

# SMRITI ANAND

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Illinois Institute of Technology, Stuart School of Business  
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## EDUCATION

- Ph.D. College of Business Administration, University of Illinois at Chicago (UIC)  
2011 Major: Organizational Behavior and Human Resource Management (OB & HRM)  
Dissertation Title: Multi-level Examination of Idiosyncratic Deals: Antecedents and Consequences  
Dissertation Committee: Robert C. Liden (Chair), Shelley Brickson, Sophia Marinova, Denise M. Rousseau, and Sandy J. Wayne.
- MBA Kellogg School of Management, Northwestern University, Evanston, IL  
2002 Management & Strategy
- M.S. University of Illinois at Chicago, Chicago, IL  
1995 Electrical Engineering
- B.S. Ranchi University, Sindri, India  
1991 Electrical Engineering

## PROFESSIONAL EXPERIENCE

- 2011-Present Illinois Institute of Technology, Chicago, IL.  
2017-Present *Associate Professor*, Stuart School of Business  
2011-2017 *Assistant Professor*, Stuart School of Business
- 2005-2010 *Research / Teaching Assistant*, College of Business Administration, University of Illinois at Chicago.
- 1995-2003 Motorola, Inc., Schaumburg, IL.  
*Product Manager*, PCS; *Lead Engineer*, iDEN (Cellular & Dispatch Infrastructure)
- 1994-1995 *Systems Analyst*, Information Resources, Inc., Chicago, IL
- 1991-1992 *Project Engineer*, Bihar Electricals, Ltd., Jamshedpur, India

## HONORS, AWARDS, AND RECOGNITION

- 2020-Present *Human Relations* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50)  
2022-Present Co Editor-in-Chief  
2021-2022 Co-Editor  
2020-2021 Associate Editor

- 2018 IIT Stuart School of Business Beta Gamma Sigma Professor of the Year Award
- 2016 IIT Stuart School of Business Excellence in Teaching Award
- 2012 Society for Industrial & Organizational Psychology (SIOP) Scholar
- 2012 2011 Emerald/EFMD Outstanding Doctoral Research Award in Human Resource Management
- 2010 Society for Human Resource Management (SHRM) Dissertation Grant Award
- 2010 SIOP Foundation Lee Hakel Graduate Student Scholarship Award
- 2010 FMC Technologies, Inc., Graduate Student Fellowship Award
- 2010 UIC OB/HRM Doctoral Student Research Award
- 2002 Inducted in Beta Gamma Sigma Honor Society, USA

## PUBLICATIONS AND GRANTS

Link to Google Scholar Profile:

<http://scholar.google.com/citations?user=pmDjCh4AAAAJ&hl=en>

## JOURNAL ARTICLES

1. **Anand, S.**, Meuser, J. D., Vidyarthi, P. R., Liden, R. C., Rousseau, D. M., & Ekkirala, S. (2022). A multi-level model of i-deals in workgroups: Employee and coworker perceptions of leader fairness, i-deals and group performance. *Journal of Management Studies*, 59, 489-517. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
2. **Anand, S.** & Mitra<sup>1</sup>, A. (2022). No family left behind: Flexibility i-deals for employees with stigmatized family identities. *Human Relations*, 75, 956-988. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
3. Jahantab<sup>2</sup>, F., Vidyarthi, P. R., **Anand, S.**, & Erdogan, B. (In press). When are the bigger fish in the small pond better citizens? A multi-level examination of relative overqualification and outcomes in workgroups. *Group & Organization Management*. (ABDC Journal Ranking: A).
4. Jahantab, F., **Anand, S.**, & Vidyarthi, P. R. (In press). Exhausted by social distancing: Understanding the effects of COVID-19 pandemic in workgroups. *Personnel Review*. (ABDC Journal Ranking: A).

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<sup>1</sup> PhD student at University of Illinois at Chicago during this project

<sup>2</sup> PhD student at University of Texas at El Paso during this project

5. Sharma, D., Ghosh, K., Mishra<sup>3</sup>, M., & **Anand, S.** (In press). You stay home, but we can't: Invisible 'dirty' work as calling amid COVID-19 pandemic. *Journal of Vocational Behavior*. (ABDC Journal Ranking: A\*).
6. Wang<sup>4</sup>, J., **Anand, S.**, Li<sup>4</sup>, H., & Du, W. (2022). Marriage equality for everyone? The business case for same-sex marriage legislation. *Journal of Business Research*, 148, 190-202. (ABDC Journal Ranking: A).
7. Rofcanin, Y. & **Anand, S.** (2020). Introduction to the Virtual Special Issue of *Human Relations: Flexible Work Practices and Work-Family Domain*. 73, 1182-1185. <https://doi.org/10.1177/0018726720935778>. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
8. **Anand, S.**, Hu, J., Vidyarthi, P. R., & Liden, R.C. (2018). Leader-member exchange as a linking pin in the idiosyncratic deals - performance relationship in workgroups. *The Leadership Quarterly*, 29, 698-708. (ABDC Journal Ranking: A\*).
9. **Anand, S.**, Vidyarthi, P. R., & Rolnicki<sup>4</sup>, S. (2018). Leader-member exchange and organizational citizenship behaviors: Contextual effects of leader power distance and group task interdependence. *The Leadership Quarterly*, 29, 489-500. (ABDC Journal Ranking: A\*).
10. **Anand, S.**, Hasan, I., Sharma, P., & Wang, H. (2018). State enforceability of non-compete agreements: Regulations that stifle productivity. *Human Resource Management*, 57, 341-354. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
11. Liden, R. C., **Anand, S.**, & Vidyarthi, P. R. (2016). Dyadic relationships. *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 139-166. (ABDC Journal Ranking: A\*).
12. Vidyarthi, P. R., Singh<sup>5</sup>, S., Erdogan, B., Chaudhry, A., Posthuma, R., & **Anand, S.** (2016). Individual deals within workgroups: Investigating the role of relative i-deals for employee performance. *Journal of Applied Psychology*, 101, 1536-1552. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
13. **Anand, S.**, Vidyarthi, P. R., Singh<sup>5</sup>, S., & Ryu<sup>5</sup>, S. (2015). Family interference and employee dissatisfaction: Do agreeable employees better cope with stress? *Human Relations*, 68, 691-708. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
14. Vidyarthi, P. R., **Anand, S.**, & Liden, R. C. (2014). Do emotionally perceptive leaders motivate higher employee performance? The moderating role of task interdependence and power distance. *The Leadership Quarterly*, 25, 232-244. (ABDC Journal Ranking: A\*).
15. Vidyarthi, P. R., Chaudhry, A., **Anand, S.**, & Liden, R. C. (2014). Flexibility i-deals: How much is ideal? *Journal of Managerial Psychology*, 29, 246-265. (ABDC Journal Ranking: B).

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<sup>3</sup> PhD student at Indian Institute of Management, Rohtak, India during this project

<sup>4</sup> PhD student at IIT Stuart School of Business during this project

<sup>5</sup> PhD student at University of Texas at El Paso during this project

16. Vidyanthi, P. R., Erdogan, B., **Anand, S.**, Liden, R. C., & Chaudhry, A. (2014). One member, two leaders: Extending leader-member exchange theory to a dual leadership context. *Journal of Applied Psychology*, 99, 468-483. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
17. **Anand, S.**, Vidyanthi, P., Liden, R. C., & Rousseau, D. (2010). Good citizens in poor quality relationships: Idiosyncratic deals as a substitute for relationship quality. *Academy of Management Journal*, 53, 970-988. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
18. Vidyanthi, P., Liden, R. C., **Anand, S.**, Erdogan, B., & Ghosh, S. (2010). Where do I stand? Examining the effects of leader-member exchange social comparison on employee work behaviors. *Journal of Applied Psychology*, 95, 849-861. (ABDC Journal Ranking: A\*; Listed in Financial Times' FT50).
19. Vidyanthi, P. & **Anand, S.** (2009). Offer-acceptance index: A proposed recruitment instrument to predict job applicants' behavior. *Advances in Management*, 2, 7-14.

#### REFEREED CONFERENCE PROCEEDINGS

1. **Anand, S.** & Durango-Cohen, E. J. (2016). The effects of human resource management decisions: An experiential exercise. *Proceedings of the Teaching Society for Management Educators (MOBTS)*.
2. **Anand, S.**, Hasan, I., Sharma, P., & Wang, H. (2015). Covenants not to compete: The ties that stifle productivity. *Academy of Management Best Paper Proceedings*, DOI:10.5465/AMBPP.2015.220, Online ISSN: 2151-6561.
  - **Recognized as one of the best papers at Academy of Management Annual Meeting 2015** (a designation assigned to approximately the top 10% of accepted papers).
3. Hu, J., Vidyanthi, P. R., **Anand, S.**, & Liden, R. C. (2010). Examining a social exchange model of developmental idiosyncratic deals and employee organizational citizenship behavior. *Proceedings of the Southern Management Association*.

#### BOOKS & OTHER PUBLICATIONS

1. **Anand, S.** & Rofcanin, Y. (2022). *Idiosyncratic Deals at Work: Exploring Individual, Organizational, and Societal Perspectives*. **Co-editor**. New York, NY: Palgrave Macmillan.
2. **Anand, S.** & Rofcanin, Y. (2022). I-deals and the future of work: A research agenda for the post-pandemic age. In S. Anand & Y. Rofcanin (Eds.), **Idiosyncratic Deals at Work: Exploring Individual, Organizational, and Societal Perspectives** (pp. 309-333). New York, NY: Palgrave Macmillan.

3. Sharma, P., **Anand, S.**, Wagman, L., & Haddadian Nekah<sup>6</sup>, P. (2022). I-deal or no i-deal? Lessons for managers from economic theory. In S. Anand & Y. Rofcanin (Eds.), **Idiosyncratic Deals at Work: Exploring Individual, Organizational, and Societal Perspectives** (pp. 45-70). New York, NY: Palgrave Macmillan.
4. Vidyarthi, P.R., Renz<sup>7</sup>, F.M., Villanueva<sup>7</sup>, S.J., & **Anand, S.** (2022). Idiosyncratic deals in workgroups: Social comparisons and organizational justice perspectives in a lifecycle framework. In S. Anand & Y. Rofcanin (Eds.), **Idiosyncratic Deals at Work: Exploring Individual, Organizational, and Societal Perspectives** (pp. 95-118). New York, NY: Palgrave Macmillan.
5. Rofcanin, Y. & **Anand, S.** (2020). What happens at home stays at home! **Sage JournalsBlog: Research, Editor's Picks**. <https://journalsblog.sagepub.com/blog/what-happens-at-home-stays-at-home>.
6. **Anand, S.** (2018). I-deals. In S. C. de Janasz and J. Crossman (Eds.), **Teaching Human Resource Management: An Experiential Approach** (pp. 189-194), Northampton, MA: Edward Elgar.
7. **Anand, S.** & Vidyarthi, P. R. (2015). Idiosyncratic deals in the context of workgroups. In P. M. Bal and D. M. Rousseau (Eds.), **Idiosyncratic deals between Employees and Organizations: Conceptual Issues, Applications, and the Role of Coworkers** (pp. 92-106), OX, UK: Routledge- Taylor & Francis Group.
8. **Anand, S.**, Vidyarthi, P. R., & Park<sup>8</sup>, H. (2015). LMX differentiation: Understanding relational leadership at individual and group levels. In T. Bauer & B. Erdogan (Eds.), **The Oxford Handbook of Leader-member Exchange** (pp. 263-291). Oxford, UK: Oxford University Press.
9. Bhawuk, D. P. S. & **Anand, S.** (2015). Cross-cultural management: Discrepancies between dealing with diversity at corporate and individual levels of employment. In E. Christopher (Ed.), **International Management and Intercultural Communication, Vol. 1** (pp. 77-89). London, UK: Palgrave Macmillan.
10. **Anand, S.**, Hu, J., Liden, R. C., & Vidyarthi, P. (2011). Leader-member exchange: Recent research findings and prospects for the future. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.), **The Sage Handbook of Leadership** (pp. 311-325), Thousand Oaks, CA: Sage.

## UNDER REVIEW AND WORKING PAPERS

1. Jahantab, F., Vidyarthi, P. R., & **Anand, S.** When do overqualified employees misbehave? Perceived overqualification to counterproductive work behaviors relationship in the context of workgroup justice and task interdependence. Under first review at **Small Group Research** (ABDC Journal Ranking: A).

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<sup>6</sup> PhD student at IIT Stuart School of Business during this project

<sup>7</sup> PhD student at University of Texas at El Paso during this project

<sup>8</sup> PhD student at University of Illinois at Chicago during this project

2. Ghosh, K., Irum<sup>9</sup>, A., Sharma, D., & **Anand, S.** What comes first: Self or social? Occupational identification in emotional dirty work. Under first review at *Journal of Occupational and Organizational Psychology* (ABDC Journal Ranking: A).
3. Mishra, M., Ghosh, K., Sharma, D., & **Anand, S.** Leader's self-sacrifice and follower's (un)ethicality: An identification perspective. Under first review at *The Leadership Quarterly* (ABDC Journal Ranking: A\*).
4. **Anand, S.**, Vidyarthi, P. R., & Jahantab, F. When network centrality engenders i-deals: A test of the social ledger model. Manuscript being prepared for submission to *Personnel Psychology* (ABDC Journal Ranking: A\*).
5. Vidyarthi, P. R., **Anand, S.**, & Jahantab, F. Consequences of the accident of birth: A multi-level examination of employee caste status, influence network centrality and work performance. Manuscript being prepared for submission to *Journal of Management Studies* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50).
6. **Anand, S.**, Sharma, P., & Rousseau, D.M. Applying contract theory lens to idiosyncratic deals: The relational contracts approach. Manuscript being prepared for submission to *Organization Science* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50).
7. Xing, Z<sup>10</sup>., Jayarajan, D., & **Anand, S.** Peer-to-Peer loan performance: The impact of unsecured consumer loans. Manuscript being prepared for submission to *International Journal of Research in Marketing* (ABDC Journal Ranking: A\*) in Spring 2023.
8. Garg<sup>11</sup>, S., Sinha, S., & **Anand, S.** Job crafting to idiosyncratic deals: The why and how of the transition. In data collection phase. Target: *Journal of Applied Psychology* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50).

## RESEARCH GRANTS

1. **Anand, S.** & Sharma, P. (2018). Negotiating i-deals: Career management in the new economy. **Faculty Innovation grant, Illinois Institute of Technology.** \$2000 awarded.
2. **Anand, S.** & Sharma, P. (2017). Information asymmetry in relational contracts: I-deals differentiation to individual & team effectiveness relationship as an exemplar. **Summer research grant, Illinois Institute of Technology, Stuart School of Business.** \$10,000 awarded.
3. **Anand, S.** & Liden, R. C. (2011-2014). Idiosyncratic deals in the workplace and employees' career outcomes: The role of an MBA degree. **Graduate Management Admission Council Management Education Research Institute.** \$83,455 awarded.
4. **Anand, S.** (2010). Multi-level examination of idiosyncratic deals: Antecedents and consequences. **Dissertation Grant, Society for Human Resource Management Foundation.** \$5000 awarded.

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<sup>9</sup> PhD student at Indian Institute of Management, Rohtak, India

<sup>10</sup> PhD student at Illinois Institute of Technology

<sup>11</sup> PhD student at Indian Institute of Technology, Delhi, India

5. **Anand, S.** (2010). Multi-level examination of idiosyncratic deals: Antecedents and consequences. **Dissertation Grant, Society for Industrial and Organizational Psychology Foundation.** \$3500 awarded.
6. **Anand, S.,** Hoobler, J., Vidyarthi, P., & Liden, R. C. (2007). Understanding job offer acceptance behavior: The effects of perceived embeddedness on job choice behavior. **University of Illinois Center for Human Resource Management.** \$7,300 awarded.
7. Vidyarthi, P., Liden, R. C., & **Anand, S.** (2006). Talent management in the era of offshoring: A social exchange model of turnover in offshore employees. **University of Illinois Center for Human Resource Management.** \$6,500 awarded.

## INVITED TALKS, PANELS, AND CONFERENCE PRESENTATIONS

### INVITED RESEARCH TALKS

1. Anand, S. (Fall 2022). Research Workshop, **XLRI Xavier School of Management, India.** Topic: Developing Yourself as an Emerging Scholar.
2. Anand, S. (Spring 2022). Faculty Development Workshop, **Indian Institute of Management Rohtak, India.** Topic: The Art and Science of Research Publishing.
3. Anand, S. (Spring 2022). Research Workshop, **Department of Management Studies (DMS), Indian Institute of Technology Delhi, India.** Topic: The Art and Science of Research Publishing.
4. Anand, S. (Spring 2022). Speaker in Editors' Research Seminar for Faculty Members and PhD Students, **Indian Institute of Management Jammu, India.** Topic: Understanding the academic journal publication process.
5. Anand, S. (Spring 2020). Speaker in Research Webinar Series, **Future of Work Centre, University of Bath, U.K.** Topic: How to Publish in U.S. Journals.
6. Anand, S. (Spring 2020). Speaker in Research Webinar Series, **Department of Management, Bogazici University, Turkey.** Topic: Workgroup Social Networks and I-deals.
7. Anand, S. (Spring 2020). Speaker in Research Seminar Series, **Faculty of Management Studies (FMS), University of Delhi, India.** Topic: Designing Research Studies and Publishing in Leading Journals of Management.
8. Anand, S. (Spring 2020). Speaker in Research Seminar Series, Fellow Program in Management (FPM), **International Management Institute, India.** Topic: Publishing 101: Theory building and Testing a Conceptual Model.
9. Anand, S. (Spring 2020). PhD Student Development Workshop, **Department of Management Studies (DMS), Indian Institute of Technology Delhi, India.** Topic: Theory building and Testing a Conceptual Model.

10. Anand, S. (Spring 2020). Research Workshop, Fellow Programme in Management (FPM), **Indian Institute of Management Ranchi**, India. Topic: Designing Research Studies and Publishing in Leading Journals of Management.
11. Anand, S. (Spring 2020). Faculty Development Workshop, **BML Munjal University School of Management, India**. Topic: Publishing 101: Writing for Top-tier Journals of Management.
12. Anand, S. (2018). Speaker in Advanced Research Methods Seminar, **OB/HRM PhD program, University of Illinois at Chicago**, IL. Topic: Social network theory and analysis.

#### **EXPERT PANELS AT REFEREED CONFERENCES**

1. Anand, S. (2022). Panelist in research caucus titled “Hybrid Work Arrangements”, organized by Sanders, K. & Dhaenens, A. Other Panelists: Anseel, F., Bešić, A., Biron, M., Hu, D., Hyde, S., O’Kane, P., Ott, D., Pekar-Milicevic, M., Presbitero, A., Raghuram, S., Reimers, C., Ruwhiu, D., Vardaman, J., Walton, S., & Yang, H. **Annual Meeting of the Academy of Management**, Seattle, WA.
2. Anand, S. (2021). Panelist in research workshop titled “I-deals and career management”, Organized by Simosi, M. & Rousseau, D.M. Other Panelists: Aldossari, M., Bal, M., Chaudhry, S., Conway, N., Ho, V., & Tomprou, M. **Annual Meeting of the Academy of Management (Virtual)**.
3. Anand, S. (2020). Panelist in research workshop titled “Leader-member exchange (LMX) incubator”, organized by Meuser, J.D. & Scandura, T.A. Other Panelists: Bauer, T., Cogliser, C., Cullen-Lester, K., Emery, C., Liden, R.C., Nahrgang, J., Rockstuhl, T., Shore, L., Sin, H.P., Tse, H., & Vidyarthi, P.R. Virtual Conference (related to the **Annual Meeting of the Academy of Management**).
4. Anand, S. (Summer 2020). Panelist in **Idiosyncratic Deals (I-deals) conference for doctoral students**, organized by Dotun, A. & Tekeste, M. Other panelists: Aldossari, M., Bal, M., Rofcanin, Y., Simosi, M. Virtual Conference.
5. Anand, S. (2019). Panelist in research symposium titled “LMX incubator: Social causes and consequences of LMX (Relative, Differentiation, Comparison, Affect)”, organized by Meuser, J.D. & Scandura, T.A. Other Panelists: Bingham, J., Choi, D., Colbert, A.E., Epitropaki, O., Graham, L., Sun, J., Tse, H., Vidyarthi, P.R., Wang, S., Xu, H., & Zheng, Y. **Annual Meeting of the Academy of Management**, Boston, MA.
6. Anand, S. (2018). Panelist in research symposium titled “Current developments in leader-member exchange (LMX): A research incubator”, organized by Meuser, J.D., & Scandura, T.A. Other Panelists: Dulebohn, J.H., Epitropaki, O., Goldberg, C., Hoch, J., Martin, R., Meuser, J.D., Rockstuhl, T., Thomas, G., Tse, H., Vidyarthi, P.R., Wu, D., & Zhang, L. **Annual Meeting of the Academy of Management**, Chicago, IL.
7. Anand, S. (2016). Panelist in research symposium titled “Leader-member exchange (LMX) research incubator caucus”, organized by Meuser, J.D., & Scandura, T.A. Other Panelists: Bauer, T.N., Day, D.V., Emery, C., Epitropaki, O., Erdogan, B., Liden, R.C., Nahrgang, J.D., Pellegrini,

E.K., Sparrowe, R., Vidyarthi, P.R., & Wayne, S.J. **Annual Meeting of the Academy of Management**, Anaheim, CA.

8. Anand, S. (2012). Panelist in research symposium titled “Leader-member exchange: Timeless or time to rethink?”, organized by Hepperlen, M.T. Other Panelists: Dulebohn, J., Erdogan, B., Hoch, J., Seers, A., & Vidyarthi, P. R. **Annual Conference of the Society for Industrial & Organizational Psychology**, San Diego, CA.

## **PRESENTATIONS AT REFEREED CONFERENCES**

1. **Anand, S.**, Vidyarthi, P. R., & Jahantab, F. (2022). Employee centrality in workgroup social networks and i-deals: A test of the ledger model. **Annual Meeting of the Academy of Management**, Seattle, WA.
2. Jahantab, F., **Anand, S.**, & Vidyarthi, P. R. (2022). Overqualification, idiosyncratic deals, and employee performance in the workgroup context. **Annual Meeting of the Academy of Management**, Seattle, WA.
3. **Anand, S.**, Vidyarthi, P. R., & Jahantab, F. (2021). Consequences of the accident of birth: A multi-level examination of employee caste status, influence network centrality and work performance. **Annual Meeting of the Academy of Management**, Virtual.
4. Jahantab, F., **Anand, S.**, & Vidyarthi, P. R. (2021). Exhausted by social distancing: Understanding the effects of COVID-19 pandemic in workgroups. **Annual Meeting of the Academy of Management**, Virtual.
5. **Anand S.** & Sharma, P. (2021). Applying contract theory lens to idiosyncratic deals: The relational contracts approach. Idiosyncratic Deals –A Methodological and Theoretical Development Meeting, organized by **University of Edinburgh & University of London**, Virtual.
6. Shah, K<sup>12</sup>. & **Anand, S.** (2021). Power Distance: The effect of a match or mismatch between teens and parents on stress, anxiety, and depression. **Annual Meeting of the Association for Psychological Science**, Virtual.
7. **Anand, S.** & Standish<sup>13</sup>, M. (2020). Tied to my leader, tied to my organization: Moderating effects of collectivism & power distance. **Annual Meeting of the Association for Psychological Science**, Virtual.
8. Jahantab<sup>14</sup>, F., **Anand, S.**, & Vidyarthi, P. R. (2020). When do i-deals make one central? Contextual effects of task interdependence and power distance. **Annual Meeting of the Academy of Management**, Virtual.
9. Jahantab<sup>14</sup>, F., Vidyarthi, P. R., & **Anand, S.** (2019). When do overqualified employees misbehave? Perceived overqualification to counterproductive work behaviors relationship in the

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<sup>12</sup> Undergraduate student at Vanderbilt University during this project

<sup>13</sup> PhD student at Illinois Institute of Technology during this project

<sup>14</sup> PhD student at University of Texas at El Paso during this project

- context of workgroup fairness. **Annual Meeting of the Southern Management Association**, Norfolk, VA.
10. Mitra<sup>15</sup>, A. & **Anand, S.** (2019). Stigmatized family identities and I-deals: An integrative approach. **Annual Meeting of the Academy of Management**, Boston, MA.
  11. Mitra<sup>15</sup>, A., **Anand, S.**, Du, W., & Wang, H. (2019). Boon or bane? The business case for state same-sex marriage legislation. **Annual Meeting of the Academy of Management**, Boston, MA.
  12. Mitra<sup>15</sup>, A., **Anand, S.**, Du, W., & Wang, H. (2019). Marriage equality: Blessing employees and organizations alike? **Annual Conference of the Society for Industrial & Organizational Psychology**, Washington DC.
  13. **Anand, S.**, Hu, J., Vidyarthi, P.R., & Liden, R.C. (2018). Leader-member exchange as a linking pin in the i-deals – performance relationship in workgroups. **Annual Meeting of the Academy of Management**, Chicago, IL.
  14. **Anand, S.** & Mitra<sup>15</sup>, A. (2018). One size or to each their own: Changing family structures and idiosyncratic work arrangements. **Journal of Management Studies Conference on Diversity Perspective on Management**, Babson Park, MA.
  15. Jahantab<sup>16</sup>, F., Vidyarthi, P.R., Erdogan, B., & **Anand, S.** (2018). “Leader-Member exchange social comparison as a mediator of the effects of relative overqualification” as part of research symposium titled “A process approach to LMX: Examining dynamics, differentiation, and social comparison”, organized by Bartels, A.L., Sessions, H., & Nahrgang, J. **Annual Meeting of the Academy of Management**, Chicago, IL.
  16. **Anand, S.** & Sharma, P. (2017). Information asymmetry in relational contracts: I-deals differentiation to individual & team effectiveness relationship as an exemplar. **Annual Meeting of the Midwest Academy of Management**, Chicago, IL.
  17. **Anand, S.**, Meuser<sup>15</sup>, J.D., Vidyarthi, P.R., Rousseau, D.M., & Ekkirala, S. (2017). I-deal makers in workgroups: Multi-level effects of leader fairness and i-deal distribution. **Annual Meeting of the Academy of Management**, Atlanta, GA.
  18. **Anand, S.**, Ayman, R., & Burris<sup>17</sup>, K. (2016). The role of the leader in creating flexibility i-deals. **Annual Meeting of the Society of Consulting Psychology**, Orlando, FL.
  19. **Anand, S.** & Vidyarthi, P.R. (2016). Employee centrality in workgroup social networks and idiosyncratic deals. **Annual Meeting of the Academy of Management**, Anaheim, CA.
  20. **Anand, S.**, Hasan, I., Sharma, P., & Wang, H. (2015). Covenants not to compete: The ties that stifle productivity. **Annual Meeting of the Academy of Management**, Vancouver, Canada.

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<sup>15</sup> PhD student at University of Illinois at Chicago during this project

<sup>16</sup> PhD student at University of Texas at El Paso during this project

<sup>17</sup> PhD student at Illinois Institute of Technology during this project

21. Vidyarthi, P.R., Chaudhry, A., Erdogan, B., Singh<sup>18</sup>, S., Posthuma, R., & **Anand, S.** (2015). Individual deals within workgroups: The role of relative i-deals for employee performance. **Annual Meeting of the Southern Management Association**, St. Pete Beach, FL.
22. **Anand, S.**, Park<sup>19</sup>, H., Vidyarthi, P.R., & Liden, R.C. (2014) Is an MBA degree worth the cost? Idiosyncratic deals and the perceived value of an MBA degree. **Annual Meeting of the Academy of Management**, Philadelphia, PA.
23. **Anand, S.**, Meuser<sup>19</sup>, J.D., Vidyarthi, P.R., Ekkirala, S. (2013). Leader fairness and employee i-deals: Coworkers as the enablers. **Annual Meeting of the Academy of Management**, Lake Buena Vista, FL.
24. **Anand, S.**, Vidyarthi, P.R., Singh<sup>18</sup>, S., & Ryu<sup>18</sup>, S. (2013). Workplace stress and dissatisfaction: Do agreeable employees cope better? **Annual Convention of the American Psychological Association**, Honolulu, HI.
25. **Anand, S.**, Vidyarthi, P.R., & Srinivas, E.S. (2012). Idiosyncratic deals: A group level exploration. **Annual Meeting of the Southern Management Association**, Ft. Lauderdale, FL.
26. **Anand, S.** (2011). Multi-level examination of idiosyncratic deals: Antecedents and consequences. **Annual Meeting of the Academy of Management**, San Antonio, TX.
27. **Anand, S.**, Vidyarthi, P.R., & Liden, R.C. (2011). LMX and TMX as relational bases of organizational identification: Moderating role of culture. **Annual Meeting of the Southern Management Association**, Savannah, GA.
28. Bhawuk, D.P.S. & **Anand, S.** (2010). A multilevel case analysis of disconnect between diversity management policy and implementation. **Annual Meeting of the Academy of Management**, Montreal, Canada.
29. Chaudhry, A., Vidyarthi, P.R., **Anand, S.**, & Liden, R.C. (2010). How much flexibility is ideal? The relationship between flexibility I-deals and employee attitudes. **Annual Meeting of the Academy of Management**, Montreal, Canada.
30. Hu, J., Vidyarthi, P.R., **Anand, S.**, & Liden, R.C. (2010). Examining a social exchange model of developmental idiosyncratic deals and employee organizational citizenship behavior. **Annual Meeting of the Southern Management Association**, St. Pete Beach, FL.
31. Vidyarthi, P.R., **Anand, S.**, & Liden, R.C. (2009). Leader's emotional intelligence and employee performance and embeddedness. **Annual Meeting of the Southern Management Association**, Asheville, NC.

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<sup>18</sup> PhD student at University of Texas at El Paso during this project

<sup>19</sup> PhD student at University of Illinois at Chicago during this project

32. Vidyarthi, P.R., **Anand, S.**, & Liden, R.C. (2009). Leader-member exchange social comparison: Examining effects of perceived LMX differentiation on employee outcomes. **Annual Meeting of the Academy of Management**, Chicago, IL.
33. **Anand, S.**, & Vidyarthi, P.R. (2008). Leader-member exchange and employee outcomes: A multilevel examination of the moderating effects of leader power distance and within group task interdependence. **Annual Meeting of the Academy of Management**, Anaheim, CA.
34. **Anand, S.**, Vidyarthi, P.R., Liden, R.C., & Rousseau, D.M. (2008). Idiosyncratic deals and organizational citizenship behaviors: Moderating effects of exchange relationships. **Annual Meeting of the Academy of Management**, Anaheim, CA.
35. Vidyarthi, P.R., & **Anand, S.** (2008). Ingratiation and leader-member exchange: The moderating role of employee competence. **Annual Meeting of the Academy of Management**, Anaheim, CA.
36. Bhawuk, D.P.S., & **Anand, S.** (2006). Integrating minority women in the U.S. organizations: Conflict between diversity policy and implementation. **Annual Meeting of the Academy of Management**, Atlanta, GA.
37. Bhawuk, D.P.S. & **Anand, S.** (2005). Minority experience in US organizations. **Fourth Biennial Conference on Intercultural Research** (symposium on macro and micro perspectives on multiculturalism), Kent State, OH.

#### **KEYNOTES, INDUSTRY PRESENTATIONS & COMMUNITY ENGAGEMENT**

1. Xing, Z<sup>20</sup>., **Anand, S.**, & Jayarajan, D. (Fall 2022). **Presentation**, Welcome Week Student Research Poster Day, **Illinois Institute of Technology**, Chicago, IL. Topic: Peer-to-Peer loan performance: The impact of unsecured consumer loans.
2. Anand, S. (Fall 2022). **Keynote**, Conference on Consilience in Business Practices, Sponsored by **Symbiosis Centre for Management & Human Resource Development, India** and EM Normandie Business School, France. Topic: The state of idiosyncratic work arrangements (i-deals) research.
3. Anand, S. (Spring 2022). **Lecture**, Alumni University Session Series, **Illinois Institute of Technology**, Chicago, IL. Topic: Leading a multi-generational workforce.
4. Anand, S. (Summer 2020). **Keynote**, Fellow Programme in Management (equivalent to a PhD) Induction ceremony, **Indian Institute of Management Rohtak**, India. Topic: How to make a transition from the corporate world to academia?
5. Anand, S. (Summer 2020). **Lecture**, Management Webinar Series for MBA Students, **Indian Institute of Management Rohtak**, India. Topic: Crisis Leadership: How to Lead in Times of COVID-19.

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<sup>20</sup> PhD student at Illinois Institute of Technology during this project

6. Anand, S. (February 2020). **Lecture, Walgreen Company**, Deerfield, IL. Topic: Leading a multi-generational and multi-cultural workforce. Seminar hosted by **African American Leadership Network**.
7. Anand, S. (January 2020). **Keynote**, Business Scholars Welcome Back Event, **University of Illinois at Chicago**, IL. Topic: Leadership for Generation Z.
8. Anand, S. (November 2019). **Lecture, BMO Harris Bank**, Chicago, IL. Topic: Leading a multi-generational and multi-cultural workforce. Seminar hosted by **BMO Harris Latino Alliance**.
9. Anand, S. (September 2019). **Lecture, Argonne National Laboratory**, Lemont, IL. Topic: Being an active bystander. Seminar hosted by **Energy and Global Security Diversity and Inclusion Council**.
10. Anand, S. (2019). **Organizer & Moderator of Industry Expert Panel** titled “Negotiating I-deals”. Co-organizer: Sharma, P. Panelists: Kull, C., Kerin, J., Patel, A. Rousseau, D.M., Yadav, N. **Illinois Institute of Technology**, Chicago, IL.
11. Anand, S. (2019). **Panelist, Illinois Tech Radio Show/Podcast Curiosity Unplugged**, hosted by: White, C. & Humer, C. Other Panelists: Ayitou, J.L. & Williams, A. Topic: Is higher education doing enough to help underrepresented students succeed? **Illinois Institute of Technology**, Chicago, IL.
12. Anand, S. (Fall 2018). **Lecture, Future Business Leaders of America (FBLA) National Leadership Conference**, Chicago, IL. Topic: Leadership for generation Z.
13. Anand, S. (Spring 2018). **Lecture, Annual Marketing Conference of LittleFuse, Inc.**, Des Plaines, IL. Topic: Communication across multiple generations in the workplace: Challenges and solutions.
14. Anand, S. (Fall 2017). **Panelist, Higher Education Recruitment Consortium (HERC) Conference on Generational Diversity**. Panel Discussion titled “Finding a common ground: Conflict resolution techniques for leading a collaborative multigenerational team”. Other Panelists: Durham, L.A., Foram, S.S., King, M., & Jeffery, K. **HERC**, Chicago, IL.
15. Anand, S. (2014). **Panelist, Stuart School of Business Faculty Panel** for National Career Development Week, organized by the Career Management Center. Other Panelists: Ehlich, D., Chakrabarti, A., & Gorham, M. **Illinois Institute of Technology**, Chicago, IL.

## **COURSES TAUGHT**

- Philosophy of Management, Doctoral seminar (offered in-person, online-synchronous, and hybrid).
- Leadership and Organization Design, Graduate course (offered in-person, online-synchronous, hybrid, and online-asynchronous).
- Organizational Behavior, Graduate course (offered in-person & online-synchronous).
- Organization Development, Graduate course.
- Designing and Structuring the Organization for Strategic Decision-making, Undergraduate course.

- Fundamentals of Management, Undergraduate course.
- Managerial Effectiveness through Diversity, Undergraduate course.
- Organizational Behavior, Undergraduate course.
- Organizational Theory, Undergraduate course.

## DOCTORAL STUDENT ADVISING

### DISSERTATION COMMITTEE CHAIR

1. William P. Gogolak, May 2022
  - Dissertation Title: Corporate Insider Holdings and Analyst Recommendations
  - Committee Co-chair: Li Cai
  - Committee members: Ricky Cooper, Benjamin Van Vliet, Mahesh Krishnamurthy
2. Hui Li, May 2023
  - Dissertation Title: The Role of Bank Affiliations in Firms' CSR Decisions
  - Committee Co-chair: Haizhi Wang
  - Committee members: Priyanka Sharma, Yiwei Fang, Mahesh Krishnamurthy
3. Pouya Haddadian Nekah, May 2023
  - Dissertation Title: Top Management Team Pay Dispersion and Firm Performance
  - Committee Co-chair: Li Cai
  - Committee members: Joel Goldhar, Elizabeth Durango-Cohen
4. Zhenze Xing, May 2024
  - Dissertation Title: The Impact of Trustworthiness in Peer-to-Peer Lending Markets

### DISSERTATION COMMITTEE MEMBER

	Student	Graduation Date	Dissertation Committee Chair	Other Committee Members	Dissertation Title
Illinois Institute of Technology, Stuart School of Business					
1.	Hao Shen	May 2023	<ul style="list-style-type: none"> <li>• Haizhi Wang</li> <li>• Priyanka Sharma</li> </ul>	<ul style="list-style-type: none"> <li>• Li Cai</li> <li>• Shu Kai</li> </ul>	Three Essays on Corporate Finance and Taxation
2.	Zheng Zhou	July 2020	Siva Balasubramanian	<ul style="list-style-type: none"> <li>• Mahesh Krishnamurthy</li> <li>• Priyanka Sharma</li> </ul>	Analyzing Online Reviews in E-Retailer Platforms: A Structural Equation Modeling Approach
3.	Balajirao S. Ryali	May 2020	Siva Balasubramanian	<ul style="list-style-type: none"> <li>• Mahesh Krishnamurthy</li> <li>• Priyanka Sharma</li> </ul>	Scale and Scope Economies Drive Asymmetric

				• David Richardson	Competition in Tech Industries
4.	Xinting Zhen	July 2018	Haizhi Wang	• Yiwei Fang • Shuwang Li	Two Essays in Financial Institutions and Corporate Finance
5.	Shao-Huai Liang	May 2014	Navid Sabbaghi	• Siva Balasubramanian • Mahesh Krishnamurthy • Jiong Sun	Efficiency of Patent Contracts
Illinois Institute of Technology, Institute of Design					
6.	Jessica Meharry	May 2022	Carlos Teixeira	• Laura Forlano • Ruth Schmidt	Sensemaking for Power Asymmetries in Anti-oppressive Design Practice
Illinois Institute of Technology, Department of Industrial/Organizational Psychology					
7.	Meghan Pickett	May 2023	Roya Ayman	• Scott Morris • Kristina Bauer	“Humility is The Greatest”, For Some: How Perceived Trustworthiness Impacts The Effectiveness of Leader Humility
8.	Melanie Standish	May 2023	Roya Ayman	• Scott Morris • Kristina Bauer	Leader Identity Claiming and Granting Process: The Impact of Leader Gender on Observations of Leadership Effectiveness
9.	Stefanie Pugliese	May 2023	Roya Ayman	• Scott Morris • Ron Landis	Supervisors’ Emotional Intelligence, Political Behaviors, and Leader-Member Exchange
10.	Emily K. Sanders	May 2022	Ron Landis	• Scott Morris • Kristina Bauer	Do Numeric Performance Ratings Have Any Merit?
11.	Shujaat F. Ahmed	May 2020	Mahima Saxena	• Ron Landis • Roya Ayman	Citizenship Pressure, Job Stress, and Work-to-Family Conflict: The Moderating Role of Flexibility Idiosyncratic Deals
12.	Yelena Polyashuk	December 2019	Roya Ayman	• Scott Morris	The Role of Ethnic Similarity, Perceived Communication

				<ul style="list-style-type: none"> <li>• Mahima Saxena</li> </ul>	Style Deviation, and Cultural Intelligence in Leader-Member Exchange and Trust
13.	Maura I. Burke	May 2018	Ron Landis	<ul style="list-style-type: none"> <li>• Scott Morris</li> <li>• Samuel McAbee</li> </ul>	Group-level Meta-analyses: An Examination of the Effects of Characteristics of Group-level Studies on the Accuracy of Parameter Estimates
14.	Michael Cama	May 2018	Ron Landis	<ul style="list-style-type: none"> <li>• Roya Ayman</li> <li>• Scott Morris</li> </ul>	The Impact of Work Unit Level Perceptions of Career Development Opportunities, Coworker Support, Role Clarity, and Workload on Employee Engagement
15.	Nahren M. Ishaya	May 2018	Roya Ayman	<ul style="list-style-type: none"> <li>• Scott Morris</li> <li>• Mahima Saxena</li> </ul>	The Paradox of Communication Technology in The Work-family Interface
16.	Rachel J. Meredith	May 2018	Kristina Bauer	<ul style="list-style-type: none"> <li>• Roya Ayman</li> <li>• Scott Morris</li> </ul>	The Role of Transfer in Adjustment: Examining the Socialization Process Following Newcomer Orientation
17.	Christine M. Overfors	May 2018	Ron Landis	<ul style="list-style-type: none"> <li>• Scott Morris</li> <li>• Kristina Bauer</li> </ul>	Performance Appraisal Rating Goals: A Multilevel Polycapturing Study Examining Ratee, Rater, and Situational Influences on Goal Application
18.	Fernando L. Arena	May 2016	Roya Ayman	<ul style="list-style-type: none"> <li>• Ron Landis</li> <li>• Kemp Ellington</li> </ul>	Leading in Uncertain Times: What Drives Followers' Performance?
19.	Benjamin K. Fearing	December 2015	Roya Ayman	<ul style="list-style-type: none"> <li>• Alan Mead</li> <li>• Scott Morris</li> </ul>	Moderated Mediation of Leader's Traits and Effectiveness: The Role of Stress
20.	Jeremy B. Watson	May 2014	Ron Landis	<ul style="list-style-type: none"> <li>• Alan Mead</li> <li>• Kemp Ellington</li> </ul>	Making Good Decisions: The Role of Team Personality Diversity and Group Polarization
21.	Jaime L. Cruz	May 2013	Roya Ayman	<ul style="list-style-type: none"> <li>• Jordan Stein</li> <li>• Ron Landis</li> </ul>	Effect of Organizational Justice on Employee Health

University of Illinois at Chicago (UIC), Department of Managerial Studies					
22.	Arjun Mitra	July 2020	<ul style="list-style-type: none"> <li>• Robert C. Liden</li> <li>• John W. Lynch</li> </ul>	<ul style="list-style-type: none"> <li>• Donald H. Kluemper</li> <li>• Corinne Post</li> </ul>	To Be or Not to Be (An Ally)? A Risk-Trust Integrative Framework
<p>External Examiner of Dissertation The Fellow Programme in Management Indian Institute of Management, Lucknow, India</p>					
23.	Suhani Maharshi	Spring 2020	<ul style="list-style-type: none"> <li>• Shailendra Singh</li> </ul>	<ul style="list-style-type: none"> <li>• Abhijit Bhattacharya</li> <li>• Himanshu Rai</li> </ul>	The Marks of Motherhood on The Careerscapes of Inspiring Indian Women

### PHD COMPREHENSIVE EXAM COMMITTEE MEMBER

1. Stuart School of Business, Illinois Institute of Technology, 1 student, Fall 2022.
2. Stuart School of Business, Illinois Institute of Technology, 4 students, Fall 2021.
3. Stuart School of Business, Illinois Institute of Technology, 4 students, Fall 2020.
4. Stuart School of Business, Illinois Institute of Technology, 9 students, Fall 2019.
5. Stuart School of Business, Illinois Institute of Technology, 7 students, Fall 2018.
6. Stuart School of Business, Illinois Institute of Technology, 10 students, Fall 2017.
7. Stuart School of Business, Illinois Institute of Technology, 8 students, Spring 2017.
8. Stuart School of Business, Illinois Institute of Technology, 3 students, Spring 2016.
9. Stuart School of Business, Illinois Institute of Technology, 5 students, Spring 2015.
10. Stuart School of Business, Illinois Institute of Technology, 11 students, Spring 2014.
11. Stuart School of Business, Illinois Institute of Technology, 8 students, Spring 2013.

### GRADUATE AND UNDERGRADUATE STUDENT ADVISING

#### INDEPENDENT STUDY/RESEARCH SUPERVISING

	Student	School	Program	Duration of Research	Study Title	Outcome
1.	Nekesa Josey	Illinois Institute of Technology, Stuart School of Business	MBA	Fall 2022 & Spring 2023	Pay Gap for Female Executives in High-tech Industry	Case Study to be presented at MOBTS conference.
2.	Pranav Atluri	Adlai Stevenson High	College-level research program for high school seniors	Summer & Fall 2022	Does Generation Z Prefer I-deals	Presentation at SHS Research Symposium

		School (SHS)				in October 2022.
3.	Samarth Arul	Adlai Stevenson High School	College-level research program for high school seniors	Summer & Fall 2021	I-deals in Employment Arrangements & Labor Market Applications	Study findings presented at SHS Research Symposium in October 2021.
4.	Krish Shah	Vanderbilt University & Adlai Stevenson High School	Bachelors, Cognitive Science	Summer 2019-2021	Power Distance: The effect of a match or mismatch between teens and parents on stress, anxiety, and depression	Study findings presented at the Annual Meeting of the Association for Psychological Science (APS), 2021, and SHS Research Symposium in October 2019.
5.	Melanie Standish	Illinois Institute of Technology, Department of I/O Psychology	Masters, Industrial/Organizational Psychology	Summer 2019-2020	Tied to my leader, tied to my organization: Moderating effects of collectivism & power distance	Study findings presented at the Annual Meeting of the Association for Psychological Science (APS), 2020.
6.	Eshan Maderametla	Illinois Institute of Technology, Stuart School of Business	Masters, Marketing Analytics	Fall, 2019	Employee Satisfaction and Turnover	Study findings presented at work.

## SERVICE ACTIVITIES

## **SCHOOL SERVICE**

- Assessment of learning (AOL) Co-Ordinator for MAX & MBA programs, Stuart School of Business
- Stuart School of Business Dean's Search Committee, Summer 2022-Present.
- Stuart School of Business Dean's Search Committee, Summer 2022-Present.
- MBA Student Recruitment Committee, 2017-Present.
- MBA Program Committee, 2011-Present.
- PhD Program Committee, 2011-Present.
- AACSB Assurance of Learning (AOL) Committee –PhD Program, 2011-Present.
- AOL Committee –MBA Program, 2012-Present.
- AOL Committee –MPPA Program, 2018-22.
- AUCOPT Committee, 2017- Present.
- Faculty and Staff Recruitment Committee, 2013-Present.
- Stuart Diversity, Equity, and Inclusion Committee, 2020- Present.
- Academic, Student, and Alumni Engagement Committee, 2020- Present.
- SSB Mentor for Junior Faculty Member Priyanka Sharma, 2017-21.
- Research and Faculty Development Committee, 2013-19.
- Undergraduate Program Committee, 2011-18.
- Instructional Resources Committee, 2011-13.

## **UNIVERSITY SERVICE**

- Voting member, IIT Institutional Review Board (IRB), Summer 2022-Present.
- Illinois Tech Strategic Envisioning Committee - Big Bets, 2021-22.
- Illinois Tech Career Services Audit Committee, 2017-19.
- Illinois Tech Branding Innovation Focus Group, Spring 2017.
- Judge, IIT Interprofessional Projects (IPRO) Day, 2013-19.
- Judge, IIT Research Day, 2012-16.
- Judge, Ethics Bowl Competition, 2017-20.

## **EDITORSHIPS**

1. Co-Editor in Chief, *Human Relations*, July 2022-Present. (ABDC Journal Ranking: A\*, FT50 Listed).
2. Associate Editor and Co-Editor, *Human Relations*, May 2020-July 2022.
3. Associate Editor, *South Asian Journal of Human Resources Management*, August 2018 - May 2020 (ABDC Journal Ranking: C).

#### **AD-HOC REVIEWER**

1. *Academy of Management Journal* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50).
2. *Applied Psychology: An International Review* (ABDC Journal Ranking: A).
3. *European Journal of Work and Psychology* (ABDC Journal Ranking: A).
4. *Human Resource Management* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50).
5. *IEEE Transactions on Engineering Management* (ABDC Journal Ranking: A).
6. *Journal of Applied Psychology* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50).
7. *Journal of Management* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50).
8. *Journal of Management Studies* (ABDC Journal Ranking: A\*, Listed in Financial Times' FT50).
9. *Personnel Psychology* (ABDC Journal Ranking: A\*).
10. Academy of Management meetings.
11. Management and Organizational Behavior Teaching Society Meetings.
12. Southern Management Association Meetings.
13. The Research Foundation - Flanders (FWO).

#### **SERVICE TO THE ACADEMY OF MANAGEMENT (AOM) AND AFFILIATES**

1. **PhD Student Mentor**, Academy of Management, 2018 - Present.
  - Mentor 1-2 OB/HR PhD students every year.
2. **Mentor**, Academy of Management **Junior Faculty Mentoring Program**, 2021-22.
  - Mentored 5 tenure-track faculty members.
3. **Presenter** in professional development workshop titled "Harnessing the Power of Social Media to Improve Student Engagement in Management Courses", organized by Miles, J. **2022 Annual Meeting of the Academy of Management**, Seattle, WA.

4. **Presenter.** A diverse workforce demands i-deal. **2022 Annual Conference of the Management and Organizational Behavior Teaching Society**, Pomona, CA.
5. **Presenter** in symposium titled “Experiential Fire: Passing the Torch”, organized by Hair, R. & Palmer, J. **2022 Annual Conference of the Management and Organizational Behavior Teaching Society**, Pomona, CA.
6. **Presenter** in symposium titled “Experiential Fire: Keeping the Home Fires Burning”, organized by Hair, R. & Palmer, J. **2020 Annual Conference of the Management and Organizational Behavior Teaching Society**, Virtual.
7. **Presenter.** Time to flip the coin? A role reversal perspective on sexual harassment in the workplace. Co-author: A. Mitra. **2020 Annual Conference of the Management and Organizational Behavior Teaching Society**, Virtual.
8. **Presenter** in professional development workshop titled “Innovative and Experiential Approaches to Teaching HRM”, organized by de Janasz, S.C., & Goldberg, C. **2019 Annual Meeting of the Academy of Management**, Boston, MA.
9. **Presenter** in professional development workshop titled "Teaching and Learning with Humor: A Tool for Successful Education", organized by Obenauer, W.G., & Findler, F. **2019 Annual Meeting of the Academy of Management**, Boston, MA.
10. **Presenter** in professional development workshop titled "Make 'Em Laugh Again: Using Humor as a Tool for Learning", organized by Obenauer, W.G., & Varley, A.M. **2018 Annual Meeting of the Academy of Management**, Chicago, IL.
11. **Presenter** in professional development workshop titled "Innovative and Experiential Approaches to Teaching HRM II", organized by de Janasz, S.C., & Goldberg, C. **2018 Annual Meeting of the Academy of Management**, Chicago, IL.
12. **Program Chair**, Organizational Behavior track. **2017 Annual Meeting of the Midwest Academy of Management**, Chicago, IL.
13. **Presenter.** Teaching how to manage idiosyncratic deals through an experiential exercise. Co-author: E.J. Durango-Cohen. **2017 Annual Meeting of the Midwest Academy of Management**, Chicago, IL.
14. **Presenter.** The effects of human resource management decisions: An experiential exercise. Co-author: E.J. Durango-Cohen. **2016 Annual Meeting of the Teaching Society for Management Educators**, North Canton, OH.
15. **Organizer of Research Symposium** titled “Advancing multiple perspectives on idiosyncratic deals research”. Panelists: Anand, S., Ayman, R., Garg, S., Lai, L., Liao, C., Schminke, M., & Wright, P. **2014 Annual Meeting of the Southern Management Association**, Savannah, GA.

## **OTHER SERVICE**

1. **Member, Selection Board** for the Responsible Research in Business & Management (**RRBM**) Honor Roll.
2. **Member of the Advisory Board**, *South Asian Journal of Human Resources Management*, May 2020 - Present (ABDC Journal Ranking: C).
3. **Mentor**, Externship Program at **Northwestern University**, 2018-22.  
Mentored 4 students (1 undergraduate, 2 graduate, and 1 doctoral).
4. **Mentor**, STEM Professionals As Resource Knowledge (SPARK) Summer Research Internship Program, **Adlai E. Stevenson High School**, 2018-2022.
  - Mentored 3 high school senior year research projects.
5. **Mentor, Stevenson-to-College (S2C) Program**, Adlai E. Stevenson High School, 2019-2025.
  - Started mentoring student in junior year of high school. Will continue through graduation from University of Illinois Urbana-Champaign (UIUC).
6. **Presenter**. Effectively negotiating and managing personalized work arrangements. **2021 Annual Meeting of the Society of Women Engineers (SWE 21)**, Indianapolis, IN.
7. **Judge**, Society of Women Engineers (**SWE**) **Scholarship Program** for graduate and undergraduate students, 2016-2021.

## **PROFESSIONAL MEMBERSHIPS**

- Academy of Management (AOM)
- American Psychological Association (APA)
- Management & Organizational Behavior Teaching Society (MOBTS)
- Society of Women Engineers (SWE)
- Work and Family Researchers Network (WFRN)