

Lindsey M. Greco
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Spears School of Business
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EDUCATION

PhD in Management and Organizations, 2016

The University of Iowa, Iowa City, IA

M.A. in Industrial/Organizational Psychology, 2011

Western Kentucky University, Bowling Green, KY

B.S. in Psychology, 2007

University of Georgia, Athens, GA

PUBLICATIONS

*indicates author is a current or former graduate student

Greco, L. M., Porck, J.P., Walter, S.L., *Scrimshire, A.J., & *Zabinski, A. (2022). A Meta-analytic Review of Identification at Work: Relative Contribution of Team, Organizational, and Professional Identification. *Journal of Applied Psychology, 107*(5), 795-830.

Sanders, K., Kraimer, M. L., Greco, L. M., Morgeson, F. P., Budhwar, P. S., Sun, J., Shipton, H., & Sang, X. (2022). Why academics attend conferences? An extended career self-management framework. *Human Resource Management Review, 32*, 1-12.

Hill, A. D., Johnson, S. G., Greco, L. M., O'Boyle, E. H., & Walter, S. L. (2021). Endogeneity: A Review and Agenda for The Methodology-Practice Divide Affecting Micro and Macro Research. *Journal of Management, 47*, 105-143.

*Fu, S., Greco, L. M., Lennard, A. Dimotakis, N. (2020). Anxiety Responses to the Unfolding COVID-19 Crisis: Patterns of change in the experience of prolonged exposure to stressors. *Journal of Applied Psychology, 106*, 48-61.

Purvanova, R. K., Charlier, S. D., Reeves, C. J., & Greco, L. M. (2020). Who Emerges into Virtual Team Leadership Roles? The Role of Achievement and Ascription Antecedents for Leadership Emergence Across the Virtuality Spectrum. *Journal of Business and Psychology, 36*, 713-733.

~Greco, L. M. & Kraimer, M. L. (2020). Goal-Setting in The Career Management Process: An Identity Theory Perspective. *Journal of Applied Psychology*, 105, 40-57.

~ On the list of top ten downloaded articles from JAP (#8) in 2020 with 5,054 downloads.

Greco, L. M., Whitson, J. A., O'Boyle, E. H., Wang, C. S., & *Kim, J. (2019). An Eye for an Eye? A Meta-Analysis of Negative Reciprocity in Organizations. *Journal of Applied Psychology*, 104, 1117-1143.

Kraimer, M. L., Greco, L. M., Seibert, S. E., & Sargent, L. D. (2019). An Investigation of Academic Career Success: The New Tempo of Academic Life. *Academy of Management Learning & Education*, 18, 128-152.

Greco, L. M., Charlier, S. D., & Brown, K. G. (2018). Trading off learning and performance: Exploration and exploitation at work. *Human Resource Management Review*, 29, 179-195.

Greco, L. M., O'Boyle, E. H., Cockburn, B. S., & Yuan, Z. (2017) Meta-Analysis of Coefficient Alpha: A Reliability Generalization Study. *Journal of Management Studies*, 55, 583-618.

Charlier, S. D., Stewart, G. L., Greco, L. M., & Reeves, C. J. (2016). Emergent leadership in virtual teams: A multilevel investigation of individual communication and team dispersion antecedents. *The Leadership Quarterly*, 27(5), 745-764.

Greco, L. M., O'Boyle, E. H., & Walter, S. L. (2015) Absence of malice: A meta-analysis of non-response bias in counterproductive work behavior research. *Journal of Applied Psychology*, 100, 75-97.

BOOK CHAPTER

Charlier, S. D., Giumetti, G. W., Reeves, C. J., & Greco, L. M. (2015). Workplace Cyberdeviance. In G. Hertel, D. Stone, R. Johnson, & J. Passmore (Eds.) *Handbook of the Psychology of the Internet @ Work*. Wiley/Blackwell.

REFEREED CONFERENCE PRESENTATIONS

*indicates author is a current or former graduate student

*Fu, S., Dimotakis, N., Lennard, A. C., Greco, L. M. "What To Do First? A Demand-ability Fit Perspective on Task Motivation and Carryover Effects." Accepted for presentation at the 2021 annual conference for the Academy of Management.

- *Robison, J. & Greco, L. M. “Stoking the Fire: Stressors, Emotional Labor, and Well-Being for Firefighters.” Presented at the 2022 annual conference for the Society of Industrial/Organizational Psychology.
- Haynes, S., *Huntsman, D., Greco, L., Li, D., & *Robison, J. Causes, Implications, and Management of Stress in the Fire Service. Presented at the 2021 Ontario Association of Fire Chiefs Fire Service Virtual Health and Safety Training Workshop, October 20, 2021.
- *Ding, Y., *Fu, S., & Greco, L. M. Being Bad but Wanting To Look Good? How Withholding Work Effort Leads to Positive Behaviors. Presented at the 2021 annual conference for the Academy of Management.
- *Robinson, J. M. & Greco, L. M. A Dark Side of Team Identification: Negative Effects in the Stress & Coping Process for Firefighters. Presented at the 2021 annual conference for the Academy of Management.
- *Huntsman, D., Greco, L. M. and Li, D. Coping with Stressors: Understanding Negative Emotions, Harmful Strategies, and the Role of Fire Service Culture. Presented at the International Association of Fire Chief’s ReIGNITE Virtual Conference and Research Symposium, October 19, 2020.
- *Huntsman, D., Greer, A., Greco, L. M., and Murphy, H. Adaptive Performance in the Fire Service: Empowerment at Multiple Leadership Levels. Presented at the International Association of Fire Chief’s ReIGNITE Virtual Conference and Research Symposium, October 19, 2020.
- *Smart, S. & Greco, L. M. Instrumental Counterproductive Work Behavior (CWB): Measurement and Evidence of Multiple Motives. Presented at the 2020 annual conference for the Academy of Management.
- *Huntsman, D, Greer, A, Greco, L. M., and Murphy, H. Adaptive Performance in the Fire Service: Empowerment at Multiple Leadership Levels. Presented at the 45th Annual Natural Hazards Center Disasters Hazards Researchers Meeting, Panel on Improving Evacuation and Response Decisions, July 16, 2020. Broomfield, Colorado.
- *Huntsman, D, Greco, L. M., and Li, D. Coping with Stressors: Understanding Negative Emotions, Harmful Strategies, and the Role of Fire Service Culture. Poster Presented at the Society of Open Innovation: Technology, Market, and Complexity & Oklahoma State University Conference, July 13, 2020, Daegu, Korea.
- Kraimer, M. L., Greco, L. M., Seibert, S. E., Sargent, L. D. An Investigation of Academic Career Success: The New Temp of Academic Life. In T. Koehler, & J. Billsberry (Chairs). *Academic Careers in Management: How do We Get to Where the Grass Is Greener?* Presented at the 2019 annual conference for the Academy of Management, Boston, MA.

*Smart, S. & Greco, L. M. Emotional versus Instrumental Counterproductive Work Behavior: Exploring Alternative Motives. Presented at the 2019 annual conference for the Academy of Management, Boston, MA.

*Gray, T. W. & Greco, L. M. Shared Leadership as a Detriment to Group Performance Through Status Conflict. Presented at the 2018 annual conference for the Southern Management Association, Lexington, KY.

*Deng, Y. & Greco, L. M. Being Bad but Wanting to Look Good? How Withholding Work Effort Leads to Positive Behaviors. Presented at the 2018 annual conference for the Southern Management Association, Lexington, KY.

*Robinson, A., Greco, L. M., Washington, L. Gender-Based Microaggression and Aggression: Impact on Direct or Displaced Counterproductive Work Behaviors. Presented at the 2018 annual conference for the Southern Management Association, Lexington, KY.

Greco, L. M. & Kraimer, M. L. Goal-Setting In The Career Management Process: An Identity Theory Perspective. Presented at the 2018 annual conference for the Academy of Management, Chicago, IL.

*Smart, S., Greco, L. M., & O'Boyle, E. H. Norm Conforming Counterproductive Work Behavior: Differential Effects of Societal and Group Norms. Presented at the 2018 annual conference for the Academy of Management, Chicago, IL.

Purvanova, R., Charlier, S. D., Greco L. M., Reeves, C. J. Scientist-Practitioner Collaboration in Virtual Leadership Research and Practice. Presented at the 2018 annual conference for the Society of Industrial and Organizational Psychology, Chicago, IL.

Greco, L. M., Astrove, S. L., Gonzalez-Mule, E. The Benefits of Behaving Badly: Perceived Costs and Benefits of Deviance in the Job Demands and Workplace Deviance Relationship. Presented at the 2017 annual conference of the Academy of Management, Atlanta, GA.

*Robinson, A., Greenbaum, R. L., Greco L. M. How Could You Support That Presidential Candidate?" Effects of Group Political Disparity on Group Effectiveness. Presented at the 2017 meeting of the Southern Management Association, St Petersburg Beach, FL.

Greco, L. M., O'Boyle, E. H., Cockburn, B. S., & Yuan, Z. Raising the .70 bar: A meta-analysis of coefficient alpha. Presented at the 2016 annual conference of the Academy of Management, Anaheim, CA.

~Kraimer, M. L., Seibert, S. E., Greco, L. M., Sargent, L. D. The Shocking Truth: The Role of Career Shocks in Predicting Academic Career Success. In M. B. Cohen, T. Koehler, & J. Billsberry (Chairs). *Academic Careers in Management: What Have We Got Ourselves Into?* Presented at the 2016 annual conference of the Academy of Management, Anaheim, CA.

~Winner of the MED Global Forum Nest Symposium Award; Nominated for Careers Division Best Symposium Award

Greco, L. M., Kraimer, M. L. Seibert, S. E., & Sargent, L. A. Career shocks, obstacles, and professional identification among academics. Presented at the 2015 annual conference of the Academy of Management, Vancouver, BC.

Astrove, S. L., Greco, L. M., Mount, M. K. Catch me if you can: Intelligence, differential detection and deviance. Presented at the 2015 annual conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Greco, L. M., Walter, S. L., & Follmer, E.H. Shared Leadership in Teams: An Investigation of Conflict and Task Performance. Presented at the 2014 annual conference of the Academy of Management, Philadelphia, PA.

Greco, L. M., Charlier, S. D., Park, J. Christopher, J. & Brown, K. G. The effects of goal orientation on choices to exploit or explore knowledge. Presented at the 2014 annual conference for the Society of Industrial and Organizational Psychology, Honolulu, HI.

Greco, L. M., & Walter, S. L. The Need For Cognition: A Meta-Analysis Clarifying the Link to Intelligence and Personality. Presented at the 2013 annual conference of the Academy of Management, Orlando, FL.

Charlier, S.D., Stewart, G.L., Greco, L.M., & Reeves, C. Dispersion effects on emergent leadership and performance in virtual teams. Presented at the 2013 annual conference of the Academy of Management, Orlando, FL.

Charlier, S.D., Stewart, G.L., Reeves, C., & Greco, L.M. Do talkers always rule? Individual differences, communication, and leadership perceptions in virtual teams. Presented at the 2013 annual conference of the Academy of Management, Orlando, FL.

Greco, L. M., Lolkus, S., & Mount, M. K. Managers behaving badly: Not smart, disengaged, and deviant. Presented at the 2013 annual conference for the Society of Industrial and Organizational Psychology, Houston, TX.

Greco, L. M. (2011, March). Gender Differences in Perceived Costs and Benefits of Workplace Mistreatment. Poster presented at the WKU Student Research Conference. Bowling Green, KY.

Perkins, S. F., Greco, L. M., Brown, K. M. & Wininger, S. R. (2011, March) Personal Strategies for Increasing Exercise Intensity and Enjoyment. Presented at the WKU Student Research Conference, Bowling Green, KY.

Shoenfelt, E. L., Greco, L. M., Meador, A. L., Normansell, D. M., & Tucker, J. K. (2011, February). Identifying and Developing Adaptive Expertise for LDAC in Army ROTC Cadets. Presented at the 7th Annual Sport Psychology Forum, Bowling Green, KY

PRESENTATIONS & CONFERENCE ACTIVITIES

Presenter: Introduction to Meta-Analysis. PDI at the Annual Meeting of the Southern Management Association, Little Rock, AR, October 2022.

Presenter: Endogeneity: Myths, Legends, and Facts - Second Annual. PDW at the Annual Meeting of the Academy of Management, Seattle, WA, August 2022.

RMD Representative: New Student Doctoral Consortium Networking Event at the Annual Meeting of the Academy of Management, Seattle, August 2022.

INVITED PRESENTATIONS & ARTICLES

“Leading through Turmoil.” OSU Leadership Summit. (March 30, 2022)

“Stressed in 2020.” Discover Spears Magazine (November, 2021).

“COVID-Related Stressors’ Impact on Fire Service Members.” With D. Huntsman, S. Haynes & X Li. *Firehouse Magazine*.

“Coping with Stressors: The Role of Fire Service Culture.” 24/48 Podcast (July 21, 2020)

“Retaliation at Work.” Presentation for Department of Veterans Affairs (October, 2019)

“Publication Process, from Idea to Publication.” Presentation for Oklahoma State University executive PhD program (November, 2017)

“Leading with Fairness.” Presentation for the Center for Executive and Professional Development, Oklahoma State University (2018 – Present)

“Leading through turmoil.” Presentation for the Center for Executive and Professional Development, Oklahoma State University (2020 – Present)

TECHNICAL REPORTS

Greco, L. M., Huntsman, D. O., Robinson, J. M. (2020-2021). Feedback Report: Stressors and Coping in the Fire Service.

Kraimer, M. K., Seibert, S. E., Sargent, L. D., Greco, L. M., & Nielsen, J. (April, 2015). Career obstacles, shocks, and facilitators of occupation and career satisfaction among Academy of Management academic members. Stage 2 – Quantitative survey study: Feedback report to the Academy of Management.

Kraimer, M. K., Seibert, S. E., Sargent, L. D., & Greco, L. M. (April, 2013). Career obstacles, shocks, and facilitators of occupation and career satisfaction among Academy of Management academic members. Stage 1 – Exploratory study: Feedback report to the Academy of Management.

Shoenfelt, E. L., Greco, L. M., Meador, A. L., Normansell, D. M., & Tucker, J. T. (September 2011). Identifying and developing adaptive expertise for LDAC in Army ROTC Cadets. 2011 Conference Proceedings of the Association for Applied Sport Psychology, 44-45.

Greco, L. M. & Tucker, J. K. (2009, December). Technical Report: Wage Analysis for the Childcare Resource and Referral Center.

TEACHING EXPERIENCE

Graduate-Level

Advanced Organizational Behavior, 6313

Oklahoma State University (Spring 2018; Fall 2019)

Average Instructor Rating (N = 10; scores out of 5.0) = 4.98

Average Course Rating (N = 10; scores out of 4.0) = 3.99

Undergraduate-Level

Human Resource Management, 3313

Oklahoma State University (Fall 2016; Spring 2017, 2018, 2019, 2020, 2021)

Average Instructor Rating (N = 382; scores out of 5.0) = 4.43

Average Course Rating (N = 382; scores out of 4.0) = 3.28

Performance Management and Reward Systems, 06J:171

University of Iowa (Spring 2015, Spring 2014)

Average Rating (N = 29; scores out of 6.0) = 5.57

Introduction to Management, 06J:048

University of Iowa (Summer 2014, Summer 2013, Summer 2012)

Average Rating (N = 81; scores out of 6.0) = 5.65

DISSERTATION ADVISOR / COMMITTEE MEMBER

Current Students

Advisor for *Jayci Robinson*, Oklahoma State University, 3rd year doctoral student.

Committee Chair for *Seth Smart*, Oklahoma State University, 5th year doctoral student.

Committee member for *Elise Yu*, 4th year doctoral student.

Completed

Committee member for *David Huntsman*, Oklahoma State University, PhD, June 2021.
Committee member for *Sherry Fu*, Oklahoma State University, PhD, June 2022.
Committee member for *Truit Gray*, Oklahoma State University, PhD, June 2022.
Committee member for *Greg Wicklman*, Oklahoma State University, 3rd year doctoral student, executive PhD program.

UNIVERSITY / DEPARTMENTAL SERVICE

Faculty Advisor for Human Resource Management Association, undergraduate student organization, Oklahoma State University (2019 - present).

Faculty Representative for Delta Sigma Pi, Oklahoma State University (2018 – present).

Member on Teaching Excellence Committee, University of Iowa (2011-2016)

Assessor in Center for Leadership Excellence, Western Kentucky University, Evaluated students for leadership certification as part of their course requirements. (March 2010)

PROFESSIONAL SERVICE

Editorial Board Membership

Journal of Applied Psychology, January 2020 - present

Personnel Psychology, August 2022 – present

Journal of Management Scientific Reports, August 2022 - present

Ad-hoc Reviewer

Academy of Management Learning and Education

Aggressive Behavior

Career Development International

Human Performance

Human Resource Management

Journal of Business Ethics

Journal of Business Research

Journal of Management Studies

Journal of Occupational Health Psychology

Journal of Occupational and Organizational Psychology

Personnel Psychology

Psychological Bulletin

Service in Professional Organizations

Research Methods Liaison for SMA PDI sessions (2022 – present)

Chair of the Research Methods Division Award Committee (2022)

Member of the Best PDW Award committee, Research Methods Division of the Academy of Management (2022).

Elected representative-at-large to the Research Methods Division at the Academy of Management (2021 – present)

Chair HR Division Best Paper Award Committee (2022)

Co-chair Research Methods Awards Committee (2022)

Co-coordinator of the HR Division Late Sage Doctoral Consortium (2018 – 2021)

Member of the Best Symposium Award committee, Careers Division of the Academy of Management (2021).

COMMUNITY SERVICE

Project Leader on Content Validation for the State of Tennessee Department of Safety Drivers License Exam (Spring 2011)

Project Leader for training assessment and development for cadet leadership performance at the Army ROTC Leadership Development and Assessment Camp (LDAC; Fall 2010)

Assessor for the Personnel Board of Jefferson County, Birmingham, AL. Trained and participated in the evaluation of police officers for consideration in sergeant promotion (September 2009)

HONORS, AWARDS, AND OUTSTANDING ACHIEVEMENTS

Winner of Oklahoma State University's Spears School of Business Best Paper Award, August 2021 for: Fu, S., Greco, L. M., Lennard, A. Dimotakis, N. (2020). Anxiety Responses to the Unfolding COVID-19 Crisis: Patterns of change in the experience of prolonged exposure to stressors. *Journal of Applied Psychology*, 106, 48-61.

Winner of the MED Global Forum Best Symposium Award (Management Education and Development Division) at the Academy of Management Annual Meetings, Anaheim, CA, 2016.

Outstanding Reviewer Award from the Organizational Behavior (OB) Division of the Academy of Management (2014, 2016)

Winner of the Graduate College Post Comprehensive Summer Fellowship, University of Iowa (Summer 2015)