

NED WELLMAN

Assistant Professor of Management and Entrepreneurship

8/7/2019

Arizona State University
W.P. Carey School of Business
300 E. Lemon St.
Tempe, AZ 85287

Office: BA 397H
Phone: (480) 965-2793
Fax: (480) 965-8314
Email: Ned_Wellman@asu.edu

EDUCATION

University of Michigan, Stephen M. Ross School of Business

PhD in Business Administration (Management and Organizations), 2013.

University of North Carolina at Chapel HillBA in Psychology, minor in Business Administration, 2005, *Summa cum laude*.**PUBLICATIONS**

Refereed Journals

(† = PhD student at submission. Authors listed in order of contribution.)

Wellman, N., †Applegate, J. M., †Harlow, J., & Johnston, E. W. (in press). Beyond the pyramid: Alternative formal hierarchical structures and team performance. *Academy of Management Journal*.

†Newton, D., LePine, J. A., †Kim, J. K., Wellman, N., & †Bush, J. T. (in press). Taking engagement to task: The nature and functioning of task engagement across transitions. *Journal of Applied Psychology*.

Cialdini, R., Li, Y. J., Samper, A., & Wellman, N. (online first). How bad apples promote bad barrels: Unethical leader behavior and the selective attrition effect. *Journal of Business Ethics*.

Wellman, N., Newton, D. W., Wang, D., Wei, W., Waldman, D. A., & LePine, J. A. (2019). Meeting the need or falling in line? The effect of laissez-faire formal leaders on informal leadership. *Personnel Psychology*, 72, 337-359.

Lead article

Ashford, S. J., Wellman, N., Sully deLuque, M., DeStobbeleir, K. E., & Woolan, M. (2018). Two roads to effectiveness: CEO feedback seeking, vision articulation, and firm performance. *Journal of Organizational Behavior*, 39, 82-95.

Ong, M., Mayer, D. M., Tost, L. P., & Wellman, N. (2018). When corporate social responsibility motivates employee citizenship behavior: The sensitizing role of task significance. *Organizational Behavior and Human Decision Processes*, 144, 44-59.

Wellman, N. (2017). Authority or community? A relational models theory of group-level leadership emergence. *Academy of Management Review*, 42, 596-617.

Lead article

Huang, G.-h., Wellman, N., Ashford, S. J., Lee, C., & Wang, L. (2017). Deviance and exit: The organizational costs of job insecurity and moral disengagement. *Journal of Applied Psychology*, 102, 26-42.

Press coverage by Arizona State University, Fox 10 News, National Public Radio (KJZZ)

Wellman, N., Mayer, D. M., † Ong, M., & DeRue, D. S. (2016). When are do-gooders treated badly? Legitimate power, role expectations, and reactions to moral objection in organizations. *Journal of Applied Psychology*, 101, 793-814.

Runner-up for the Academy of Management Organizational Behavior Division's 2017 Outstanding Publication in Organizational Behavior award

Press coverage by Harvard Business Review, Arizona State University, Fortune Magazine, and Financial Times.

Wellman, N., & Spreitzer, G. M. (2011). Crafting scholarly life: Strategies for creating meaning in academic careers. *Journal of Organizational Behavior*, 32, 927-931.

DeRue, D. S., Nahrgang, J. D., Wellman, N., & Humphrey, S. E. (2011). Trait and behavioral theories of leadership: An integration and meta-analytic test of their relative validity. *Personnel Psychology*, 64, 7-52.

DeRue, D. S., & Wellman, N. (2009). Developing leaders via experience: The role of developmental challenge, learning orientation, and feedback availability. *Journal of Applied Psychology*, 94, 859-875.

Press coverage by NASA

Book Chapters

Quinn, R. E., & Wellman, N. (2011). Seeing and acting differently: Positive change in organizations. In K. S. Cameron & G. M. Spreitzer (Eds.), *The Oxford handbook of Positive Organizational Scholarship* (pp. 751-762). New York: Oxford University Press.

Computational Models

† Applegate, J. A., & Wellman, N. (2017). Empathy and power (Version 1.1.0). *CoMSES Computational Model Library*. Retrieved from <https://www.comses.net/codebases/5863/releases/1.1.0/>

MANUSCRIPTS UNDER REVIEW

(† = PhD student. Authors listed in order of contribution.)

Baer, M. D., Matta, F. K., † Frank, E. L., Luciano, M. M., & Wellman, N. Topic: Trust fit. *Under 2nd review at Academy of Management Journal*.

Wald, D., Johnston, E., Segal, E., Wellman, N. Harlow, J.: Topic media-generated empathy. *Under review at Journal of Communication*.

Wellman, N., Ashford, S. J., Sanchez-Burks, J., & DeRue, D. S. Topic: Leadership structure schemas. *Under review at Journal of Organizational Behavior*

MANUSCRIPTS IN PREPARATION

(† = PhD student. Authors listed in order of contribution.)

Crane, B.*, Wellman, N.*, & Quinn, R. E. Topic: The fundamental state of leadership. *Target: Academy of Management Journal*.

* denotes equal contribution

Wellman, N., Luciano, M. M., Corley, K. G., Baer, M. D., & Dent, R. Topic: Leadership development and social learning. *Target: Administrative Science Quarterly*.

Wellman, N., Mitchell, M. S., Farh, C. I. C., † Frank, E. L., & † Lee, S. Topic: Ethical voice. *Target: Academy of Management Journal*.

† Williams, R. A., Wellman, N. & LePine, J. A. Topic: Gender and leader emergence. *Target: Journal of Applied Psychology*.

CONTRACTS AND GRANTS

Johnston, E. W., † Wald, D., Vinze, A. S., Wellman, N., & Segal, E. (2014). Promoting empathy and collaborative decision making for natural resource management (National Science Foundation). \$490,938 over three years to study the role of power and perspective taking in promoting collaborative behavior in resource-management dilemmas.

LePine, J. A., Wellman, N., & † Newton, D. (2014). Understanding and preventing crew member task entrainment (NASA). \$906,414 over three years to understand and combat astronaut difficulties in switching between independent and interdependent tasks.

Lee, C., Huang, G. H., & Wellman, N. (2013). Being proactive when feeling insecure? The role of proactive personality on the relationships between job insecurity and employee voice, feedback seeking, political behavior, and leadership skill development (Hong Kong

Research Grants Council). \$52,618 over three years to study the relationship between job insecurity and proactivity.

INVITED TALKS

Wake Forest University, Management Department
University of Kansas, Department of Management,
University of Minnesota, Department of Work and Organizations
Harvard University, Organizational Behavior Unit
SUNY Buffalo, Department of Organization and Human Resources
University of Pennsylvania, Management Department
Boston University, Organizational Behavior Department
Arizona State University, Department of Management
University of Pennsylvania, Wharton OB Conference
University of Michigan, Management and Organizations Department
University of Virginia, Leadership and Organizational Behavior Area
Harvard University Learning Innovations Laboratory (LILA)
Washington University in St. Louis, Organizational Behavior Area
INSEAD, Organisational Behaviour Area

CHAired SYMPOSIA

- Wellman, N., & Petriglieri, J. (2018). *Who's the boss? New questions about leadership emergence in organizations*. Symposium conducted at the Academy of Management Annual Meeting, Chicago.
- Lanaj, K., & Wellman, N. (2016). *The ebbs and flows of leadership: Exploring within-person variation in leader behavior*. Symposium conducted at the Academy of Management Annual Meeting, Anaheim.
- Farh, C. I. C., & Wellman, N. (2015). *Climbing the social hierarchy of groups: When, how, and to what ends?* Symposium conducted at the Academy of Management Annual Meeting, Vancouver.
- Wellman, N., Crane, B. D., & Quinn, R. W. (2015). *Leading today but not tomorrow: Exploring within-person fluctuations in leadership behavior*. Symposium conducted at the Academy of Management Annual Meeting, Vancouver.
- Wellman, N. (2012). *Making new connections: Leadership and social networks in organizations*. Symposium conducted at the Academy of Management Annual Meeting, Boston (*Showcase Symposium*).
- Wellman, N., & Ashford, S. J. (2011). *Am I a leader? Exploring leadership identity construction in organizations*. Symposium conducted at the Academy of Management Annual Meeting, San Antonio.

Wellman, N., & Ashford, S.J. (2010). *All for one or one for all? New directions in shared leadership research*. Symposium conducted at the Academy of Management Annual Meeting, Montreal.

REFEREED CONFERENCE PRESENTATIONS (* = PRESENTER)

*Wellman, N., Ashford, S. J., DeRue, D. S., & Sanchez-Burks, J. (2018). *How many should lead? Leadership structure schemas, formal authority, and leadership behavior*. Paper presented at the Academy of Management Annual Meeting, Chicago.

*Newton, D. W., LePine, J. A., Wellman, N., Kim, J. K., & Bush, J. T. (2017). *The spillover effects of employee engagement during task transitions*. Paper presented at the Academy of Management Annual Meeting, Atlanta.

*Wellman, N., Newton, D., LePine, J. A., & Waldman, D. A. (2017). *Laissez-faire leadership and informal leadership behavior*. Paper presented at the Academy of Management Annual Meeting, Atlanta.

*Newton, D., LePine, J. A., Wellman, N., Kim, J. K., & Bush, J. T. (2016). *Residual engagement and its implications to subsequent engagement and effectiveness*. Paper presented at the Academy of Management Annual Meeting, Anaheim.

*Wellman, N., Crane, B., & Quinn, R. E. (2016). *Becoming transformational: An empirical test of the fundamental state of leadership theory*. Paper presented at the Academy of Management Annual Meeting, Anaheim.

Wellman, N., *Schinoff, B., Huang, G. H., & Niu, X. Y. (2016). *The benefits of being holey: The nature and effects of employees' leadership ego-networks*. Paper presented at the Academy of Management Annual Meeting, Anaheim.

*Newton, D., LePine, J. A., Wellman, N., & Kim, J. K. (2016). *Residual engagement and the cost of switching from team to individual tasks*. Paper presented at the INGRoup Conference, Helsinki.

Wellman, N., *Newton, D., LePine, J. A., & Waldman, D. A. (2016). *Team composition and dynamic leadership emergence*. Paper presented at the SIOP Annual Conference, Anaheim.

Wellman, N., Crane, B., & *Quinn, R. E. (2015). *Leadership moments: A state-based exploration of informal leadership in groups*. Paper presented at the Academy of Management Annual Meeting, Vancouver.

Wellman, N., *Newton, D., & LePine, J. A. (2015). *Filling the void: Laissez-faire supervision and group members' informal leadership behavior*. Paper presented at the Academy of Management Annual Meeting, Vancouver.

- *Wellman, N., Mayer, D. M., DeRue, D. S., & Grace, K. (2014). *When are do-gooders seen as bad? How formal leadership positions and role expectations influence perceptions of moral rebels*. Paper presented at the Academy of Management Annual Meeting, Philadelphia.
- Ashford, S. J., *Wellman, N., Sully deLuque, M., DeStobbeleir, K. E., & Woolan, M (2013). *Proactive behavior and collective outcomes: CEO feedback seeking and firm performance*. Paper presented at the Academy of Management Annual Meeting, Orlando.
- *Wellman, N. (2012). *Leadership construction in clinical nursing units: Formal hierarchy, group leadership structures, and patient care outcomes*. Paper presented at the Academy of Management Annual Meeting, Boston.
- *Wellman, N. (2012). *An inconvenient truth? Formal hierarchy and the development of shared leadership networks*. Paper presented at the Academy of Management Annual Meeting, Boston.
- *Wellman, N., Ashford, S. J., DeRue, D. S., & Sanchez-Burks, J. (2011). *To lead or not to lead? Leadership structure schemas and informal leadership in hierarchical groups*. Paper presented at the Academy of Management Annual Meeting, Montreal.
- *Wellman, N., Ashford, S. J., & Sanchez-Burks, J. (2010). *Keeping us honest: The pros and cons of alternative leadership structure schemas*. Paper presented at the Academy of Management Annual Meeting, Montreal.
- DeRue, D. S., Nahrgang, J. D., *Wellman, N., & Humphrey, S. E. (2009). *Trait and behavioral theories of leadership: A meta-analytic test of their relative validity*. Paper presented at the Academy of Management Annual Meeting, Chicago.
- *Wellman, N. (2009). *Corporate social responsibility and the nature of managerial work*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans.
- DeRue, D. S., Nahrgang, J. D., *Wellman, N., & Humphrey, S. E. (2009). *Trait and behavioral theories of leadership: A meta-analysis*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans.
- *DeRue, D. S., & Wellman, N. (2008). *Leadership development and the lessons of experience*. Paper presented at the Academy of Management Annual Meeting, Anaheim.

TEACHING

Arizona State University
Courses Taught

MGT 430 – Negotiations (Undergraduate)

- Mean student evaluation **6.6 / 7.0**
- Department mean **6.1 / 7.0**

MGT 528 – Negotiations (Masters of Sci. in Management)

- Mean student evaluation **6.8 / 7.0**
- Department mean **6.2 / 7.0**

MGT 530 – Negotiations (MBA)

- Mean student evaluation **6.6 / 7.0**
- Department mean **6.4 / 7.0**

University of Michigan

Courses Taught

MO300 – Behavioral Theory of Management

Students Mentored

- Advisor
 - Daniel Newton (2013-2018)
 - Raseana Williams (2017-present)
- Dissertation Committee Member
 - Beth Schinoff (2017)
 - Rachel Balven (2018)
 - Daniel Newton (2018)
 - Marcus Linnemeier (Grand Canyon U) (2019)

AWARDS

- Runner-up for the Academy of Management Organizational Behavior Division's 2017 Outstanding Publication in Organizational Behavior
- Academy of Management Journal Outstanding Reviewer (2016)
- Nominated for ProQuest 2013 Distinguished Dissertation (one of 59 nominees from the University of Michigan)
- Clarence J. Hicks Fellowship (for academic achievement in Management and Organizations), 2012.
- Dr. Eric G. Flamholtz Fellowship (for academic and research accomplishments), 2011.
- Gladys D. and Walter R. Stark Graduate Scholarship (for academic achievement), 2011.
- Rackham Graduate Student Research Grant (\$3,000), 2011.
- Outstanding Reviewer (Organizational Behavior Division), Academy of Management, 2010, 2011.

SERVICE

Editorial Board

- *Academy of Management Journal* (2015-present)
- *Journal of Applied Psychology* (2016-2018, 2019-present)
- *Personnel Psychology* (2017-present)

Ad-hoc Reviewer

- *Academy of Management Review*
- *Organizational Behavior and Human Decision Processes*
- *Organization Science*

- *Journal of Organizational Behavior*

Volunteer Reviewer

- Academy of Management Annual Meeting, 2008-2012
- Society for Industrial and Organizational Psychology Annual Conference, 2009

Academy of Management Organizational Behavior Division Most Innovative Student Paper Award

- Selection committee member (2015-2017)
- Selection committee chair (2017, 2018)

Making Connections Committee/Scientific Affairs Committee, Academy of Management Organizational Behavior Division

- Member (2011-2016)
- Co-organizer of the “Halfway there, but now what? Career advice for pre-dissertation doctoral students” PDW (2011-2016)
 - Presented on “Understanding and Preparing for the Job Market” (2015, 2016)

Arizona State University

- Coordinator, Management Department Research Laboratory (2016-present)
 - Manage subject pool
 - Schedule and oversee laboratory experiments
 - Purchase, customize, and test computerized team-based activities and scheduling software
 - Coordinate two field-based snowball sample data collections per year
- Co-Coordinator, Management Department Brown Bag Series (2016-present)

Professional Associations

- Academy of Management (2008-Present)
- Society for Industrial and Organizational Psychology (2008-Present)

CONSULTING AND APPLIED RESEARCH EXPERIENCE

- Adirondack Medical Center
- American Express
- Baystate Health
- Intel
- NASA
- Munson Medical Center

PROFESSIONAL EXPERIENCE

Deloitte Consulting, Human Capital Analyst (2005-2007)

- Configured and implemented HR module of SAP enterprise resource planning software
- Developed and administered SAP training and change management sessions