-2007). Organizational Behavior Division of the Academy of Management – Scientific Affairs Committee.

National Institute of Occupational Safety and Health (NIOSH) – Consortium on workplace bullying and aggression (2005 to present).

Academy of Management – HR Division Scholarly Achievement Award Committee (2001). Academy of Management – HR Division Best Dissertation Award Committee (2004). Academy of Management – OB Division Best Conference Paper Award Committee (2005). Journal Reviewing (Ad Hoc)

Academy of Management Journal (2000, 2001, 2002, 2003, 2004, 2006, 2007, 2008)
Academy of Management Review (2001, 2002, 2003, 2004, 2007, 2008)^[SEP]Journal of Applied Psychology (2006, 2007, 2008)^[SEP]Administrative Science Quarterly (2002, 2003, 2004, 2005)

Organizational Behavior and Human Decision Processes (2003, 2004, 2005, 2006)
Journal of Management (1999, 2000)^[SEP]Group and Organization Management (2001, 2002, 2003)^[SEP]Social Science and Medicine (2000, 2001)

International Journal of Man-Machine Studies (2001)^[SEP]Journal of Occupational and Organizational Psychology (2001, 2002, 2003, 2009) Journal of Occupational Health Psychology (2005)^[SEP]Journal of Management Studies (2005)

Academy of Management Conference (2001, 2002, 2003, 2004, 2005, 2006, 2007)^[SEP]Society for Industrial Organizational Psychology (2005, 2006, 2007)^[SEP]Southern Management Association Conference (1995, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005) Academy of Business Administration Global Trends Conference (1998)^[SEP]Southwest Academy of Management Conference (1998)^[SEP]Western Decision Sciences Institute Conference (1997, 1998, 1999, 2000, 2001, 2002)

University of Minnesota

Ph.D. Coordinator, HRIR Department (2010 to present)

University of Minnesota – Carlson School Committee Membership

HRIR Ph.D. Audit Committee (Chair) (2009 to present)^[SEP]CSOM International Programs Committee (2007 to present) CSOM Behavioral Lab Committee (2007)^[SEP]HRIR Faculty Search Committee (2006–2007).^[SEP]HRIR Ph.D. Student Admissions Committee (2006–2007)^[SEP]HRIR Organizational Behavior Area Committee (2007 to present)

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HRIR Staffing, Training, and Development Area Committee (2007 to present) HRIR Workshop (seminar series) Committee Chair (2006 to 2009)^[SEP]HRIR Executive Committee Faculty Liaison (2007 to present)

University of Kentucky – Gatton College of Business and Economics Committee Membership

Search Committee Chair, Management Area, School of Management (2002–2003)
Search Committee – Dean Gatton College of Business and Economics (2002)
Undergraduate Studies Committee (2001–2003) MBA planning and development committee (2003-2004)

Library Committee (1999-2001)

University of Kentucky – University Committee Membership

University of Kentucky Faculty Senate (2004 to 2006)

University of Minnesota – Graduate Student Committees

Ruolian Fang – Carlson School – HRIR, Ph.D. dissertation, committee chair (in progress) Yingchun Wang – Carlson School – HRIR, Ph.D. dissertation, committee member (in-progress) Jonathan Booth – Carlson School – HRIR, Ph.D. dissertation, committee member (2009) Liz Welsh – Carlson School – HRIR, Ph.D. dissertation, committee member (2007) Adib Birkland– Carlson School – HRIR, Ph.D. dissertation, committee member (2007) Ruolian Fang– Carlson School – HRIR, Ph.D. qualifying exam committee member (2007, 2008) JiHyun Shim – College of Education, Human Resource Development – Ph.D. Comprehensive Exam Committee (2008) Kristie Campana – Department of Psychology, I/O Psychology – Ph.D. Comprehensive Exam Committee (2007) Kirk Keeney – MA-HRIR – Independent Study Chair (2008)

University of Kentucky – Graduate Student Committees

Kristin Scott, School of Management, Ph.D. dissertation, dissertation proposal chair, and dissertation committee member (2007) Sarah Wilkins, School of Education, Ph.D. dissertation, committee member (2007) Zach Henning, School of Communication, Ph.D. dissertation, committee member (2007)

David Ghiradelli, School of Communication, Ph.D. dissertation, committee member (2006) Heidi Erye, College of Arts and Science, Social Psychology, Ph.D. dissertation, committee member (2004) Len O’Connell, Martin School of Public Administration, Ph.D. dissertation, committee member (2005) Kristin Scott, School of Management, Ph.D. comprehensive exam, chair (2003) David Ghiradelli, School of Communication, Ph.D. comprehensive exam, committee member (2003) John Strada, School of Communication, Ph.D. comprehensive exam, committee member (2004) Holly Payne, School of Communication, Ph.D. dissertation, committee member (2003) Jon Anderson, School of Management, Ph.D. comprehensive exam, committee member (2003) Sarah Wilkins, School of Education, Ph.D. comprehensive exam, committee member (2003) Sherman Lee, School of Education, Ph.D. comprehensive exam, committee member (2004) David Ghiradelli, School of Communication, Ph.D. comprehensive exam, committee member (2003)

Ertambang Nahartyo, School of Accountancy, Ph.D. dissertation, committee member (2003) Heidi Erye, Arts and Science, Social Psychology, Ph.D. comprehensive exam, committee member (2002) Matthew Bowler, School of Management, Ph.D. dissertation, committee member (2002) Jenny M. Hoobler, School of Management, Ph.D. dissertation, committee member (2002) Elizabeth Payne, School of Accountancy, Ph.D. dissertation, committee member (2002) Clement Chen, School of Accountancy, Ph.D. dissertation, committee member (2001) Mary Conway Dato-on, School of Management, Ph.D. dissertation, committee member (2001) Duane Kilty, School of Management, Ph.D. dissertation, committee member (2001) Matthew Bowler, School of Management, Ph.D. comprehensive exam, committee member (2001) Holly Payne, School of Communication, Ph.D. comprehensive exam, committee member (2000) Tammy Ross, School of Management, Ph.D. comprehensive exam, committee member (2000) Jenny M. Hoobler, School of Management, Ph.D. comprehensive exam, committee member (2000) Dave Foote, School of Management, Ph.D. dissertation, committee member (1999)

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