

David T. Wagner

Lundquist College of Business
 University of Oregon
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 Phone: +1 541 346 3413

EDUCATION

- 2009 Doctor of Philosophy in Business Administration
 Michigan State University
 Department of Management
 Major: *Organizational Behavior/Human Resource Management*
 Minor: *Industrial/Organizational Psychology*
- 2004 Master of Accountancy
 Brigham Young University
 Major: *Tax Accounting*
- 2002 Bachelor of Science
 Brigham Young University
 Major: *Accounting*

ACADEMIC POSITIONS

- 2018-present Doug McKay Research Scholar
 University of Oregon
- 2016-present Associate Professor, Management
 University of Oregon
- 2014-2016 Assistant Professor, Management
 University of Oregon
- 2009-2014 Assistant Professor, Organisational Behaviour and Human Resource Management
 Singapore Management University
- 2004-2009 Instructor, Teaching Assistant, Research Assistant
 Michigan State University

HONORS, AWARDS, AND FELLOWSHIPS

- 2018 Doug McKay Research Scholar, University of Oregon
- 2017 Nominee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- 2016 Academy of Management Journal, Outstanding Reviewer Award
- 2015 Ascendant Scholar Award, Western Academy of Management
- 2013-2014 Harvard Business School Global Colloquium on Participant-Centered Learning
 (GloColl), one of three nominees across Singapore Management University
- 2013 Outstanding Reviewer Award, Academy of Management OB Division
- 2013 Early Career Visiting Fellowship in Management and Organisations, University
 of Western Australia

- 2013 SIOP Best Poster Presentation, 28th Annual Conference, Houston, TX, USA
- 2012-2013 Dean's Teaching Honour List, Lee Kong Chian School of Business, Singapore Management University
- 2010-2012 Lee Foundation Fellow for Research Excellence, Singapore Management University
- 2009 Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research

PUBLICATIONS

Citations as of October 2018: [SSCI – 769](#), *h-index*: 11; [Google Scholar – 2035](#), *h-index*: 14

- Leavitt, K., Barnes, C. M., *Watkins, T., & Wagner, D. T. (in press). From the bedroom to the office: Workplace spillover effects of marital sexual activity. *Journal of Management*. (Authors contributed equally; authorship randomly determined)
- Most downloaded paper in the history of JOM. Altmetric “attention score” in the 99th percentile of all research output (#785 of 8,262,246 outputs): <https://sage.altmetric.com/details/17056150#score>
- *Heng, Y. T., Wagner, D. T., Barnes, C. M., & Guarana, C. L. (2018). Archival research: Expanding the methodological toolkit in social psychology. *Journal of Experimental Social Psychology*, 78, 14-22.
- Ilies, R., Wagner, D. T., Wilson, K. S., Ceja, L., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2017) Flow at work and basic psychological needs: Effects on well-being. *Applied Psychology: An International Review*, 66, 3-24.
- Thundiyl, T., Chiaburu, D. S., Li, N., & Wagner, D. T. (2016). Joint effects of creative self-efficacy, positive and negative affect on creative performance. *Chinese Management Studies*, 10, 726-745.
- Belogolovsky, E., Bamberger, P., *Alterman, V., & Wagner, D. T. (2016). Looking for assistance in the dark: Pay secrecy, expertise attribution and efficacious help seeking among members of newly formed virtual work groups. *Journal of Business and Psychology*, 31, 459-477.
- Harrison, S. H., & Wagner, D. T. (2016). Spilling outside the box? The effects of creative behavior at work on time spent with spouse at home. *Academy of Management Journal*, 59, 841-859.
- Barnes, C. M., Lefter, A., Bhave, D., & Wagner, D. T. (2016). The benefit of bad economies: A multi-level model of business cycles, the intensive margin, and time-based work-family conflict. *Journal of Occupational Health Psychology*.
- ★ 2017 Nominee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- *Gish, J. J., & Wagner, D. T. (2016). The affective implications of sleep. In J. Barling, C. M. Barnes, E. Carleton, & D. T. Wagner (Eds.), *Work and Sleep: Research Insights for the Workplace*. New York: Oxford University Press.

Barnes, C. M., Gunia, B., & Wagner, D. T. (2015). Sleep and moral awareness. *Journal of Sleep Research, 24*, 181-188.

Wagner, D. T., Barnes, C. M., & Scott, B. A. (2014). Driving it home: How workplace emotional labor harms employee home life. *Personnel Psychology, 67*, 487-516.

Barnes, C. M., & Wagner, D. T., & Ghumman, S. (2012). Borrowing from sleep to pay work and family: Expanding time-based conflict to the broader non-work domain. *Personnel Psychology, 65*, 789-819.

Wagner, D. T., Barnes, C. M., Lim, V. K. G., & Ferris, D. L. (2012). Lost sleep and cyberloafing: Evidence from the laboratory and a daylight saving time quasi-experiment. *Journal of Applied Psychology, 97*, 1068-1076.

- Featured in:
 - Print: *Wall Street Journal*
 - Radio: CBS Radio News Nationwide; Canadian Broadcasting Corporation
 - Internet: Wall Street Journal, Freakonomics, CNBC, Washington Post, Yahoo! News, Fox Business, Forbes

Findings also published in:

Wagner, D. T. (2013). Less sleep, more slacking. *Harvard Business Review, 91*, 26.

Scott, B. A., Barnes, C. M., & Wagner, D. T. (2012). Chameleonic or consistent? A multilevel investigation of emotional labor variability and self-monitoring. *Academy of Management Journal, 55*, 905-926.

Ilies, R., Judge, T. A., & Wagner, D. T. (2010). The Influence of Cognitive and Affective Reactions to Feedback on Subsequent Goals: Role of Behavioral Inhibition/Activation. *European Psychologist, 15*, 121-131.

Barnes, C. M., & Wagner, D. T. (2009). Changing to daylight saving time cuts into sleep and increases workplace injuries. *Journal of Applied Psychology, 94*, 1305-1317.

- Featured in:
 - Internet: MSNBC, The Daily Stat (harvardbusiness.org), Human Resources Executive, Environmental, Health and Safety Today

Ilies, R., Wilson, K. S., & Wagner, D. T. (2009). The spillover of daily job satisfaction onto employees' family lives: The facilitating role of work-family integration. *Academy of Management Journal, 52*, 87-102.

Wagner, D. T., & Ilies, R. (2008). Affective influences on employee satisfaction and performance. In N. M. Ashkanasy & C. L. Cooper (Eds.), *Research Companion to Emotion in Organizations* (Ch. 9, pp. 152-169). Cheltenham, UK: Edward Elgar.

Barnes, C. M., Hollenbeck, J. R., & Wagner, D. T., DeRue, D. S., Nahrgang, J. D., & Schwind, K. M. (2008). Harmful help: The costs of backing up behavior in teams. *Journal of Applied Psychology, 93*, 529-539.

Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M., DeRue, D. S. & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology*, 92, 1368-1379.

★ 2009 Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Ilies, R., Wagner, D. T., & Morgeson, F. P. (2007). Explaining affective linkages in teams: Individual differences in contagion and individualism/collectivism. *Journal of Applied Psychology*, 92, 1140-1148.

Ilies, R., Judge, T. A., & Wagner, D. T. (2006). Making sense of motivational leadership: The trail from transformational leaders to motivated followers. *Journal of Leadership and Organizational Studies*, 13, 1-23.

BOOKS

J. Barling, C. M. Barnes, E. Carlton, & D. T. Wagner (Eds.) (2016). *Work and Sleep: Research Insights for the Workplace*. Oxford University Press.

SELECTED WORKING PAPERS

Spitzmuller, M., Wagner, D. T., & Van Dyne, L. (Title omitted to preserve blind review process. Topic: Implications of race for reactions to helping). (Authors contributed equally; Revise and Resubmit to *Organizational Behavior and Human Decision Processes*)

*Yu, L., Wagner, D. T., Barnes, C. M., & Leavitt, K. (Title omitted to preserve blind review process. Topic: Sex and abusive supervision) (Authors contributed equally; authorship randomly determined)

*Gish, J., Wagner, D. T., Barnes, C. M., & Gregoire, D. (Title omitted to preserve blind review process. Topic: Sleep and entrepreneurship; Revise and Resubmit to *Journal of Business Venturing*)

* = doctoral student coauthor at time of project initiation

CHAired CONFERENCE SESSIONS

D. T. Wagner, & L. Van Dyne (Chairs). *What's in it for me? Individual, social, and performance outcomes of helping*, Symposium at the 70th Annual Meeting of the Academy of Management (2010), Montreal, Quebec.

D. T. Wagner, & L. Van Dyne (Chairs). *The dangers of helping: When OCB can hurt employees*, Symposium at the 25th Annual Conference of the Society for Industrial and Organizational Psychology (2010), Atlanta, GA.

D. T. Wagner, & R. Ilies (Chairs). *What makes customers tick...and ticked off? Affect, justice, and emotions in customer service*, Symposium at the 68th Annual Meeting of the Academy of Management (2008), Anaheim, CA.

F. P. Morgeson, & D. T. Wagner (Chairs). *Leadership in groups and teams: How and why it matters*, Symposium at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology (2008), San Francisco, CA.

R. Ilies, & D. T. Wagner (Chairs). *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*. Symposium at the 21st Annual Conference of the Society for Industrial and Organizational Psychology (2006), Dallas, TX.

CONFERENCE PRESENTATIONS

Qiu, F., Wagner, D. T., Huang, L., & Leavitt, K. (2018, August). Part of the symposium: *Moral Equivalence Through Benevolence, Licensing, and Cleansing*, Connors, A. L., Bartels, A. L., Scott, B. A., and Peterson, S. J., (Chairs), presented at the 76th Annual Meeting of the Academy of Management, Chicago, IL.

Gish, J. J., & Wagner, D. T. (2017, August). Sleepwalking into bad opportunities: Sleep and entrepreneur opportunity evaluation. Paper presented at the 75th Annual Meeting of the Academy of Management, Atlanta, GA.

Yu, L., Wagner, D. T., Barnes, C. M., & Leavitt, K. (2017, August). Sex at home and abusive supervision at work. Paper presented at the 75th Annual Meeting of the Academy of Management, Atlanta, GA. (Authors contributed equally; authorship randomly determined)

Schouten, M. E., Wagner, D. T., Barnes, C. M., & Spitzmuller, M. (2016, August). *Employees smile, spouses frown: Emotion regulation hampers spousal well-being and abets marital infidelity*. Part of the symposium: *The Dynamism of Employee Affect: Spillover Effects of Workplace Emotional Regulation and Affective Events*, Connors, A. L., Bartels, A. L., Scott, B. A., and Peterson, S. J., (Chairs), presented at the 74th Annual Meeting of the Academy of Management, Anaheim, CA.

Ang, Y. T., & Wagner, D. T. (2016, August). A dual-pursuit model of emotional labor. Paper presented at the 74th Annual Meeting of the Academy of Management, Anaheim, CA.

Barnes, C. M., Leavitt, K., Watkins, T., & Wagner, D. T. (2016, August). From the bedroom to the office: Workplace spillover effects of marital sexual activity. Paper presented at the 74th Annual Meeting of the Academy of Management, Anaheim, CA.

Wagner, D. T., & Gish, J. J. (2015, September). *Losing sleep leads to finding bias in faculty hiring*. Part of the symposium: *Love, Stress, and Work: The social context and consequences of sleep*, Sbarra, D. A. (Chair), presented at the 51st Annual Meeting of the Society for Experimental Social Psychology, Denver, CO.

Bhave, D. P., Cho, K., Barnes, C. M., & Wagner, D. T. (2015, August). *Mindfulness as a means to mitigate the effects of surface acting on sleep*. Part of the symposium: *Putting the positive back in resources: A discussion on positive resources*, Foulk, T., & Bono, J. E. (Chairs), presented at the 73rd Annual Meeting of the Academy of Management, Vancouver, BC.

- Wagner, D. T., Barnes, C. M., & Guarana, C. L. (2015, February). *Law and error: The shift to daylight saving time and law enforcement decision making*. Part of the Symposium: *Bringing sleep to social psychology: Considering the effect of sleep on our emotions, relationships and intergroup relations*, Gordon, A., & Chen, S. (Chairs), presented at the 16th Annual Conference of the Society for Personality and Social Psychology, Long Beach, CA.
- Wagner, D. T., Ang, Y. T., & Goodwin, R. (2014, May). *How expressive emotional laborers hurt customer outcomes: It's about trust*. Part of the Symposium: *Multilevel emotional labor: Advancing research to the next level*, Gabriel, A. S., & Diefendorff, J. M. (Chairs), presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Barnes, C. M., Gunia, B., & Wagner, D. T. (2014, May). *You don't snooze, you lose (your moral awareness)*. Part of the Symposium: *The influence of sleep on work outcomes*, Barnes, C. M. (Chair), presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Wagner, D. T., & Schwind, K. M. (2014, May). *Work-family integration and the spillover from job to life satisfaction*. Part of the Symposium: *Novel approaches to affective spillover*, Ilies, R., & Goh, Z. (Chairs), presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Wagner, D. T., & Barnes, C. M., & Leavitt, K. (2013, August). *Worth what you're paid: A meaning maintenance model of compensation and self-promotion*. Paper presented at the 71st Annual Meeting of the Academy of Management, Orlando, FL.
- Harrison, S. H., & Wagner, D. T. (2013, August). *Spilling outside the box? The effects of creative behavior at work on engagement at home*. Paper presented at the 71st Annual Meeting of the Academy of Management, Orlando, FL.
- Barnes, C. M., Lefter, A., Bhave, D., & Wagner, D. T. (2013, August). *The benefit of bad economies: Business cycles and time-based work-life conflict*. Paper presented at the 71st Annual Meeting of the Academy of Management, Orlando, FL.
- Schouten, M. E., Wagner, D. T., Barnes, C. M., & Spitzmuller, M. (2013, April). *Employees smile, spouses frown: Surface acting and marital satisfaction*. Poster session presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX. *Finalist, best doctoral student paper; *Best poster award.
- Spitzmuller, M., Park, G., Wagner, D. T., & Van Dyne, L. (2013, April). *Communal and cranial influences determine helpers' salutary benefits*. Part of the Symposium: *OCB: Exploring new directions in multilevel, international contexts*, Nielsen, T. M. (Chairs), presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Spitzmuller, M., Wagner, D. T., Kim, Y. J., Van Dyne, L., & Ilies, R. (2012, August). *From helping to happy: When being neurotic isn't so bad*. Part of the Symposium: *Beyond*

- performance evaluations...organizational citizenship behaviors and outcomes*, Bergeron, D. M. and Harvey, J. (Chairs), presented at the 70th Annual Meeting of the Academy of Management, Boston, MA.
- Barnes, C. M., Wagner, D. T., & Scott, B. A. (2012, August). *Taking home the show: Effects of emotional labor on strain-based outcomes at home*. Paper presented at the 70th Annual Meeting of the Academy of Management, Boston, MA.
- Barnes, C. M., & Wagner, D. T., & Ghumman, S. (2012, April). An extension of work-family conflict to include sleep. Poster session presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Scott, B. A., Barnes, C. M., & Wagner, D. T. (2011, August). *A multilevel investigation of self-monitoring and variability in emotional labor*. Paper presented at the 69th Annual Meeting of the Academy of Management, San Antonio, TX. *Selected for conference proceedings.
- Wagner, D. T., Barnes, C. M., Lim, V. K. G., & Ferris, D. L. (2011, April). *Saving daylight, losing motivation: Daylight saving time and workplace loafing*. Poster session presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Wagner, D. T., & Barnes, C. M. (2010, August). *A sensemaking view of impression management theory: Self promotion and compensation in the national basketball association*. Paper presented at the 68th Annual Meeting of the Academy of Management, Montreal, Quebec.
- Spitzmuller, M., Van Dyne, L., Wagner, D. T., & Lanaj, K. (2010, August). *Consequences of helping on helper performance*. Part of the Symposium: *What's in it for me? Individual, social, and performance outcomes of helping*, Wagner, D. T. and Van Dyne, L. (Chairs), presented at the 70th Annual Meeting of the Academy of Management, Montreal, Quebec.
- Wagner, D. T. & Van Dyne, L. (2010, April). *Help that hurts: Negative psychological outcomes for low status helpers*. Part of the Symposium: *The dangers of helping: When OCB can hurt employees*, Wagner, D. T. and Van Dyne, L. (Chairs), presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Barnes, C. M., & Wagner, D. T. (2009, April). *Daylight saving time clock changes, sleep, and workplace accidents*. Poster session presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Wagner, D. T. & Van Dyne, L. (2008, August). *Helping peers: Contrasting effects for minority versus majority helpers*. Part of the Symposium: *Beyond performance: Non-traditional consequences of helping behavior for the helper*, Van Dyne, L. and Spitzmüller, M. (Chairs), presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Schwind, K. M., & Ilies, R. (2008, August). *Nice, but do you mean it? Customer reactions to employee affective display during service encounters*. Part of the

- Symposium: *What makes customers tick...and ticked off? Affect, justice, and emotions in customer service*, D. T. Wagner and R. Ilies (Chairs), presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. (2008, April). *Transformational leadership of teams: Understanding affective, motivational and performance outcomes*. Part of the Symposium: *Leadership in groups and teams: How and why It matters*, F. P. Morgeson and D. T. Wagner (Chairs), presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Ilies, R., Schwind, K. M., & Wagner, D. T. (2007, August). *Job satisfaction extending over the work-family boundary: Spillover to life and marital satisfaction, and mood at home*. Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Barnes, C. M., Hollenbeck, J. R., & Wagner, D. T. (2007, August). *Harmful help: The costs of backing up behavior in teams*. Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. (2006, November). *Intraindividual antecedents and outcomes of work-family conflict: Workload, affect, and social behavior*. Paper presented at the 3rd International Forum CRITEOS, Lisbon, Portugal.
- Wagner, D. T., Ilies, R., & Schwind, K. M. (2006, August). *A dynamic analysis of need fulfillment and well-being at work and home*. Part of the Symposium: *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*, R. Ilies and D. T. Wagner (Chairs), presented at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.
- Wagner, D. T. & Ilies, R. (2006, August) *Making sense of motivational leadership: The trail from transformational leaders to motivated followers*. Interactive paper session presented at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.
- Wagner, D. T. & Morgeson, F. P. (2006, May). *Limits on leadership and job design: Importance of error criticality*. Poster session presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. (2006, May). *Emotional transfer in teams: Antecedents, processes, and outcomes*. Interactive poster session presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. (2006, May). *The influence of work overload on well-being: A dynamic work-family study*. Part of the Symposium: *Processes Linking Work and Family Domains: Taking a Dynamic Approach*, R. Ilies and K. M. Schwind (Chairs), presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

RESEARCH INTERESTS

Dynamic processes of mood and emotion
 Sleep and fatigue in organizations
 Work-life interface

PROFESSIONAL AFFILIATIONS

Academy of Management
 Western Academy of Management
 Society for Industrial and Organizational Psychology
 American Psychological Association

PROFESSIONAL SERVICE

Editorial Board Member

2013-present	Academy of Management Journal
2013- present	Academy of Management Discoveries (founding board member)
2017-present	Personnel Psychology
2016-present	Journal of Management Inquiry
2013-2016	Organizational Behavior and Human Decision Processes

Ad Hoc Reviewer

Journal of Management
 Journal of Applied Psychology
 Journal of Organizational Behavior
 Journal of Occupational and Organizational Psychology
 PLOS ONE
 Psychological Science
 Hong Kong Research Grant Council
 Israel Science Foundation Grant Council
 Academy of Management Annual Meeting
 Society for Industrial and Organizational Psychology Annual Meeting

UNIVERSITY SERVICE

2017, 2018	Recruiting committee, Department of Management, University of Oregon
2015-present	Ph.D. program coordinator, Department of Management, University of Oregon
2015-present	Proseminar coordinator, Department of Management, University of Oregon
2014-2016	Chair, recruiting committee, Department of Management, University of Oregon
2012-2013	Ph.D. program coordinator (interim), Singapore Management University
2010-present	Ph.D. program committee, Singapore Management University
2010-present	Subject pool system coordinator, Singapore Management University
2010-2011	Research seminar series coordinator, Singapore Management University

DISSERTATION AND THESIS COMMITTEES

2018	Simeon Minard, University of Oregon (Economics), Doctoral Dissertation (in progress) (Committee member)
2018	Emily Plews, University of Oregon (Management), Doctoral Dissertation (in progress) (Chair)
2018	Matthew Robison, University of Oregon (Psychology), Doctoral Dissertation (Committee member)
2017	Jeffrey Gish, University of Oregon, Doctoral Dissertation (in progress) (Chair)

- 2016 Katherine Arsenault, University of Oregon, Master's Thesis (Pass with Honors) (Committee member)
- 2016 Hunter Gross, University of Oregon, Undergraduate Honors Thesis (Pass with Honors) (Chair)
- 2016 Marita Maffit, University of Oregon, Undergraduate Honors Thesis (Pass with Honors) (Chair)

TEACHING PERFORMANCE

University of Oregon

Advising

- 2016 Nominated for Excellent Faculty Advising Award

Research in Organizational Behavior

(Ph.D. seminar)

- 2017 5.00/5 (instructional quality)

Negotiation Strategies

(MGMT 417; 4th year business students)

- 2018 4.9/5 (instructional quality)
- 2017 4.44/5 (instructional quality)
- 2016 4.73/5 (instructional quality)

Management Proseminar

(MGMT 690; PhD students)

- 2016 4.70/5 (instructional quality)

Negotiation

(MGMT 623; MBA, MAcc students)

- 2018 4.7/5 (instructional quality)
- 2017 4.68/5 (instructional quality)
- 2016 4.31/5 (instructional quality)
- 2015 4.54/5 (instructional quality)

Managing Organizations

(MGMT 321; 2nd, 3rd, 4th year business students)

- 2016 4.63/5 (instructional quality)
- 2015 4.54/5 (instructional quality; across 3 sections)

Singapore Management University

Developing Self and Others - Executive Development

(Barclays global Transform Programme; Managing Directors)

2013-2014

Research in Organizational Behavior

(Ph.D. seminar; 1st year students)

2013 4.5/5

Management of People at Work

(OBHR101; 2nd, 3rd, 4th year students)

2013 6.5/7 * Dean's Teaching Honour List

2012 4.4/5 * Dean's Teaching Honour List

2011 4.3/5

2010 4.0/5

Michigan State University

Management Skills

(MGT325; 3rd year students)

2008 4.5/5.0

Organizational Behavior and Management of Human Resources

(MGT315; 3rd year students)

2007 4.3/5