

---

## Nikolaos Dimotakis

Department of Management | Spears College of Business | Oklahoma State University  
470 Business Building | Stillwater, Oklahoma 74078-4011  
Phone: 405-744-5193 | Email: nikos@okstate.edu

### EDUCATION

#### **2011 *PhD in Management***

*Organizational Behavior and Human Resource Management*

The Eli Broad Graduate School of Management, Michigan State University, East Lansing, MI

#### **2005 *Master of Business Administration***

*Human Resources and General Management*

The Eli Broad Graduate School of Management, Michigan State University, East Lansing, MI

#### **2003 *Bachelor of Arts***

*International Economics and Politics*

University of Macedonia, Thessaloniki, Greece

### PROFESSIONAL EXPERIENCE

#### **2022- *Professor & Raymond A. Young Chair***

Department of Management, Spears College of Business, Oklahoma State University

#### **2020- *Associate Professor & Raymond A. Young Chair***

Department of Management, Spears College of Business, Oklahoma State University

#### **2019-2020 *Associate Professor & Spears Faculty Fellow***

Department of Management, Spears College of Business, Oklahoma State University

#### **2017-2019 *Assistant Professor*<sup>1</sup>**

Department of Management, College of Business, University of Nebraska – Lincoln

#### **2011-2017 *Assistant Professor***

Department of Managerial Sciences, J. Mack Robinson College of Business,  
Georgia State University

### JOURNAL ARTICLES<sup>2</sup>

1. Dimotakis, N., Lambert, L. S., Corner, A. J., Boulamatsi, A., Tepper, B., & Maurer, T. (in press). Gains and losses: Week-to-week changes in leader-follower relationships. *Academy of Management Journal*.
2. Smith, T., Boulamatsi, A., Dimotakis, N., Tepper, B., & Lucianetti, L. (2022). “How dare you?!”: A self-verification perspective on how performance influences the effects of abusive supervision on job embeddedness and subsequent turnover. *Personnel Psychology*, 75, 645-674.
3. Dirks, K., Sweeney, P., Dimotakis, N., & Woodruff, T. (2021). Understanding the change and development of trust and the implications for new leaders. *Journal of Business Ethics*, 1-20.
4. Koopman, J., Conway, J. M., Dimotakis, N., Tepper, B. J., Lee, Y. E., Rogelberg, S. G., & Lount, R. (2021). Does CWB repair negative affective states, or generate them? Examining the moderating role of trait empathy. *Journal of Applied Psychology*, 106(10), 1493-1516.

---

<sup>1</sup> Promotion to Associate Professor approved in Spring of 2019.

<sup>2</sup> Citations (8/2022): 2853 (Google Scholar) / 1370 (Scopus). H-indexes of 21 / 17, respectively.

---

- 
5. Fu, S., Greco, L., Lennard, A., & Dimotakis, N. (2021). Anxiety responses to the unfolding COVID-19 crisis: Patterns of change in the experience of prolonged exposure to stressors. *Journal of Applied Psychology, 106*(1), 48-61.
  6. Maurer, T., Dimotakis, N., Hardt, G., & Corner, A. J. (2021). Toward better understanding developmental reflection differences for use in management development research and practice. *Journal of Management Development, 40*(1), 52-73.
  7. Rosen, C., Dimotakis, N., Cole, M., Taylor, S., Simon, L., Smith, T., & Reina, C. (2020). When challenges hinder: An investigation of when and how challenge stressors impact employee outcomes. *Journal of Applied Psychology, 105*(10), 1181-1206.
  8. Hartnell, C., Karam, E. P., Kinicki, A., & Dimotakis, N. (2020). Does servant leadership's people focus facilitate or constrain its positive impact on performance? An examination of servant leadership's direct, indirect, and total effects on branch financial performance. *Group and Organizational Management, 45*(4), 479-513.
  9. Nag, R., Neville, F., & Dimotakis, N. (2020). CEO scanning behaviors, self-efficacy, and SME innovation and performance: An examination within a declining industry. *Journal of Small Business Management, 58*, 164-199.
  10. Nederveen Pieterse, A., Hollenbeck, J., R., van Knippenberg, D., Spitzmuller, M., Dimotakis, N., Karam, E., & Sleesman, D. (2019). Hierarchical leadership versus self-management in teams: Goal orientation diversity as moderator of their relative effectiveness. *The Leadership Quarterly, 30*(6), 101343.
  11. Tepper, B., Dimotakis, N., Lambert, L. S., Koopman, J., Matta, F., Park, H. M. & Goo, W. G. (2018). Transformational leadership moments: An experience sampling examination of follower emotional and attitudinal reactions to daily exposure to transformational leadership. *Academy of Management Journal, 61*, 1343-1368.
  12. Dimotakis, N. Mitchell, D., & Maurer, T. (2017). Assessment center feedback and future feedback seeking: Effects on career outcomes. *Journal of Applied Psychology, 102*, 1514-1527.
  13. Leheta, D., Dimotakis, N., & Schatten, J. (2017). The view over one's shoulder: Leader envy of followers. *The Leadership Quarterly, 28*, 451-468.
  14. Ilies, R., Huth, M. L., Ryan, A. M., & Dimotakis, N. (2015). Explaining the links between workload, distress, and work-family conflict among school employees: Physical, cognitive, and emotional fatigue. *Journal of Educational Psychology, 107*, 1136-1149.
  15. Ilies, R., Savani, K., Peng, A. C., & Dimotakis, N. (2013). Guilty and helpful: An emotion-based reparatory model of voluntary work behavior. *Journal of Applied Psychology, 98*, 1051-1059.
  16. Hannah, S. T., Schaubroeck, J. M., Peng, A., Avolio, B. J., Koslowski, S. W. J., Lord, R. G., Treviño, L. K., Dimotakis, N., & Doty, J. (2013). Joint influences of individual and work unit abusive supervision on ethical intentions and behavior: A moderated mediation model. *Journal of Applied Psychology, 98*, 579-592.
  17. Ilies, R., Curşeu, P. L., Dimotakis, N., & Spitzmuller, M. (2013). Leader emotional expressiveness and relational authenticity: Effects on followers. *European Journal of Work and Organizational Psychology, 22*, 4-14.<sup>3</sup>

---

<sup>3</sup> Best Paper Award, *EJWOP & Center for Creative Leadership*, 2015.

- 
18. Dimotakis, N., Davison, R. B., & Hollenbeck, J. R. (2012). Team structure and regulatory focus: The impact of regulatory fit on team dynamics. *Journal of Applied Psychology, 97*, 421-434.
  19. Schaubroeck, J. M., Hannah, S. T., Avolio, B. J., Koslowski, S. W. J., Lord, R. G., Treviño, L. K., Dimotakis, N., & Peng, A. (2012). Leader behavior and ethical culture influences on ethical thought and action. *Academy of Management Journal, 55*, 1053-1078.<sup>4</sup>
  20. Dimotakis, N., Conlon, D., & Ilies, R. (2012). The mind and heart (literally) of the negotiator: Personality and contextual determinants of cardiac arousal and tangible and intangible outcomes in negotiation. *Journal of Applied Psychology, 97*, 183-193.
  21. Spranger, J. L., Colarelli, S. M., Dimotakis, N., Jacob, A. C., & Arvey, R. D. (2012). Effects of kin density within family-owned businesses. *Organizational Behavior and Human Decision Processes, 119*, 151-162.
  22. Dimotakis, N., Scott, B. A., & Koopman, J. (2011). An experience sampling investigation of workplace interactions, affective states, and employee well-being. *Journal of Organizational Behavior, 32*, 572-588.
  23. Ilies, R., & Dimotakis, N., & De Pater, I. E. (2010). Psychological and physiological reactions to high workloads: Implications for well-being. *Personnel Psychology, 63*, 407-436.
  24. Ilies, R., Dimotakis, N., & Watson, D. (2010). Mood, blood pressure and heart rate at work: An experience-sampling study. *Journal of Occupational Health Psychology, 15*, 120-130.
  25. Judge, T. A., Ilies, R., & Dimotakis, N. (2010). Are health and happiness the product of wisdom? The relationship of general mental ability to educational and occupational attainment, health, and well-being. *Journal of Applied Psychology, 95*, 454-468.

#### **SAMPLE MANUSCRIPTS UNDER REVIEW**

1. Fu, S., Dimotakis, N., Lee, Y., Koopman, B., & Tepper, B. [*Workload predictability and anxiety*]. *Personnel Psychology* (being revised for a third-round submission).
2. Yu, E., Washington, A., & Dimotakis, N. [*Married couple dynamics and careers*]. *Journal of Applied Psychology* (being revised for a third-round submission).
3. Greco, L., Smart, S., Walters, S., & Dimotakis, N. [*CWB types and their effects*]. *Journal of Applied Psychology* (being revised for a third-round submission).
4. Yoon, S., Koopman, J., Dimotakis, N., Tepper, B., Darden, T., Forrester, J., Simon, L., Brown, D., & Liang, L. [*Abusive supervision stability and change*]. *Journal of Applied Psychology* (under second-round review).
5. Lennard, A. C., Matusik, J., Dimotakis, N., Scott, B. A., & Ferris, L. [*Abusive supervision and performance spirals*]. *Academy of Management Journal* (being revised for a second-round submission).
6. Lu, X., Kluemper, D., & Dimotakis, N. [*Time pressure and engagement*]. *Personnel Psychology* (being revised for a second-round submission).

#### **BOOK CHAPTERS**

1. Koopman, J., & Dimotakis, N. (in press). *Experience Sampling Methodology*. In M. Hitt et al., (Eds.), *Oxford Research Encyclopedia of Business and Management*. University of Oxford Press.

---

<sup>4</sup> Best Leadership Paper Award, Ian O. Ichnatowycz Institute for Leadership, Ivey Business School.

- 
2. Dimotakis, N., Ilies, R., & Judge, T. A. (2013). Experience Sampling Methodology. In J.M. Cortina & R. Landis (Eds.), *Modern Research Methods for the Study of Behavior in Organizations*. New York: Routledge/Psychology Press.
  3. Dimotakis, N., & Ilies, R. (2012). *Experience-Sampling and Event-Sampling Research*. In A.A. Bakker & K. Daniels (Eds.), *A Day in the Life of a Happy Worker*. Hove: Psychology Press.
  4. Peng, A. C., Ilies, R. & Dimotakis, N. (2011). *Work-family balance, role integration and employee well-being*. In S. Kaiser, M. J. Ringlsetter, M. Pina e Cunha & D. R. Eikhof (Eds.), *Creating balance?! International perspectives on the work-life integration of professionals*. Berlin/Heidelberg: Springer.
  5. Dimotakis, N., Ilies, R., & Mount, M. (2008). *Intentional negative behaviors at work*. In J. Martocchio, H. Liao & A. Joshi (Eds.), *Research in Personnel and Human Resources Management*, 27. Bingley, UK: Emerald Group Publishing

#### **CHAired CONFERENCE SESSIONS**

1. N. Dimotakis. *Validity considerations: Content, construct, and generalization*. Symposium presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
2. S. Parker & N. Dimotakis. *Between- and within-people investigations of affect and behavior at work*. Symposium presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
3. R. Ilies, & N. Dimotakis. *Goal setting, self-efficacy and performance: New research directions*. Symposium presented at the 2009 Society for Industrial and Organizational Psychology National Conference, New Orleans, LA.
4. R. Ilies, & N. Dimotakis. *Effects of work demands on employee health and well-being*. Symposium presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.

#### **WORKSHOPS & ROUNDTABLES**

1. N. Dimotakis. *Within person research*. Short course to be presented at the 2022 Australian fall session of the Consortium for the Advancement of Research Methods and Analysis.
2. N. Dimotakis. *Multilevel modeling: Conceptual and empirical issues*. Workshop to be presented at the 2022 Southern Management Association Meeting, Little Rock AR.
3. J. Koopman, Lazarova, M., & Harney, B. *HR Division new faculty consortium*. Participant; PDW held at the 2022 Annual Meeting of the Academy of Management, Seattle WA.
4. M. Parke, K. Zipay, A. Lennard, & N. Dimotakis. *Halfway there, but now what? Advice for pre-dissertation doctoral students* (14th Annual). Co-organizer; PDW held at the 2022 Annual Meeting of the Academy of Management, Seattle WA.
5. N. Dimotakis. *Within Person Research*. Short course presented at the 2022 North American summer session of the Consortium for the Advancement of Research Methods and Analysis.
6. N. Dimotakis. *Multilevel modeling: Conceptual and empirical issues*. Workshop presented at the 2021 Southern Management Association Meeting.

- 
7. M. Parke, K. Zipay, A. Lennard, & N. Dimotakis. *Halfway there, but now what? Advice for pre-dissertation doctoral students* (13th Annual). Co-organizer; PDW held virtually at the 2021 Annual Meeting of the Academy of Management.
  8. Gilad Chen, N. Dimotakis, P. Bliese, & J. Lebreton, *Multilevel analysis*. Online Panel Discussion as part of the CARMA Multilevel Analysis Topic Interest Group.
  9. N. Dimotakis., J. Koopman, & Chawla, N. *Best practices in within-person data collection efforts*. Workshop presented virtually at the 2020 Southern Management Association Meeting.
  10. N. Dimotakis. *Multilevel modeling: Conceptual and empirical issues*. Workshop presented virtually at the 2020 Southern Management Association Meeting.
  11. J. Li, M. Cole, N. Dimotakis, & S. Barsade, *Research approaches during times of heightened stress*. Virtual PDW Panel presented at Kansas University.
  12. N. Dimotakis, M. Parke., & K. Zipay. *Halfway there, but now what? Advice for pre-dissertation doctoral students* (12th Annual). Co-organizer; PDW held virtually at the 2020 Annual Meeting of the Academy of Management.
  13. N. Dimotakis. *Multilevel modeling: Conceptual and empirical issues*. Workshop presented at the 2019 Southern Management Association Meeting, Lexington KY.
  14. E. Djurdjevic, C. Hartnell, & T. Smith, *OB research roundtables*. Facilitator; PDW held at the 2019 Annual Meeting of the Academy of Management, Boston MA.
  15. J. Koopman, N. Dimotakis, & B. Buckman. *Halfway there, but now what? Advice for pre-dissertation doctoral students* (11th Annual). Co-organizer; PDW held at the 2019 Annual Meeting of the Academy of Management, Boston MA.
  16. A. S. Gabriel, J. Koopman, & M. Piszczek, *HR roundtable forum*. Facilitator; PDW held at the 2019 Annual Meeting of the Academy of Management, Boston MA.
  17. N. Dimotakis. *Multilevel modeling: Conceptual and empirical issues*. Workshop presented at the 2018 Southern Management Association Meeting, Lexington KY.
  18. M. Baer, J. Koopman, E. Djurdjevic, N. Dimotakis. *Halfway there, but now what? Advice for pre-dissertation doctoral students* (10th Annual). Co-organizer; PDW held at the 2018 Annual Meeting of the Academy of Management, Chicago IL.
  19. N. Dimotakis. *(More) Conceptual and design considerations in multilevel studies*. Workshop presented at the 2017 Southern Management Association Meeting, St. Pete's Beach FL.
  20. N. Dimotakis. *Conceptual and design considerations in multilevel studies*. Workshop presented at the 2016 Southern Management Association Meeting, Charlotte, NC.
  21. N. Dimotakis. *Experience Sampling Methodology: Another primer*. Workshop presented at the 2013 Southern Management Association Meeting, New Orleans, LA.
  22. N. Dimotakis. *Experience Sampling Methodology: A primer*. Workshop presented at the 2012 Southern Management Association Meeting, Fort Lauderdale, FL.

#### CONFERENCE PRESENTATIONS

1. Fu, S., Lennard, A., Greco, L., & Dimotakis, N. *What to do first? A demand-ability fit perspective on task motivation and carryover effects*. Part of the symposium: *Behaviors and cognitions related to tasks*. Presented at the 2022 Academy of Management National Conference, Seattle WA.

- 
2. Borgholthaus, C., Carnes, C. M., Tuggle, C., & Dimotakis, N. *Discounting diversity while pursuing diversity: TMT composition effects on executive compensation*. Part of the symposium: *Corporate governance and compensation*. Presented at the 2022 Academy of Management National Conference, Seattle WA.
  3. Fu, S., Dimotakis, N., Koopman, J., & Tepper, B. J. *Effects of unexpected and as expected workload*. Part of the symposium: *Extending the study of within-person affect: Theoretical and methodological advances*, S. A Kaplan (Chair). Presented at the 2021 Society for Industrial and Organizational Psychology National Conference, Online.
  4. Fu, S., Dimotakis, N., Lambert, L. S., Tepper, B. J., & Carr, J. *Leadership behaviors needed and received: Leader burnout as behavioral rigidity*. Part of the Symposium: *Novel applications and extensions of person–environment fit theory*, A. Zabinski & L. S. Lambert (Chairs). Presented at the 2021 Society for Industrial and Organizational Psychology National Conference, Online.
  5. Carnes, C. M., Borgholthaus, C., Tuggle, C., & Dimotakis, N., *Playing different games: A dual tournament theory of executive promotions*. Part of the Paper Session: *CEO careers and outcomes*, M. Lee (Chair), presented at the 2020 Annual Meeting of the Academy of Management, Online.
  6. Runnals, B., Agarwal, R., Runnals, P., & Dimotakis, N. *The effect of team intelligence configuration on role overload and salesperson turnover*. Paper presented in the 2020 meeting of the American Marketing Association, San Diego CA.
  7. Runnals, B., Harris, C., Runnals, P., & Dimotakis, N. *How Leader-Member Exchange (LMX) agreement impacts salesperson turnover*. Paper presented in the 2020 meeting of the American Marketing Association, San Diego CA.
  8. Fu, H., & Dimotakis, N., *Effects of over- and under-work on individual attitudes and well-being*. Part of the Paper Session: *HR and Talent Management*, M. Boniface (Chair), presented at the 2019 Annual Meeting of the Academy of Management, Boston MA.
  9. Lee, Y. E., Tepper, B. J., Koopman, J., Dimotakis, N., Conway, J. M., Rogelberg, S., Pitts, V., & Lount, R. B. *Examining the interplay between counterproductive work behavior and negative affect*. Part of the Symposium: *Examining the instigation and receipt of antisocial work behaviors*, C. M. Harold & B. Hu (Chairs), presented at the 2019 Annual Meeting of the Academy of Management, Boston MA.
  10. Fu, S., Dimotakis, N., Lee, Y. E., & Tepper, B. J., *Effects of unexpected and as-expected workload*. Part of the Symposium: *Employee reactions to uncertainty: An exploration of individual, role-based, & situational factors*, J. K. Forrester (Chair), presented at the 2019 Annual Meeting of the Academy of Management, Boston MA.
  11. Darden, T., & Dimotakis, N. *Helping reciprocity: Effects of gender*. Part of the Symposium: *Helping at work: New directions, theories, and practical implications*, A. M. Zabinski & K. Byron (Chairs), to be presented at the 2018 Academy of Management Meeting, Chicago IL.
  12. Dirks, K., Sweeney, P. J., Dimotakis, N., & Woodruff, T. *Understanding the change and velocity of trust and why it matters for leaders*. Part of the Symposium *New directions in building and rebuilding trust*, J. Lee & S. B. Sitkin (Chairs), presented at the 2018 Academy of Management Meeting, Chicago IL.
  13. Corner, A.J., Dimotakis, N., Lambert, L. S., Liu, L. A., & Miles, E. W. *The give and take of social exchange relationships in negotiation settings*. Poster presented at the 2018 Society for Industrial and Organizational Psychology National Conference, Chicago IL.
-

- 
14. Dimotakis, N., Tepper, B. J., & Lucianetti, L. *Follower performance as a moderator of the effects of abusive supervision*. Part of the Symposium: *Understanding when and how the dark side of leadership is destructive*, C. Hartnell & A. Boulamatsi (Chairs), presented at the 2017 Academy of Management Meeting, Atlanta GA.
  15. Corner, A. J., Dimotakis, N., & O'Toole, J. *Unpacking the give and take of team member exchange*. Part of the symposium: *New insights into the individual team member experience and its relationship with team performance*, A. J. Corner (Chair), presented at the 2017 Academy of Management Meeting, Atlanta GA.
  16. Forrester, J., & Dimotakis, N. *Examining time as the missing link between income and affective well-being*. Poster Presented at the 2017 Society for Industrial and Organizational Psychology National Conference, Orlando FL.
  17. Sweeney, P., Hannah, S., Dimotakis, N., & Avolio, B. *The effects of leader competence, authenticity, and trust on follower performance*. Part of the Symposium: *Feeling good about me or influence others positively? Exploring tensions in authenticity research*, H. Leroy, B. R. Buckman, & E. L. Steckler (Chairs), presented at the 2016 Academy of Management Meeting, Anaheim CA.
  18. Forrester, J., Darden, T. R., Dimotakis, N., Simon, L., & Tepper, B. *Abusive supervision and anxiety: Effects of stability and change*. Paper presented at the 2016 Academy of Management Meeting, Anaheim CA.
  19. Corner, A. J., Boulamatsi, A., Dimotakis, N., Tepper, B., & Maurer, T. J. *Leader-Member Exchange (LMX) change*. Part of the Symposium: *The ebbs and flows of leadership: Exploring within-person variation in leader behavior*. K. Lanaj & N. Wellman (Chairs), presented at the 2016 Academy of Management Meeting, Anaheim CA.
  20. Tepper, B., Dimotakis, N., Lambert, L. S., Goo, W., Koopman, J., & Matta, F. K. *Examining follower responses to transformational leadership from a dynamic P-E fit perspective*. Part of the symposium: *Leading today but not tomorrow: Exploring within-person fluctuations in leadership behavior*, N. Wellman, B. Crane, & R. Quinn (Chairs), presented at the 2015 Academy of Management Meeting, Vancouver BC.
  21. Dimotakis, N., Corner, A. J., Koopman, J., & Forrester, J. *Within-person associations between income and health: Investigating Bidirectional effects*. Part of the symposium: *The diminishing effects of work: Theoretical and empirical advances on employee health*, M. S. Mitchell & R. J. Vandenberg (Chairs), presented at the 2015 Academy of Management Meeting, Vancouver BC.
  22. Dimotakis, N., Tepper, B. J., Almeda, M., & Maurer, T. J. *Affectivity as a moderator of the within-person LMX-Affect relationship*. Part of the symposium: *Interplay of stable individual differences and mood*, K. Y. Lee & M. Duffy (Chairs), presented at the 2014 Society for Industrial and Organizational Psychology National Conference, Honolulu, HI.
  23. Dimotakis, N., & Leheta, D. *Conscientiousness and affective spillover: The mediating role of escape-focused coping*. Part of the symposium: *Novel approaches to affective spillover*, Z. Goh & R. Ilies (Chairs), presented at the 2014 Society for Industrial and Organizational Psychology National Conference, Honolulu, HI.
  24. Almeda, M., Dimotakis, N., Tepper, B. J., & Maurer, T. J. *On the stability of Leader-Member Exchange (LMX): A weekly examination of LMX, affect, and attitudes*. Part of the symposium: *New developments in within-person research*, M. Almeda & B. J. Tepper (Chairs), presented at the 2013 Academy of Management Meeting, Orlando, FL.
-

- 
25. Dimotakis, N., Woo, G., & Ilies, R. *Affect and cardiovascular responses. Part of the symposium: Novel approaches to conducting research on workplace affect*, A. S. Gabriel & J. M. Diefendorff (Chairs), presented at the 2013 Society for Industrial and Organizational Psychology National Conference, Houston, TX.
  26. Peng, A., Ilies, R., & Dimotakis, N. *Guilty and helpful: Emotion-based reparatory model of voluntary work behavior*. Poster presented at the 2012 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.
  27. Dimotakis, N., Simon, L., & Koopman, J. *Shades of gray: An affect-based framework of extra-role behavior*. Part of the symposium: *Expanding new frontiers of OCB research: Context matters*, T. Bauer (Chair), presented at the 2012 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.
  28. Dimotakis, N., Ilies, R., & Leheta, D. *Emotional workload and distributive justice effects on objectively measured sleep*. Part of the symposium: *Let's be objective: Does work make us sick?*, K. Shockley (Chair), presented at the 2012 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.
  29. Schaubroeck, J. M., Hannah, S. T., Koslowski, S. W. J., Lord, R. G., Treviño, L. K., Dimotakis, N., & Peng, A. *Abusive Supervision, strain, and moral motivation among deployed soldiers*. Part of the symposium: *The causes, nature, and effects of job stress in unique jobs/occupations*, R. J. Frankly, G. Eissa, & J. Paul (Chairs) presented at the 2011 Annual Meeting of the Academy of Management, San Antonio, TX.
  30. Christoforou, P., Arvey, R., Koopman, J., Dimotakis, N., & Ilies, R. *A daily diary study of the effects of organization-based self-esteem on job and life satisfaction through positive energetic arousal*. Part of the symposium: *Positive occupational health psychology: A series of diary studies*, A. B. Bakker & D. Xanthopoulou (Chairs), presented at the 2011 conference of the European Association of Work and Organizational Psychology, Maastricht, Netherlands.
  31. Dimotakis, N., Davison, R. B., & Hollenbeck, J. R. *Team structure and regulatory focus: The impact of regulatory fit on team dynamics*. Symposium presentation at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.
  32. Mishina, Y., Dimotakis, N., Fulmer, I.S., & Wilson, K.S. *Style over substance: How emotional linguistic styles can influence shareholder perceptions*. Presented at the 2010 Strategic Management Society Annual International Conference, Rome, Italy.
  33. Dimotakis, N., Judge, T., & Ilies, R. *Individual and occupational predictors of multidimensional well-being: A longitudinal examination*. Poster presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
  34. Dimotakis, N., Koopman, J., & Scott, B. A. *An experience sampling investigation of workplace interactions, affect, and well-being*. Poster presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
  35. Ilies, R., Dimotakis, N., & Wang, L. *Job demands and strain: Persistent effects and moderating processes*. Part of the symposium: *Job Demands and Worker Well-Being*, J. Diefendorff, & A. Gabriel (Chairs), presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
  36. Ilies, R., Dimotakis, N., & Wang, L. *Within-individual effects of recovery processes on mood and citizenship behavior*. Part of the symposium: *Between- and within-people investigations of*
-

- 
- affect and behavior at work*, S. Parker & N. Dimotakis (Chairs), presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
37. Dimotakis, N., Conlon, D., & Ilies, R. *The mind and heart (literally) of the negotiator: Personality and contextual determinants of cardiac arousal and tangible and intangible outcomes in negotiation*. Symposium presentation at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.
  38. Dimotakis, N., Spitzmuller, M., & Ilies, R. *Leaders' emotional expressiveness and relational authenticity: Effects on followers*. Symposium presentation at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.
  39. Dimotakis, N., & Ilies, R. *Within-individual effects of goals and persistence on task performance*. Part of the symposium: *Goal setting, self-efficacy and performance: new research directions*, R. Ilies, & N. Dimotakis (Chairs), presented at the 2009 Society for Industrial and Organizational Psychology National Conference, New Orleans, LA.
  40. Ilies, R., Dimotakis, N., & Watson D. *On the independence of positive and negative affect: Evidence from mood at work*. Paper presented at the 2008 International Conference on Emotions and the Organizational Life, Fontainebleau, France.
  41. Dimotakis, N., Conlon, D., Sinclair, J., & Ilies, R. *Negotiation and distress: A preliminary examination*. Paper presented at the 2008 Conference of the International Association for Conflict Management, Chicago, IL.
  42. Huth, M., Ryan, A. M., Ilies, R. & Dimotakis, N. *School staff job demands, stress and work family conflict: An experience sampling study*. Presented at the 2008 Work, Stress and Health Conference, Washington, DC.
  43. Ilies, R., & Dimotakis, N. *Psychological and physiological responses to work demands: The role of coping*. Part of the symposium: *Effects of work demands on employee health and well-being*, R. Ilies, & N. Dimotakis (Chairs), presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
  44. Dimotakis, N., Schmitt, N., and Quinn, A. *Situational judgment tests: Where is the situation?* Part of the symposium: *Situational judgment tests: Future directions*, J. Rasmussen (Chair), presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.

## GRANTS

PSI Graduate Student Internship Grant (\$50,000). Design and validation of a Situational Judgment Test (with Neal Schmitt).

## AWARDS

Best Editorial Board Member Reviewer, *Journal of Applied Psychology* (2021; Inaugural)

Best Paper Award, *EJWOP & Center for Creative Leadership* (2015)

Best Leadership Paper Award, *Ihnatowycz Institute for Leadership, Ivey Business School* (2015)

Faculty Recognition Award (Research), *J. Mack Robinson College of Business* (2014)

Outstanding Reviewer Award, *Academy of Management, OB Division* (2010)

Dissertation Completion Award, *Eli Broad Graduate School of Management*

Summer Fellowship, *Eli Broad Graduate School of Management*

---

---

Research Enhancement Award, *Michigan State University*

MBA Scholarship, *Eli Broad Graduate School of Management*

## TEACHING

- Research Methods**    *Adv. Methods in Mgt. Research III* (Doctoral), Oklahoma State University  
*Adv. Methods in Mgt. Research III* (Executive), Oklahoma State University  
*Principles of Survey Analysis II* (Doctoral), University of Nebraska  
*Principles of Survey Analysis I* (Doctoral), University of Nebraska  
*Multilevel Modeling* (Open Workshop), University of Nebraska  
*Multilevel Modeling* (Doctoral), Georgia State University
- Human Resources**    *HR Analytics* (Undergraduate), Oklahoma State University  
*Strategic Compensation* (Graduate), Georgia State University  
*Compensation Administration* (Undergraduate), University of Nebraska  
*Compensation* (Undergraduate), Georgia State University  
*Human Resource Management* (Doctoral), Georgia State University  
*Human Resource Management* (Graduate), Georgia State University  
*Human Resource Management* (Undergraduate), Georgia State University  
*Human Resource Management* (Undergraduate), Michigan State University
- Org. Behavior**        *Contemporary Perspectives on Affect* (Doctoral), Georgia State University  
*Organizational Behavior* (Undergraduate), Michigan State University

## DISSERTATION COMMITTEES

### *Traditional PhD Program*

- Chair:**                    Sherry (Qiang) Fu, Oklahoma State University, 2022. Currently at Colorado State University.
- Co-Chair:**                Artemis Boulamatsi, Georgia State University, 2019. Currently at the University of North Texas.
- AJ Corner, Georgia State University, 2018. Currently at the University of Ottawa.
- Juanita Forrester, Georgia State University, 2017. Currently at Mercer University.
- Dina Leheta, Georgia State University, 2016. Currently at EGYTRANS.
- Member:**                 Seth Smart, Oklahoma State University, in progress.
- Elise Yu, Oklahoma State University, in progress.
- Anna Zabinski, Oklahoma State University, 2022. Currently at Illinois State University.
- Truit Gray, Oklahoma State University, 2022. Currently at Bowling Green State University.
- Haolin Fu, University of Nebraska, 2021. Currently at Anyang Institute of Technology.

---

Tanja Darden, Georgia State University, 2019. Currently at Towson University

Ryan Currie, Georgia State University, 2018. Currently at Abraham Baldwin Agricultural College.

Wongun Goo, Georgia State University, 2014. Currently at Indiana University East.

Elisabeth Chapman, Georgia State University, 2012. Currently at Mercer University.

### ***Executive PhD Program***

***Methods Advisor:*** Reba McDermott, in progress.

Abbey Davis, in progress.

Jared Smith, 2022.

Greg Wicklman, 2022

Dung Vu, 2020.

### **PROFESSIONAL SERVICE ACTIVITIES**

***Professional associations:*** *RM Division Rep-At-Large, 2018-2021*  
*OB Division Making Connections Committee Member, 2017-*

***Editorial review boards:*** *Academy of Management Journal, 2011-2019*  
*Journal of Applied Psychology, 2014-*  
*Personnel Psychology, 2021-*

***Journal ad hoc reviewer:*** *Applied Psychology: An International Review*  
*Computers in Human Behavior*  
*European Journal of Work and Organizational Psychology*  
*Group and Organization Management*  
*Human Relations*  
*Human Performance*  
*Journal of Management*  
*Journal of Managerial Psychology*  
*Journal of Organizational Behavior*  
*Journal of Occupational and Organizational Psychology*  
*Journal of Research in Personality*  
*Journal of Vocational Behavior*  
*International Journal of Human Resource Management*  
*Management Science*  
*Organizational Behavior and Human Decision Processes*  
*Organizational Psychology Review*

***Conference ad hoc reviewer:*** *Academy of Management*  
*Society for Industrial and Organizational Psychology*  
*Southern Management Association*

***Professional affiliations:*** *Academy of Management*  
*Society for Industrial and Organizational Psychology*  
*Southern Management Association*

---

**INSTITUTIONAL SERVICE ACTIVITIES**

**Oklahoma State University:** *Faculty Council Member, 2021-2022*

*Search Committee Member, 2021-.*

*Ad-Hoc Search Committee Member, 2020.*

**University of Nebraska:** *Doctoral Program Committee Chair, 2018-2019.*

*Doctoral Program Committee Member, 2017-2018.*

*Faculty Recruitment Committee Member, 2018-2019.*

*SRAM Faculty Recruitment Committee Member, 2017-2018.*

**Georgia State University:** *Faculty Recruitment Committee Member, 2013-2017.*