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## EDUCATION

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**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

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

**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. (2018). An Investigation of Academic Career Success: The New Tempo of Academic Life. *Academy of Management Learning & Education*.

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

**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

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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.

## PRESENTATIONS

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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 7<sup>th</sup> Annual Sport Psychology Forum, Bowling Green, KY

## **TECHNICAL REPORTS**

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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**

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Advanced Organizational Behavior, 6313  
Oklahoma State University (Spring 2018)

Human Resource Management, 3313  
Oklahoma State University (Fall 2016; Spring 2017; 2018)

Performance Management and Reward Systems, 06J:171  
University of Iowa (Spring 2015, Spring 2014)

Introduction to Management, 06J:048  
University of Iowa (Summer 2014, Summer 2013, Summer 2012)

## **AWARDS**

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Graduate College Post Comprehensive Summer Fellowship (Summer 2015)

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

Nominated for Society for Industrial/Organizational Psychology (SIOP) Master's Student Consortium (April 2011)

## **VOLUNTEER WORK / PROFESSIONAL SERVICE**

### *Faculty Representative*

Delta Sigma Pi (2018-present)

### *Member*

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

### *Reviewer*

Academy of Management Annual Conference (OB Division) (2013 - 2016)

### *Project Leader (Spring 2011)*

Content Validation for the State of Tennessee Department of Safety Drivers License Exam.

### *Project Leader (Fall 2010)*

Training assessment and development for cadet leadership performance at the Army ROTC Leadership Development and Assessment Camp (LDAC).

### *Assessor (March 2010)*

Center for Leadership Excellence, Western Kentucky University

Evaluated students for leadership certification as part of their course requirements.

### *Assessor (September 2009)*

Personnel Board of Jefferson County, Birmingham, AL

Trained and participated in the evaluation of police officers for consideration in sergeant promotion.

## **ACTIVITIES & PROFESSIONAL MEMBERSHIPS**

2018 Center for Executive and Professional Development presentation at Chesapeake Energy, "Leading with Fairness."

2011 – Present: Academy of Management (OB, HR, RM divisions)

2009 – Present: Society for Industrial/Organizational Psychology

2014 AOM Research Methods Division (RMD) Doctoral Student and Early Career Faculty Consortium

2013 AOM Human Resources (HR) Division Pre-Dissertation Doctoral Consortium

2012 Center for Advanced Research Methods (CARMA), "Introduction to Structural Equation Methods" and Intermediate SEM: Model Evaluation" Short Courses with Dr. Larry Williams

2009 Performance Appraisal Training, "The Role of Performance Appraisal in Performance Management."

