

VITA

DANIEL J. MCALLISTER

Department of Management & Organisation
NUS Business School
Mochtar Riady Building, BIZ 1, Storey 8
15 Kent Ridge Drive, Singapore 119245
(+65) 65161009
bizdjm@nus.edu.sg

EDUCATION

- 1993 PhD in Administration
Graduate School of Management, University of California, Irvine, CA.
- 1985 Masters of Business Administration
University of British Columbia, Vancouver, B.C., Canada.
- 1983 Bachelor of Arts in Business Administration
Trinity Western University, Langley, B.C., Canada

TEACHING AND PROFESSIONAL EXPERIENCE

- 2004- Associate Professor, Department of Management & Organisation,
National University of Singapore, Republic of Singapore.
- 2002- 2004 Visiting Associate Professor, Department of Management & Organisation,
National University of Singapore, Republic of Singapore.
- 1994-2002 Assistant Professor of Management, McDonough School of Business,
Georgetown University, Washington, DC.

JOURNAL PUBLICATIONS

- Li, X., McAllister, D. J., Ilies, R., & Gloor, J. L. (2019). Schadenfreude: A counternormative observer response to workplace mistreatment. *Academy of Management Review*, 44(2), 360-376. doi:[10.5465/amr.2016.0134](https://doi.org/10.5465/amr.2016.0134).
- Chen, C. C., Friedman, R & McAllister, D. J. (2017) Seeing and studying China: Leveraging phenomenon-based research in China for theory advancement. *Organizational Behavior and Human Decision Processes*, 143: 1-7. doi:[10.1016/j.obhdp.2017.09.008](https://doi.org/10.1016/j.obhdp.2017.09.008).
- Fang, R., McAllister, D. J., & Duffy, M. K. (2017). Down but not out: Newcomers can compensate for low vertical access with strong horizontal ties and favorable core self-evaluations. *Personnel Psychology*, 70(3), 517-555. doi:[10.1111/peps.12177](https://doi.org/10.1111/peps.12177).
- Chan, M. E., & McAllister, D. J. (2014). Abusive supervision through the lens of employee state paranoia. *Academy of Management Review*, 39(1), 44-66. doi:[10.5465/amr.2011.0419](https://doi.org/10.5465/amr.2011.0419).
- Tai, K., Narayanan, J. & McAllister, D. J. (2012). Envy as Pain: Rethinking the Nature of Envy and its Implications for Employees and Organizations, *Academy of Management Review*, 37, 107-129. doi:[10.5465/amr.2009.0484](https://doi.org/10.5465/amr.2009.0484).

- McAllister, D. J., Kamdar, D., Morrison, E. W. & Turban, D. B. (2007). Disentangling role perceptions: How perceived role breadth, discretion, and instrumentality and efficacy relate to helping and taking charge. Journal of Applied Psychology, 92, 1200-1211. doi:[10.1037/0021-9010.92.5.1200](https://doi.org/10.1037/0021-9010.92.5.1200)
- Kamdar, D., McAllister, D. J. & Turban, D. B. (2006). 'All in a day's work': How follower individual differences and justice perceptions predict OCB role definitions and behavior. Journal of Applied Psychology, 91, 841-855. doi:[10.1037/0021-9010.91.4.841](https://doi.org/10.1037/0021-9010.91.4.841)
- McAllister, D. J. & Bigley, G. A. (2002). Work context and the (re)definition of self: How organizational care influences organization-based self esteem. Academy of Management Journal, 45, 894-904. doi:[10.2307/3069320](https://doi.org/10.2307/3069320)
- Lewicki, R. J., McAllister, D. J., & Bies, R. J. (1998). Trust and distrust: New relationships and realities. Academy of Management Review, 23, 438-458. doi:[10.5465/AMR.1998.926620](https://doi.org/10.5465/AMR.1998.926620)
- Reprinted: Bachmann, R., & Zaheer, A. (Ed.) (2008). Landmark papers on trust. Northampton, MA: Edward Elgar.
- McAllister, D. J. (1995). Affect- and cognition-based trust as foundations for interpersonal cooperation in organizations. Academy of Management Journal, 38, 24-59. doi:[10.2307/256727](https://doi.org/10.2307/256727)
- Reprinted: Costa, A. C., & Anderson, N. (Eds.) (2013). Trust and Social Capital in Organizations. Thousand Oaks, CA: Sage Publications.
- Reprinted: Bachmann, R., & Zaheer, A. (Ed.) (2008). Landmark papers on trust. Northampton, MA: Edward Elgar.
- Reprinted: Thompson, L. L. (Ed.) (2003). The Social Psychology of Organizational Behavior: Key Readings, New York: Psychology Press, pp. 327-349.

OTHER PUBLICATIONS

- Bigley, G.A., McAllister, D. J. & Tan, H.H. (2009). Effects of Interpersonal Trust on Employee Avoidance and Approach Self-Regulation. Academy of Management Best Papers Proceedings, 1, 1-6. doi:[10.5465/AMBPP.2009.44257616](https://doi.org/10.5465/AMBPP.2009.44257616)
- McAllister, D.J., Lewicki, R.J. & Chaturvedi, S. (2006). Trust in developing relationships: From theory to measurement. Academy of Management Best Papers Proceedings. Doi:[10.5465/AMBPP.2006.22897235](https://doi.org/10.5465/AMBPP.2006.22897235)
- McAllister, D. J. (1997). The second face of trust: Reflections on the dark side of interpersonal trust in organizations. In R.J. Lewicki, R.J. Bies, & B.H. Sheppard (Eds.), Research on negotiation in organizations (Vol. 6, pp. 87-111). Greenwich, CT: JAI Press.

WORKING PAPERS

- When Do Coworkers Undermine? The Variable Costs of Having Friends in High Places (With R. Fang and M. Duffy)
- Trust, distrust and ambivalence in work relationships: A self-regulation systems perspective. (With G.A. Bigley, H.H. Tan, D. Kamdar, & K. Pang).
- Re-conceptualizing leader-member relations as specific leader attachments at work (With K. Pang).
- Trust in developing relationships: From theory to measurement. (With R.J. Lewicki and S. Chaturvedi).

CONFERENCE PRESENTATIONS

- “Your Connections Made Me Undermine You: Provocative Effect of Coworker Friendship Contact Status” *Academy of Management Annual Meetings*, Atlanta, GA, August 2017. (With R. Fang and M. Duffy).
- “When Do Coworkers Undermine? The Variable Costs of Having Friends in High Places”. *Academy of Management Annual Meetings*, Vancouver, Canada, August 2015. (With R. Fang and M. Duffy).
- “Down but Not Out: A Pluralist Lens to Newcomer Adjustment” *Society for Industrial and Organizational Psychology Annual Meetings*, Honolulu, HI, May 2014. (With R. Fang and M. Duffy).
- “Cognitive Social Structure of Teams: Personality, Social Network Perceptions, and Teamwork Attitudes” *Society for Personality and Social Psychology Annual Meetings*, New Orleans, LA, January, 2013 (With A. Lim, R. Fang and S. Sun).
- “Leader Victimization and Employee Paranoia” *Society for Industrial and Organizational Psychology Annual Meetings*, San Diego, CA, April 2012. (With M. L. E. Chan).
- “Influence of identification-, affect-, and cognition-based trust on knowledge workers’ discretionary behavior in teams” *Society for Personality and Social Psychology Annual Meetings*, San Diego, CA, January, 2012. (With G.A. Bigley and S. Chaturvedi).
- “Dare to take the plunge: A regulatory focus approach to academic entrepreneurial intentions.” *Babson Entrepreneurship Research Conference*, Syracuse, NY, June, 2011 (With P.K. Wong and Y. Ruan).
- “Attachment Perspective on Supportive Leadership: Providing a Secure Base and Safe Haven at Work.” *Society for Personality and Social Psychology Annual Meetings*, San Antonio, TX, February, 2011 (With K. Pang).
- “The Role Of Leaders As Attachment Figures: Re-Examining The Leader-Follower Relationship.” *Society for Personality and Social Psychology Annual Meetings*, Las Vegas, NV, January, 2010 (With K. Pang).
- “Conceptualizing the body work of executives: A thematic treatment”. *Academy of Management Annual Meetings*, Chicago, IL, August 2009 (With Y.K. Tong and C.S. Wang).
- “Effects of Interpersonal Trust on Employee Avoidance and Approach Self-Regulation.” *Academy of Management Annual Meetings*, Chicago, IL, August 2009 (With G. Bigley and H. H. Tan).
- “Deliberative processes of proffering and withholding effort at work.” *Society for Industrial and Organizational Psychology Annual Meetings*, New Orleans, LA, April 2009. (With S. Chaturvedi).
- “Perceived organizational support and organization-based self-esteem: Redundant or complementary.” *Society for Industrial and Organizational Psychology Annual Meetings*, New Orleans, LA, April 2009. (With I. Lim, K. Pang, and H. H. Tan).
- “Self-regulatory focus at work: Promotion- and prevention extra-role behavior.” *Society for Personality and Social Psychology Annual Meetings*, Tampa, FL, January 2009 (With S. Chaturvedi).
- “Leadership, regulatory fit, and justice for all.” *Society for Personality and Social Psychology Annual Meetings*, Albuquerque, NM, January 2008 (With S. Chaturvedi).

- "Trust in developing relationships: From theory to measurement." *Academy of Management Annual Meetings*. Atlanta, GA, August 2006 (With R.J. Lewicki and S. Chaturvedi).
- "Social dynamics of paranoia and distrust in teams." *Academy of Management Annual Meetings*, Atlanta, GA, August 2006 (With K. Pang, H. H. Tan & Y. Ruan).
- "OCB Redeemed: A qualitative study of discretionary contributions at work." *Society of Industrial and Organizational Psychology Annual Meetings*, Dallas, TX, May, 2006 (With S. Chaturvedi).
- "The romance of leadership? Social exchange theory meets self-regulatory focus theory." *Academy of Management Annual Meetings*, Honolulu, HI, August 2005 (With S. Chaturvedi).
- "Multi-focal perspective on justice, support, and citizenship behavior: The integrative role of organization-based self-esteem." *Society for Industrial and Organizational Psychology Annual Meetings*, April 2005. (With D. Kamdar and G. A. Bigley).
- "Understanding cynicism through the lens of distrust." *Academy of Management Annual Meetings*, New Orleans, LA, August 2004 (With H. H. Tan, G. A. Bigley, R. J. Lewicki, and D. Kamdar).
- "Individual differences, procedural justice, and role definitions predicting OCB." *Society for Industrial and Organizational Psychology Annual Meetings*, Chicago, IL, April 2004 (With D. Kamdar and D. B. Turban).
- "Trustworthiness, trust, and risk-taking in work relationships: A regulatory focus perspective." *Academy of Management Annual Meetings*, Seattle, WA, August 2003 (With H. H. Tan, G. A. Bigley).
- "The integrative model of organizational trust: An assessment and extension." *Academy of Management Annual Meetings*, Denver, CO, August 2002 (With H. H. Tan and G. A. Bigley)
- "Trust and organizational citizenship behavior: An integrative relational perspective." *Academy of Management Annual Meetings*, Denver, CO, August 2002 (With G. A. Bigley).
- "The external control of organization-based self-esteem." *Academy of Management Annual Meetings*, Washington, DC, August 2001 (With G. A. Bigley).
- "Trust and trustworthiness: Illumination from the dark side." *Academy of Management Annual Meetings*, Toronto, Ontario, August 2000.
- "Cynicism at work: The social dynamics of extreme distrust in organizations." *Academy of Management Annual Meetings*, Chicago, Ill, August 1999.
- "Trust and verify: Synergies of trust and distrust in teams." *Academy of Management Annual Meetings*, San Diego, CA, August 1998 (with R. J. Lewicki).
- "Hardball: The impact of trust, distrust, and relationship quality on hard influence tactic use." *Academy of Management Annual Meetings*, San Diego, CA, August 1998 (with R. J. Lewicki & R. J. Bies).
- "Creating the environment for making a difference: The OB challenge and corporate citizenship forum." *Western Academy of Management Annual Meetings*, April 1997, Squaw Valley, CA (with R. J. Bies).
- "Re-examining the relationship between interpersonal trust and cooperation in organizations." *Academy of Management Annual Meetings*, August 1996, Cincinnati, OH (With G. A. Bigley).

"The dynamics of interpersonal trust and betrayal in organizations." *Society for the Advancement of Socio-Economics*, April 1995, Washington, DC.

"Interpersonal trust in organizations: A relational perspective." *Academy of Management Annual Meetings*, August 1993, Atlanta, GA.

"Regrounding organizational citizenship behavior research." *Academy of Management Annual Meetings*, August 1991, Miami Beach, Florida.

"Leadership study: International Women's Forum." *International Women's Forum Technical Report*, June 1990 (with J. B. Rosener and G. K. Stephens).

"Disaffiliation and socialization: People processing in organizations." (With A. M. Tripoli) *Academy of Management Annual Meetings*, August 1989, Washington, DC.

RESEARCH

- Interpersonal and individual-organizational relations. Social dynamics of trust, distrust, citizenship in organizations. Leadership. Motivation.

TEACHING

- Organizational behavior & management. Leadership & decision making. Interpersonal dynamics.

PROFESSIONAL AFFILIATIONS AND SERVICE

- Editorial Board Member: Academy of Management Journal, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Journal of Organizational Behavior.
- Ad-Hoc Journal Reviewer: Academy of Management Review, Human Relations,
- Member: Academy of Management

CURRENT SERVICE FOR UNIVERSITY AND NUS BUSINESS SCHOOL

- National University of Singapore Service
 - NUS Institutional Review Board (IRB), Member.
 - Resident Fellow & Domestic Bursar, King Edward VII Hall.
- NUS Business School and Departmental Service
 - Faculty Research Committee (RFC), Member, NUS Business School.
 - Departmental Ethics Review Committee Coordinator
 - PhD Committee, Member, Department of Management & Organisation.
 - Faculty Search Committee, Member, Department of Management & Organisation.