

Richard G. Gardner

Marriott School of Business | Brigham Young University
email: richard.gardner@byu.edu

ACADEMIC POSITIONS

Brigham Young University (Marriott School of Business)

Associate Professor, 2023 – Present

Visiting Assistant Professor, 2014 – 2015

University of Nevada, Las Vegas (Lee Business School)

Associate Professor, 2021 – 2023

Assistant Professor, 2015 – 2021

EDUCATION

Ph.D. in Management (Organizational Behavior/ Human Resources)

Texas A&M University, Mays Business School, 2014

Master of Public Administration, Human Resource emphasis

Brigham Young University, Romney Institute of Public Management, 2009

B.S. Business Management, General Emphasis

Brigham Young University, Marriott School of Management, 2006

REFEREED PUBLICATIONS

Umphress, E. E., Gardner, R. G., Stoverink, A. C. & Leavitt, K. 2020. Feeling activated and acting unethically: The influence of activating mood on unethical behavior to help a teammate. *Personnel Psychology*, 70: 95-123.

Gardner, R. G., Bednar, J. S., Stewart, B. W., Oldroyd, J. B., & Moore, J. 2019. “I must have slipped through the cracks somehow”: An examination of coping with perceived impostorism and the role of social support. *Journal of Vocational Behavior*, 115: 103337.

*Research mentioned in: CNBC, Reddit, Men’s Health, Daily Mail, KSL News, IFL Science, Psychology Today, BBC Radio, Business Insider.

Gardner, R. G., Harris, T. B., Li, N., B, Kirkman, B. L., & Mathieu, J. 2017. Understanding “It Depends” in organizational research: A theory-based taxonomy, review, and future research agenda concerning interactive and quadratic relationships. *Organizational Research Methods*, 20: 610-638.

Swider, B., Harris, T. B., Liu, J., & Gardner, R. G. 2017. Employees on the rebound: Extending the careers literature to include boomerang employment. *Journal of Applied Psychology*, 102: 890-909.

*Research mentioned in: New York Times, London School of Economics Business Review, Newsday, Business Standard, Yahoo India, Business News Daily, Inc.com, Mashable, Economic Times, Seattle Times, Buffalo News

Boswell, W. R., Gardner, R. G., Wang, J. 2017. Is retention necessarily a win? Outcomes of searching and staying. *Journal of Vocational Behavior*, 98: 163-172.

Courtright, S. H, Gardner, R. G., Smith, T. A., McCormick, B. W., & Colbert, A. E. 2016. My family made me do it: A cross-domain, self-regulatory perspective on antecedents to abusive supervision. *Academy of Management Journal*, 59: 1630-1652.

*Winner of the 2017 Kanter International Award for Research Excellence in Work and Family

*Research mentioned in: Bloomberg Business, Business News Daily, Seattle Times

Stoverink, A. C., Umphress, E. E., Gardner, R. G., & Miner, K. 2014. Misery loves company: Cognitive dissonance and the influence of interpersonal justice climate on team cohesiveness. *Journal of Applied Psychology*, 99: 1059-1073.

Chiaburu, D., Huang, J., Hutchins, H., & Gardner, R. G. 2014. Trainees' perceived knowledge gain unrelated to the training domain: The joint action of impression management and motives. *International Journal of Training and Development*, 18: 37-52.

Chiaburu, D. S., Munoz, G. J., & Gardner, R. G. 2013. How to spot a careerist early on: Psychopathy and exchange ideology as predictors of careerism. *Journal of Business Ethics*, 118: 473-486.

Dyer, W. G., Dyer, W. J., & Gardner, R. G. 2013. Should my spouse be my partner? Preliminary evidence from the Panel Study of Income Dynamics. *Family Business Review*, 26: 68-80.

Chiaburu, D. S., Oh, I. S., Berry, C. M., Li, N., & Gardner, R. G. 2011. The five-factor model of personality traits and organizational citizenship behaviors: A meta-analysis. *Journal of Applied Psychology*, 96: 1140-1166.

BOOK CHAPTERS AND TRADE PUBLICATIONS

Gardner, R. G., & Bednar, J. S. 2023. 4 ways to combat imposter syndrome on your team. *Harvard Business Review*, May-June Issue, 24-26.

Boswell, W. R., & Gardner, R. G. 2018. Employed job seekers and job-to-job search behavior. In Klehe, U. and van Hooft, E.A.J., (Eds.), *Handbook of Job Loss and Job Search*: 401-415. Oxford University Press.

Harris, T. B., & Gardner, R. G. 2017, July 12. Boomerang employees: Should you welcome them back? *LSE Business Review* (online): <http://eprints.lse.ac.uk/83537/>

Chiaburu, D. S., Cho, I., & Gardner, R. G. 2015. Authenticity matters more than intelligence and personality in predicting metacognition. *Industrial and Commercial Training*, 47: 363-371.

Griffin, R. W., Stoverink, A. C., & Gardner, R. G. 2012. Negative coworker exchanges. In Eby, L. T., and Allen, T. D., (Eds.), *Personal Relationships: The Effect on Employee Attitudes, Behavior, and Well-being, SIOP Organizational Frontiers Series*: 131-156. Taylor & Francis Group: New York, NY.

WORK UNDER REVIEW OR IN PROGRESS

(titles omitted for the blind review process; only includes projects with manuscripts completed or data collection close to completion)

Gardner, R. G., Umphress, E. E., Galvin, B. M., & Tihanyi, L. Integrative review of organizational disidentification. *Journal of Applied Psychology* (2nd round revise and resubmit).

Thiel, C., Smith, T. A., Gardner, R. G., Matthews, M., McClean, S. Team ethics. *Personnel Psychology* (under review).

Gardner, R. G., Umphress, E. E., Schweitzer, M. Effect of swearing at work. (Manuscript drafted, additional data collection in progress).

Gardner, R. G., & Bednar, J. S. Imposter and Entrepreneurs. (Data collection)

PROFESSIONAL AWARDS AND HONORS

Human Resource Management, Best Reviewer, 2022

Journal of Organizational Behavior, Best Reviewer, 2021

Poets and Quants Best 40 under 40 MBA Professors, 2021

Troesh Research Grant, \$7,500, University of Nevada, Las Vegas, 2021

Troesh Research Grant, \$6,000, University of Nevada, Las Vegas, 2020

Research Award for Management, Entrepreneurship, and Technology, University of Nevada, Las Vegas, 2019

Research Fund Award, \$2,500, University of Nevada, Las Vegas, 2018

Kanter International Award for Research Excellence in Work and Family, 2017

Best Reviewer Award for Southern Management Association annual meeting, 2014

Regents Fellowship, Texas A&M University, 2009-14

Dean's Award for Outstanding Research by a Doctoral Student, Mays Business School, Texas A&M University 2012-2013

Research Grant, \$1,250, Mays Business School, 2013

Research Grant, \$5,000, Mays Business School, 2010

Research Grant, \$5,000, Family Owned Business Institute, 2008

Research Grant, \$5,000, Marriott School of Management, 2008

TEACHING EXPERIENCE

Brigham Young University, Provo, 2023 – present

HR 391 “Organizational Effectiveness” (undergraduate OB course)

University of Nevada, Las Vegas, 2015-2023

EMBA 701 “Leadership and Team Effectiveness”

MBA 763 “Leadership, Teams, and Individuals” (Covers HR and OB topics)
MGT 471/371 “Leadership and Management Skills” (undergraduate)
MGT 492 “Advanced Organizational Behavior”
MGT 494 “Seminar in Management” (HR Metrics and Analytics)
Executive Certificate in Leadership

Brigham Young University, 2014-2015

ORG B 321: “Organizational Effectiveness” (undergraduate OB course)
Bus M 540: “Organizational Behavior” (Master of Accounting Students)

Texas A&M University, 2011 – 2014

Instructor MGMT 363: “Managing People in Organizations” (undergraduate)

Brigham Young University, 2007-2009

Research Assistant

PROFESSIONAL AND INSTITUTIONAL SERVICE

Service to Profession:

Editorial Board:

Academy of Management Journal, 2020-present

Human Resource Management, 2019-present

Journal of Organizational Behavior, 2017-present

OB Division Making Connections Committee, 2020 – 2025, Organizer of several PDWs for annual AOM meetings (e.g., Welcome to OB, Unlocking the Revise and Resubmit Process, Making the Most of Full Professor)

Ad hoc Reviewer: Journal of Applied Psychology, Personnel Psychology, Journal of Management, Human Resource Management Review, Entrepreneurship Theory and Practice
Professional Development Workshop organizer, “Welcome to the OB Division!

Navigating the OB Division in 2021”, Academy of Management Meeting, 2021

Session chair for Academy of Management Meeting, *New Perspectives on Employee Socialization*, 2017

Consortium facilitator for Academy of Management Meeting, *Halfway there, but now what? Advice for pre-dissertation doctoral students*, 2014

Best Reviewer Award for Southern Management Association annual meeting, 2014

Service to Institution:

Search committee (chair): Assistant Professor in OB/HR, UNLV, 2021

Presenter for *Impostor Syndrome Workshop*, UNLV Graduate College, 2021

Presenter for *Academic Job Offer and Salary Negotiation*, UNLV Graduate College, 2020

Undergraduate Curriculum Committee, 2015-present

PhD Feasibility Committee, 2017

Dissertation or Thesis committee member, Jeffery Yedlin (UNLV Hotel School), Ankita Ghosh (UNLV Hotel School), Dana Bae (UNLV Hotel School), Kristen Grunerud, (UNLV College of Nursing)

Search committee: Department Chair Search Committee, 2017

Search committee: Research Director of Center of Entrepreneurship, 2017-2018

Presenter for *Making Lecture More Effective/Lecturing for Learning*, UNLV Graduate College, 2017
Nevada Robotics Workshop, 2016-present (teaching team management skills)

CONFERENCE PRESENTATIONS

(2020-2025) served on the OB Division Making Connections Committee and have helped organize several Professional Development Workshops for the Annual Meetings of the Academy of Management (e.g., Welcome to OB, Unlocking the Revise and Resubmit Process, Making the most of Full Professor).

Gardner, R. G. & Umphress, E. E. 2019. The effects of exposure to swearing on state authenticity and expressed empathy. *Annual Meeting of the Academy of Management*, Boston, MA.

Gardner, R. G., Bednar, J. S., Stewart, B. W., Oldroyd, J. B., & Moore, J. 2019. "I must have slipped through the cracks somehow": An examination of coping with perceived impostorism and the role of social support. *Positive Organization Scholarship Conference*, Ann Arbor, MI.

Umphress, E. E., Gardner, R. G., & Stoverink, A. C. 2018. The influence of positive mood on unethical behavior. *Annual Meeting of the Academy of Management*, Chicago, IL.

Gardner, R. G., Bednar, J., Stewart, B. A. Oldroyd, J., & Moore, J. 2017. When group membership doesn't benefit: An investigation of Impostorism. *Annual Meeting of the Academy of Management*, Atlanta, GA.

Umphress, E. E., Gardner, R. G., Leavitt, K. & Stoverink, A. C. 2015. Negative mood and helping a cheater: Moderating role of self-view. *Annual Meeting of the Academy of Management*, Vancouver, BC.

Swider, B. W., Liu, J. T., Harris, T. B., & Gardner, R. G. 2015. Employees on the rebound: Toward a framework for boomerang employee performance. *Annual Meeting of the Academy of Management*, Vancouver, BC.

Wang, J., Boswell, W. R., & Gardner, R. G. 2015. Turnover and retention: Proximal withdrawal states and expanded criterion. *Annual Society for Industrial and Organizational Psychology Meeting*, Philadelphia, PA.

Wang, J., Gardner, R. G., & Boswell, W. R. 2014. Work-to-family enrichment and voluntary turnover: A moderated mediation model. *Annual Meeting of the Academy of Management*, Philadelphia, PA.

Gardner, R. G., Umphress, E. E., Griffin, R.W., Stoverink, A.C., Leavitt, K. 2013. Helping others cheat: The role of positive affect and liking. *Annual Meeting of the Academy of Management*, Orlando, FL. (Award Recipient: *Best Symposium* in the OB Division).

Gardner, R. G., Li, N., & Harris, T. B. 2013. Moderation in All Things: Interaction Effects in Management Research. Presented at *Annual Meeting of the Society for Industrial and Organizational Psychology*, Houston, TX.

Courtright, S. H., Gardner, R. G., Smith, T. A., & McCormick, B. 2013. The joint effects of family-work conflict, job autonomy, and gender on abusive supervision. Presented at *Annual Meeting of the Society for Industrial and Organizational Psychology*, Houston, TX.

Gardner, R. G., Umphress, E. E., Tihanyi, L. 2012. A little help from my enemies: Gaining organizational reputation from disassociations with others. Presented at *Annual Meeting of the Academy of Management*, Boston, Massachusetts.

Smittick, A., Gardner, R. G., Miner, K., Umphress E. E. 2012. Boiling a frog: Consequences of low- and high-intensity workplace incivility. Presented at *Annual Meeting of the Academy of Management*, Boston, Massachusetts.

Gardner, R. G., Umphress, E. E., Griffin, R. W., Stoverink, A. C., Leavitt, K. 2011. The happy enabler: Positive affect and its influence on prosocial unethical behavior. *Annual Meeting of the Academy of Management*, San Antonio, Texas.

Chiaburu, D.S., Oh, I.-S., Berry, C. M., Li, N., & Gardner, R. G. 2011. Pro-Social and Pro-Active Citizenship Behaviors and the Five-Factor Model: A Meta-Analysis. Presented at *Annual Meeting of the Academy of Management*, San Antonio, Texas.

Gardner, R. G. 2010. Effect of Abusive Supervision Combined with Leader Competence on Subordinate Behavior. Presented at *Annual Meeting of the Academy of Management*, Montreal, Canada.

Dyer, W. G., Gardner, R. G., Dyer, W. J. 2009. Keeping it all in the family: An Investigation of Entrepreneurial Firms Transitioning to Family Businesses. Paper presented at the *Family Enterprise Research Conference*, Winnipeg, Canada.

OTHER WORK EXPERIENCE

HR Generalist, Intermountain Healthcare, 2007 – 2008

Project Assistant, BYU Employment Services, 2005 - 2007