

Emily M. David, Ph.D.

Department of Management & Organisation
NUS Business School
National University of Singapore
15 Kent Ridge Drive, Singapore, 119245
edavid@nus.edu.sg | emily.m.david@gmail.com
(+65) 8413-0180

I. EDUCATION

University of Houston

Ph.D., Industrial/Organizational Psychology (2011)
Dissertation: *Examining the Role of Narrative Performance Appraisal Comments on Performance Change*

M.A., Industrial/Organizational Psychology (2008)
Thesis: *Organizational Citizenship Behaviors and General Mental Ability: Interactive Influences on Task Performance*

Louisiana State University

B.S., Psychology (2006)
B.G.S., General Studies: Minors in Spanish, Sociology, & Business Administration (2006)
University Medalist and Summa Cum Laude Graduate (GPA: 4.0/4.0)

II. ACADEMIC APPOINTMENTS

National University of Singapore (Singapore), NUS Business School
Department of Management & Organisation
Associate Professor of Management (Educator Track)

July 2023 – Present

China Europe International Business School (Shanghai, China), Department of OB/HR
Associate Professor of Organizational Behavior
Assistant Professor of Organizational Behavior
Visiting Professor

January 2022 – June 2023

July 2016 – December 2021

September 2015

Zayed University (Dubai, U.A.E.), College of Business
Associate Professor of Management
Discipline Leader of the HR and Management Faculty
Assistant Professor of Management

June 2015 – August 2015

August 2014 – August 2015

August 2011 – June 2015

III. JOURNAL PUBLICATIONS

26. Rodgers, M., Kim, T.-Y., Chen, T., & **David, E. M.** (2024). Effects of leader group prototypicality on team performance through perceived identity threat: The moderating effects of perceived organizational support. *Journal of Management Studies*, 61(4) 1427-1456. *ABDC A*-ranked Journal*. FT50. DOI: 10.1111/joms.12927.
25. **David, E. M.***, Volpone, S.*, Avery, D. R., Johnson, L. U., & Crepeau, L. (2023). Am I next? Men and women's divergent justice perceptions following vicarious mistreatment.

Journal of Applied Psychology. ABDC A*-ranked Journal. FT50. *First two authors contributed equally to this work, names listed in alphabetical order DOI: 10.1037/apl0001109. Advanced Online Publication.

24. **David, E. M.**, Johnson, L. U., & Perry, S. (2023). Lean on me: A daily-diary study of the moderating role of global self-esteem on the effects of receiving help in coworking spaces. *Journal of Vocational Behavior*, 141. ABDC A*-ranked Journal. DOI: 10.1016/j.jvb.2023.103841. Advanced Online Publication.
23. Kim, T.Y., **David, E. M.**, Chen, T., & Liang, Y. (2023). Authenticity or self-enhancement? Effects of self-presentation and authentic leadership on trust and performance. *Journal of Management*, 49(3), 944-973. ABDC A*-ranked Journal. FT50. DOI: 10.1177/01492063211063807.
22. Lee, J. & **David, E. M.** (2022). Examining the indirect effects of embodied learning on adaptability: The mediating roles of challenge stressors and psychological capital. *Personnel Psychology*, 75, 707-737. ABDC A*-ranked Journal. DOI:10.1111/peps.12482. **Top 10 most downloaded article in the journal in 2021.**
21. Schuh, S. C., Cai, Y., Kaluza, A. J., Steffens, N. K., **David, E. M.**, & Haslam, S. A. (2021) Do leaders condone employee unethical pro-organizational behaviors? The complex interplay between leader organizational identification and moral disengagement. *Human Resource Management*, 60(6), 969-989. ABDC A*-ranked journal. FT50. **Top 10 most downloaded article in the journal in 2021.**
20. **David, E. M.**, Kim, T.-Y., Rodgers, M., & Chen, T. (2021). Helping while competing? The complex effects of competitive climates on the prosocial identity and performance relationship. *Journal of Management Studies*, 58(6), 1507-1531. ABDC A*-ranked Journal. FT50.
19. **David, E. M.**, Kim, T.-Y., Farh, J.-L., Lin, X., & Zhou, F. (2021). Is 'be yourself' always the best advice?: The moderating effect of team ethical climate and the mediating effects of vigor and demand-ability fit. *Human Relations*, 74(3), 437-462. ABDC A*-ranked Journal. FT50.
18. Kim, T.-Y., **David, E. M.**, & Liu, Z. (2021). Perceived cognitive diversity and creativity: A multi-level study of motivational mechanisms and boundary conditions. *Journal of Creative Behavior*, 55(1), 168-182. **Top 10 most downloaded article in the journal in 2020.**
17. **David, E.**, Johnson, L. U., Meng, C-Y, & Lopez, T. N. (2021). Stronger together: Conditional indirect effect of servant leadership on transactive memory systems. *Journal of Leadership and Organizational Studies*, 28(3), 366-378. ABDC B-ranked Journal.
16. **David, E. M.**, Volpone, S., & Nandialath, A. (2021). Fostering longevity attitudes in women expatriates: The role of general and targeted types of organizational support. *International Journal of Human Resource Management*, 32(18), 3833-3861. ABDC A-ranked Journal.
15. **David, E. M.**, Shoss, M., Johnson, L., & Witt, L. A. (2020). Emotions running high: Examining the effects of supervisor and subordinate emotional stability on emotional exhaustion. *Journal of Research in Personality: Special Issue on "The Role of Personality in the*

Experience of Working and in the Workplace”, 84. Online publication. *ABDC A-ranked Journal*.
DOI: 10.1016/j.jrp.2019.103885

14. Kim, T.-Y., Gilbreath, J. B., & **David, E. M.**, & Kim, S. P. (2019). Self-verification striving and employee outcomes: The mediating effects of emotional labor of South Korean employees. *International Journal of Contemporary Hospitality Management*, 31(7), 2845-2861. *ABDC A-ranked Journal*.
13. **David, E. M.**, Avery, D. R., Witt, L. A., Tonidandel, S., Brown, L., McKay, P., & Crepeau, L. (2019). Helping misfits to commit: How justice climate attenuates the effects of personality dissimilarity on organizational commitment. *Journal of Business & Psychology*, 34(4), 503-517. *ABDC A-ranked Journal*.
12. Nandialath, A., **David, E. M.**, Das, D., & Mohan, R. (2018). Modeling the determinants of turnover intentions: A bayesian approach. *Evidence-based HRM: A Global Forum for Empirical Scholarship*, 6(1), 2-24. *ABDC B-ranked Journal*.
11. Johnson, L. U., Rogers, A., Stewart, R., **David, E. M.**, & Witt, L. A. (2017). Effects of politics, emotional stability, and LMX on job dedication. *Journal of Leadership & Organizational Studies*, 24(1), 121-130. Special Issue on “Social Influence and Politics in Organizational Research”. *ABDC B-ranked Journal*.
10. **David, E. M.**, Avery, D., Witt, L. A., & McKay, P. (2015). A time-lagged investigation of the impact of coworker behavior on the effects of demographic dissimilarity. *Journal of Organizational Behavior*, 36, 582-606. *ABDC A*-ranked Journal*.
9. Zheng, D., Witt, L. A., Waite, E., **David, E. M.**, van Driel, M., McDonald, D., Callison, K., & Crepeau, L. (2015). Effects of ethical leadership on emotional exhaustion in high moral intensity situations. *Leadership Quarterly*, 26(5), 732-748. *ABDC A*-ranked Journal*.
8. Goby, V. P., Nickerson, C., & **David, E. M.** (2015). Interpersonal communication and diversity climate: Promoting workforce localization. *International Journal of Organizational Analysis*, 23(3), 364-377. – Special Issue on “Leading for Organizational Excellence in the Middle East”. *ABDC B-ranked Journal*.
7. **David, E. M.**, & Holladay, C. L. (2015). Intervening mechanisms between personality and turnover: Mediator and suppressor effects. *Journal of Business and Psychology*, 30, 137–147. *ABDC A-ranked Journal*.
6. **David, E. M.** (2013). Examining the role of narrative performance appraisal comments on performance. *Human Performance*, 26(5), 430-450. *ABDC A-ranked Journal*.
5. Holladay, C. L., **David, E. M.**, & Johnson, S. (2013). Retesting personality in employee selection: Implications of context, sample, and setting. *Psychological Reports*, 112(2), 486-501.
4. Penney, L. M., **David, E. M.**, & Witt, L. A. (2011). A review of personality and performance: Identifying boundaries, contingencies, and future research directions. *Human Resource Management Review*, 21, 297-310. *ABDC A-ranked Journal*.

3. **David, E. M.**, Avery, D., & Elliott, M. (2010). Do the weary care about racioethnic similarity? The role of emotional exhaustion in relational demography. *Journal of Occupational Health Psychology, 15*(2), 140-153. *ABDC A-ranked Journal*.
2. Roth, L., & **David, E. M.** (2009). Work-family conflicts and work performance. *Psychological Reports, 105*(1), 1-7.
1. **David, E. M.** & Witt, L. A. (2009). Organizational citizenship behavior and general mental ability on task performance. *Revista de Psihologie Aplicata, 11*(1), 7-13.

BOOKS AND CHAPTERS

1. Fernandez, J. A., **David, E. M.**, & Chen, S. (2022). *Innovative to the Core*. New York, NY: Emerald Publishing.
2. Perry, S., **David, E. M.**, & Johnson, L. (2020). Changes in work behavior patterns. In B. Hoffman, M. K. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work* (pp. 274-294). New York, NY: Cambridge University Press.

CASE STUDIES AND PRACTITIONER REPORTS

1. Lee, B., Zhao, L., Ju, H., & **David, E. M.** (2023). Dialogue in the Dark China: Managing Diversity through Lessons “in the Dark”. #CE-421-066: CEIBS Case Center.
 - **1st Prize Winner: 2023 Global Contest for the Best China-Focused Cases**
2. Fernandez, J. A., **David, E. M.**, Chen, S., & Puyuelo, M. J. *CEIBS 2021 Innovation Survey*.
3. **David, E. M.**, & Xue, I. (2020). H&H Group: A Global Firm with Chinese Origins (A). #CC-420-037: CEIBS Case Center.
 - **2nd Prize Winner: 2020 Global Contest for the Best China-Focused Cases**
4. **David, E. M.**, & Xue, I. (2020). H&H Group: A Global Firm with Chinese Origins (B). #CC-420-056: CEIBS Case Center.

ARTICLES UNDER REVIEW

1. **David, E. M.**, Kim, T.-Y., Kwan, H., & Liu, Z. (*under 2nd review*). [CSR]. *Asia Pacific Journal of Management. ABDC A-ranked Journal*.
2. Kim, T.-Y., **David, E. M.**, He, Z., Liu, Z., & Gilbreath, B. (*1st Submission*). [Emotional Regulation]. *Journal of Vocational Behavior. ABDC A*-ranked Journal*.
3. Kim, T.-Y.*, **David, E.***, Chen, T., & Liang, Y. (*1st Submission*). [Self-presentation at work]. *Personnel Psychology. ABDC A*-ranked Journal. *First two authors contributed equally to this work*

CONFERENCE PAPERS

1. Luksyte, A., Carpini, J., **David, E. M.** & Howard, E. (2024, October). *Why are overqualified employees disengaged at work but engaged in presenteeism?* Paper to be presented at the 15th Industrial and Organisational Psychology Conference hosted by the Australian Psychological Society in Perth, Western Australia.

2. **David, E. M.**, Volpone, S., Casper, W., & Froidevaux. (2024, August). Working through impending doom: the identity renegotiation of employees with a chronic illness. In S. D. Volpone and R. Ragaglia (Chairs), *Innovating identity management theorizing to illuminate the experiences of marginalized employees*. Paper submitted to be presented at the Academy of Management annual meeting in Chicago, IL.
3. **David, E. M.**, Kim, T.-Y., Kwan, H., & Liu, Z. (2023, August). *Trickle-down effects of corporate social responsibility on employee outcomes: Leader role modeling*. Paper presented at the Academy of Management annual meeting in Boston, MA.
4. Rodgers, M., Kim, T.-Y., Chen, T., & **David, E. M.** (2021, August). *Effects of leader group prototypicality on effectiveness & performance via leader identity threat*. Paper presented at the Academy of Management online conference. **Selected as part of the best paper proceedings.**
5. Kim, T.Y., **David, E. M.**, Chen, T., & Liang, Y. (2021, August). *To self-verify or self-enhance? Effects of self-presentation and authentic leadership on felt trust and task performance*. Paper presented at the Academy of Management online conference.
6. ***David, E. M.**, *Volpone, S., Avery, D. R., Johnson, L. U., & Crepeau, L. (2021, April). Hear no evil, see no evil? Divergent sensemaking of ambient sex discrimination. In S. Volpone and **E. David** (Chairs), *Disparate treatment at work: The impact of observer's labels and cognitions*. Symposium presented at the Society for Industrial and Organizational Psychology annual meeting, New Orleans, LA.
**First two authors contributed equally to this work, names listed in alphabetical order*
7. ***David, E. M.**, *Johnson, L. U., & *Perry, S. (2021, April). Self-esteem moderates the effects of receiving help in coworking spaces. In M. G. González-Morales (Chair), *The I-O Psychology of gig work: Drivers of workers' outcomes and wellbeing*. Symposium presented at the Society for Industrial and Organizational Psychology annual meeting, New Orleans, LA.
**Authors contributed equally to this work, names listed in alphabetical order*
8. **David, E. M.**, Perry, S. J., & Johnson, L. U. (2020, April). Examining the role of helping in coworking spaces on identity formation. In G. Petery (Chair), *MASHUP: Challenges for the future of work: Changes to the structure and nature of work*. Alternative session accepted to the Society for Industrial and Organizational Psychology annual meeting, Austin, TX.
9. Johnson, L. U., Thomas, C., Grambo, T., **David, E. M.**, Odeh, A., & Lopez, T. (2020, April). *So can I!: How capitalizing on others' success leads to empowerment and performance*. Poster accepted at the Society for Industrial and Organizational Psychology annual meeting, Austin, TX.
10. ***David, E. M.**, *Johnson, L. U., Meng, C.-Y., Lopez, T., & Sanchez, J. (2019, October). *Stronger together: Conditional indirect effect of servant leadership on transactive memory systems*. Paper presented at the Southern Management Association annual meeting, Norfolk, VA.
**First two authors contributed equally to this work, names listed in alphabetical order*

11. **David, E. M.**, Kim, T.-Y., Rodgers, M., & Chen, T. (2018, August). *When helping others helps me: Competitive climate and expected reciprocity motives as moderators*. Paper presented at the Academy of Management conference, Chicago, IL.
12. **David, E. M.**, Kim, T.-Y., Farh, J.-L., Lin, X., & Zhou, F. (2018, August). *Is 'be yourself' always the best advice?: The roles of employee vigor and team ethical climate*. Paper presented at the Academy of Management conference, Chicago, IL.
13. Rodgers, M., Chen, T., & **David, E. M.** (2018, August). *You don't think I am a leader? The effects of leader identity threat and perceived organizational support on leader behaviors*. Paper presented at the Academy of Management conference, Chicago, IL.
14. ***David, E.**, *Volpone, S., & Nandialath, A. (2017, August). His & hers: Organizational perceptions predicting expatriate attitudes across the sexes. In Jessika Kirk (Chair), *New Considerations on The Relationship Between Women and Their Careers*. Symposium presented at the Academy of Management annual meeting, Atlanta, GA.
**First two authors contributed equally to this work, names listed in alphabetical order*
15. Graso, M., Decoster, S., **David, E.**, & Camps, J. (2017, August). Antecedents to justice perceptions: Role of global and national identities among mixed culture individuals. In Jing Feng (Chair), *Cultural Identity Management in the Mixed Cultural Environment*. Symposium presented at the Academy of Management annual meeting, Atlanta, GA.
Winner of the Emerald Best International Symposium Award
16. **David, E.**, Johnson, L., Silva, K., Obasare, R., Olson, M., Bisbey, T., & Rigby, J. (2017, April). *Examining the impact of leadership, climate, and personality on safety*. Paper presented at the Society for Industrial and Organizational Psychology annual meeting, Orlando, FL.
17. Graso, M., & **David, E.** (2016, August). *Antecedents to UAE student perceptions of fairness: Role of instructor's self-awareness*. Paper presented at the Academy of Management annual meeting, Anaheim, California.
18. ***David, E.** & *Volpone, S. (2015, August). *Getting expatriates out of their comfort zone: The role of organizational cultural intelligence*. Paper presented at the Academy of Management annual meeting, Vancouver, B.C., Canada.
**Authors contributed equally to this work, names listed in alphabetical order*
19. **David, E.**, Witt, L. A., & Shoss, M. (2015, August). *Do neurotic leaders wear out all employees? Supervisor-subordinate effects on emotional exhaustion*. Paper presented at the Academy of Management annual meeting, Vancouver, B.C., Canada.
20. ***David, E.** & *Volpone, S. (2014, August). *Investigating expatriates' intentions to quit*. In Volpone, S. (Chair), *Cultural intelligence: New models for theory and practice*. Paper presented at the Academy of Management annual meeting, Philadelphia, PA.
**Authors contributed equally to this work, names listed in alphabetical order*
21. ***David, E.** & *Volpone, S. (2014, May). *Organizational and individual cultural intelligence: Interactive predictors of expatriate performance*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, Honolulu, HI.

**Authors contributed equally to this work, names listed in alphabetical order*

22. **David, E.**, Brown, L., Avery, D., McKay, P., Tonidandel, S., Crepeau, L., van Driel, M., McDonald, D., & Witt, L. A. (2013, April). *Deep-level dissimilarity and emotional exhaustion: Exploring potential moderator variables*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, Houston, TX.
23. **David, E.**, van Driel, M., Witt, L. A., & Crepeau, L. (2013, April). Effects of leader cross-cultural competence on cross-cultural compliance. In Gallus, J., Zbylut, M., & van Driel M. (Chairs), *Come hell or high water: Leading in challenging cross-cultural contexts*. Paper presented at the Society for Industrial and Organizational Psychology annual meeting, Houston, TX.
24. **David, E.** (2012, August). *Examining the role of narrative performance appraisal comments on performance*. Paper presented at the Academy of Management annual meeting, Boston, MA.
25. **David, E.**, & Holladay, C. L. (2012, August). *Intervening mechanisms between personality and turnover: Mediator and suppressor effects*. Paper presented at the Academy of Management annual meeting, Boston, MA.
26. Holladay, C. L., & **David, E.** (2012, April). *Retesting personality in employee selection: Implications of context, sample, and setting*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, San Diego, CA.
27. Penney, L., **David, E.**, & Witt, L. A. (2012, April). *Interpersonal aggression at work: Beware the socially unskilled*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, San Diego, CA.
28. Witt, A. & **David, E.** (2011, August). *Performance appraisal feedback*. Paper presented at the Academy of Management annual meeting, San Antonio, TX.
29. **David, E.** & Keeton, K. (Chairs) (2011, April). *Staying alive! Training high-risk teams for self-correction*. Symposium presented at the Society for Industrial and Organizational Psychology annual meeting, Chicago, IL.
30. **David, E.**, Avery, D., & Witt, L. A. (2011, April). *Standing out and blending in: Interactive effects predicting employee withdrawal*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, Chicago, IL.
31. **David, E.**, Rubino, C., Patterson, H., & Keeton, K. (2011, April). *Investigating cross-cultural communication on the International Space Station*. Interactive poster presented at the Society for Industrial and Organizational Psychology annual meeting, Chicago, IL.
32. Witt, L. A., **David, E.**, & VanDriel, M. (2011, April). *Ship climate and ship performance*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, Chicago, IL.
33. **David, E.** (2010, October). *How can leader personality impact firm performance? The mediating role of firm innovation*. Paper presented at the Southern Management Association annual meeting, St. Pete Beach, FL.

34. **David, E.**, & Witt, L. A. (2010, August). *P = f(M × A × C): A three-way interaction predicting team player behavior*. Paper presented at the Academy of Management annual meeting, Montreal, Canada.
35. **David, E.**, Malka, A., Spitzmueller, C., & Gully, C. (2010, April). *Generational differences in training related variables and outcomes*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, Atlanta, GA.
36. **David, E.**, Malka, A., Stewart, R., & Dubin, D. (2010, April). *Personality, negative social behaviors, and satisfaction: A moderated-mediation model*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, Atlanta, GA.
37. **David, E.**, Rubino, C., Zheng, D., Brothers, S., & Spitzmueller, C. (2010, April). *Explanatory mechanisms underlying the relationship between family-friendly climate and burnout*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, Atlanta, GA.
38. Rubino, C., **David, E.**, Witt, L. A., Roth, L., & Avery, D. R. (2009, November). *The effects of gender diversity, internal service, and work-life flexibility on workgroup emotional exhaustion*. Paper presented at the International Conference on Occupational Stress and Health, San Juan, Puerto Rico.
39. **David, E.** (2009, August). *The effects of supervisor and subordinate personality on emotional exhaustion*. Paper presented at the Academy of Management annual meeting, Chicago, IL.
40. **David, E.**, Elliott, M., Avery, D., & Witt, L. A., (2009, April). *How supervisor-subordinate race/ethnic similarity and emotional exhaustion affect organizational commitment*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, New Orleans, LA.
41. Perry, S., Krischer, M., **David, E.**, Hunter, E., & Witt, L. A. (2009, April). *The interactive effects of performance and emotional exhaustion on turnover*. Interactive poster presented at the Society for Industrial and Organizational Psychology annual meeting, New Orleans, LA.
42. **David, E.**, & Witt, L. A., (2009, April). *Dead career walking*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, New Orleans, LA.
43. Malka, A., **David, E.**, Spitzmuller, C., Hoang, H., Rubino, C., & Milam, A. (2009, April). *Motivation to learn and training transfer: The role of person-situation variables*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, New Orleans, LA.
44. Stewart, R., **David, E.**, Krischer, M. & Witt, L. A. (2009, April). Instrumental and affective antecedents of POS. In Z. Byrne (chair), *Perceived organizational support: New perspectives*. Symposium presented at the Society for Industrial and Organizational Psychology annual meeting, New Orleans, LA.
45. Griffeth, R. W., Witt, L. A., Polk, C., Thacker, R., Gullekson, N., **David, E.**, Robinson, S., Krischer, M. M., & Gerasymchuk, M. (2009, April). *Assessing the cost of incompetence: A computer programmer example*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, New Orleans, LA.

46. Krischer, M. M., **David, E.**, & Witt, L. A., (2009, February). *Scale development of a social skill measure: An IRT analysis*. Poster presented at the Industrial Organizational and Organizational Behavior annual meeting, Chicago, IL.
47. Witt, L. A., Perry, S., Rubino, C., & **David, E.** (2008, November). *Supervisor effectiveness and employee emotional exhaustion*. Paper presented at the European Academy of Occupational Health Psychology annual meeting, Valencia, Spain.
48. Malka, A., **David, E.**, Avery, D. R., & Witt, L. A. (2008, November). *Organizational politics and workplace safety*. Paper presented at the European Academy of Occupational Health Psychology annual meeting, Valencia, Spain.
49. Wilson, R., **David, E.**, & Witt, L. A. (2008, October). *The effects of GMA, political skill, and workgroup GMA dissimilarity on goal congruence*. Paper presented at the Southern Management Association annual meeting, St. Pete Beach, FL.
50. Malka, A., Witt, L. A., **David, E.**, & Weinberger, E. (2008, April). *Effects of GMA and LMX on task and contextual performance*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, San Francisco, CA.
51. Perry, S., Hunter, E., Witt, L. A., & **David, E.** (2008, April). *Personality and performance in web-based training*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, San Francisco, CA.
52. Sady, K., **David, E.**, Callison, K., & Witt, L. A. (2008, April). *"A" for ability, "E" for effort: Performance in distance education*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, San Francisco, CA.
53. Weinberger, E., Witt, L. A., Malka, A., & **David, E.** (2008, April). *Impression management by association: Beware the socially unskilled*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, San Francisco, CA.
54. **David, E.**, Witt, L. A., Avery, D. R., & Carlson, D. (2008, April). *Peer influences on family-to-work enrichment*. In D. Major (Chair), *Exploring Linkages between Diversity and Work-Family Research*. Symposium presented at the Society for Industrial and Organizational Psychology annual meeting, San Francisco, CA.
55. **David, E.**, Callison, K., & Witt, L. A. (2008, April). *Person-situation effects on work interference with family: Modeling complex relationships*. In T. Britt (Chair), *Implementing Strong Research Designs in the Work-Family Interface*. Presented at the Society for Industrial and Organizational Psychology annual meeting, San Francisco, CA.
56. **David E.**, & Witt, L. A. (2008, March). *The effects of organizational citizenship behavior and general mental ability on task performance*. Presented at the Southwest Academy of Management annual meeting, Houston, TX.
57. **David E.**, Witt, L.A., Carlson, D., Malka, A., & Weinberger, E. (2007, November). *The effects of agreeableness and perceived organizational support on family-to-work enrichment*. In E. Hunter (Chair),

HRM/Careers: The Supportive Workplace. Paper presented at the Southern Management Association annual meeting, Nashville, TN.

58. Witt, L. A., **David E.**, Wilson, J. W., & Hochwarter, W. A. (2007, April). *Effects of social skill and organizational support on interpersonal deviance*. Poster presented at the Society for Industrial and Organizational Psychology annual meeting, New York, NY.
59. **David, E.** (2007, March). *The effects of work-to-family interference and co-worker performance on work-related outcomes*. Poster presented at the Industrial Organizational and Organizational Behavior annual meeting, Indianapolis, IN.

MANUSCRIPTS IN PROGRESS

1. Volpone, S., **David, E. M.**, Casper, W., & Froidevaux, A. *Navigating Chronic Illness and Cancer at Work*. (Manuscript in Preparation). *Target: Academy of Management Journal*
2. **David, E. M.**, Lee, J., & Xiurong, C. *Crisis Perceptions and Coping: A Key to Emergent Leadership*. (Manuscript in Preparation). *Target: Journal of Applied Psychology*
3. **David, E. M.**, Shao, R. He, L., Kim, T.-Y, Rupp, D. & Liu, Z. *External and Internal Corporate Social Responsibility and Social Outcomes: The Mediating Effects of Employees' Engagement on Corporate Social Responsibility*. (Manuscript in Preparation) *Target: Academy of Management Journal*
4. Luksyte, A., Carpini, J., **David, E. M.**, & Howard, E. *Overqualification and Presenteeism*. (Manuscript in Preparation) *Target: European Journal of Work & Organizational Psychology, SI: Absence and presence at work in the state of ill-health: Looking back and moving forward*
5. **David, E. M.**, Kim, T.Y., Chen, T., & Liang, Y. *Self-presentation*. (Data Collection)

INVITED TALKS

- University of Western Australia Brownbag Series (February, 2024)
 - *Divergent Pathways of Internal and External CSR: Effects on Employee Perceptions, Behavior, and Firm CSR Performance*
- Singapore Management University (September, 2022)
 - *Authenticity or Self-Enhancement? Effects of Self-Presentation and Authentic Leadership on Trust and Performance*
- National University of Singapore Research Seminar (August, 2022)
 - *Work and the Self: Exploring Reciprocal Impacts*
- Swissnex – Webinar nexFrontier #5: Professional Wellbeing and Lifelong Learning - Trends and Resources (February, 2022)
 - *Navigating Work Environments of the Future: Helping in Coworking Spaces*
- BP – Shanghai, China (July, 2017)
 - *Women in Leadership*
- CEIBS OB/HR Academic Symposium: Frontiers in Leadership (December, 2016)
 - *Emotions Running High: How Leader and Follower Personality Impact Abusive Supervision and Emotional Exhaustion*
- University of Western Australia Brownbag Series (November, 2016)
 - *Personality Similarity: When is it Good and when is it Bad?*

- Bayer – Shanghai, China (November, 2016)
 - *Workplace of the Future: Fostering a Climate of Inclusiveness*

AWARDS

- 2024 Milne Visiting Professor Grant from University of Western Australia – \$4720
- **2021 CEIBS Research Excellence Award Winner**
- **Top 40under40 Business School Professors 2019 – Poets&Quants**
- Emerald Best International Symposium Award at AOM (2017)
- Research Cluster Grant from Zayed University (2017) – \$30,388
- International Teachers Programme (ITP) Alumna (2017)
- Outstanding Reviewer for AOM conference (2016)
- 1st Runner Up for the College of Business Research Award (2012-2013)
- Best Doctoral Paper in HR Track at SMA Annual Meeting (2007)
- Bart Osburn Scholarship (2006-2008)
- President’s Graduate Fellowship (2006-2008)

TEACHING EXPERIENCE

Student evaluation scores reflect individual course sections unless otherwise stated
(Scale ranges from 1 to 5 points):

- **NUS**
 - UCLA-NUS EMBA: Leadership in the Era of Disruption
 - *Special Term 1 2024 = (teacher = 4.0; course =)*
 - MSc CEMS: Global Leadership
 - *Spring 2024 = (teacher = 4.5; course = 3.9)*
 - Executive Education: Delta Dunia-NUS Next Practice Leadership Program (Next Practice Leadership in Action)
 - *April 23, 2024 = (teacher = 4.81; course = 4.69; program = 4.67)*
 - Executive Education: Boshang-NUS General Management Programme (Organizational Climate and Teamwork to Empower Innovation)
 - *February 22, 2024 = (teacher = 4.31; course = 3.94; program = 4.44)*
 - EMBA-C: Managing Organizations and Change
 - *Spring 2024 = (teacher = 4.4; course = 4.2)*
 - *Fall 2023 = (teacher = 4.1; course = 4.0)*
 - MSc: Design Thinking & Business Innovations
 - *Fall 2023 = (teacher = 4.3; course = 4.0)*
- **CEIBS**
 - MBA: Design Thinking
 - *Fall 2022 = 4.48*
 - *Spring 2022 = 4.42 (online)*
 - MBA Exclusive Lecture: The Impact of Rapid Global Expansion on Organizational Culture
 - *Summer 2021 = 4.75*
 - MBA: Young Global Leaders Camp Lecture
 - *Spring 2021 = 4.86*
 - MBA Bootcamp: Power and Influence
 - *Spring 2021 = 4.62*
 - *Summer 2019 = 4.51*

- *Summer 2018 = 4.46*
- MBA: Leadership Journey
 - *2022 Term 1 = 4.61 (online);*
 - *2021 Term 1 = 4.67;*
 - *2020 Term 1 = 4.78; Term 2 = 4.75; Term 3 = 4.80*
 - *2019 Term 1 = 4.80; Term 2 = 4.86; Term 3 = 4.88*
 - *2018 Term 1 = 4.68; Term 2 = 4.76; Term 3 = 4.69*
 - *2017 Term 1 = 4.57; Term 2 = 4.39; Term 3 = 4.43*
- MBA: Organizational Behavior, 3 Sections
 - *Term 1 2022 = 4.82 (3 sections averaged together)*
 - *Term 1 2021 = 4.78 (3 sections averaged together)*
 - *Term 1 2020 = 4.72 (3 sections averaged together)*
 - *Term 1 2019 = 4.59 (3 sections averaged together)*
 - *Term 1 2018 = 4.65 (3 sections averaged together)*
 - *Term 1 2017 = 4.25 (3 sections averaged together)*
 - *Term 1 2016 = 4.27, 4.20, 3.73 (4.07 average)*
- MBA: Leadership: Developing High Performing Teams and Organizations
 - *Term 3 2022 = 4.47 (online)*
 - *Term 3 2021 = 4.59*
 - *Term 3 2020 = 4.54*
 - *Term 3 2019 = 4.58*
- Africa Executive Education: China Immersion Program
 - *Summer 2022 = 4.77*
- WELA Executive Education Program: Women Leadership
 - *Summer 2020 = 4.71*
 - *Summer 2019 = 4.87*
 - *Summer 2018 = 4.52*
- MBA: Pre-Course Immersion
 - *Term 3 2019 = 5.00*
- Adecco Group – IESE Executive Education CSP: Leadership in Action
 - *Spring 2019 = 4.30*
- DLDP Executive Education Program: Building and Excelling in Leadership
 - *Fall 2019 = 4.82*
 - *Fall 2018 = 4.59*
- MBA: Global Leaders: Successfully Navigating Interpersonal Differences
 - *Term 2 2018 = 4.56*
 - *Term 2 2017 = 4.60*
- EMBA: Organizational Behavior Core Course, 6 Sections
 - *Spring 2017 = 4.50, 4.44, 4.37, 4.24, 4.17, 4.14*
- MBA: Managing Diversity for Global Success
 - *Term 2 2015 = 4.32*
- **Zayed University**
 - MMIB: Organizational Behavior & Leadership (BUS 663)
 - *Fall 2012 = 4.6*
 - Business Leadership (BUS 401)
 - *Spring 2015 = 5.0*
 - *Fall 2014 = 5.0; 4.7; 4.7*

- *Spring 2014 = 4.7*
- *Fall 2013 = 4.8; 4.9*
- *Spring 2013 = 4.6; 4.4*
- *Fall 2012 = 4.8*
- *Spring 2012 = 4.6; 4.3*
- *Fall 2011 = 4.6; 4.2*
- Human Resource Management (BUS 301)
 - *Spring 2015 = 4.4*
- Introduction to Management (BUS 309)
 - *Spring 2015 = 4.7*
 - *Spring 2014 = 4.9, 4.4*
 - *Fall 2013 = 4.4*
- Organizational Behavior (BUS 351)
 - *Spring 2013 = 4.4*
 - *Fall 2012 = 4.7*
- Social Psychology (PSY 363)
 - *Spring 2013 = 4.6*
- **University of Houston**
 - Cultural Psychology (PSYC 2344)
 - *Spring 2011 = 4.88; 4.69*
 - *Fall 2010 = 4.88; 4.48*
 - *Spring 2010 = 4.48*
 - *Fall 2009 = 4.79; 4.27*
 - Introduction to Psychology (PSYC 1300)
 - *Spring 2009 = 4.30; 4.32*

SERVICE

- Member of the NUS Faculty Teaching Excellence Committee (FTEC) (2024-2026)
- SIOP International Affairs Committee (IAC) Chair-In-Training (2024-2025)
- External Examiner, PhD Dissertation of Ridhya Goyal, *Thapar Institute of Engineering and Technology* (2024)
- Editorial Board Member for *Human Relations* (2024-2027)
- Ad-Hoc Reviewer for *Journal of Management Studies*, *Journal of Organizational Behavior*, *Journal of Business Ethics*, *Human Resource Management*, *International Journal of Human Resource Management*, *Journal of Organizational and Occupational Psychology*, and *Journal of Business and Psychology*, etc.
- SIOP International Affairs Committee (IAC) member (2023-2024)
- AOM Mentor for the Adopt-A-Member program (2023)
- External Examiner, PhD Dissertation of Mustafa Almemari, *Abu Dhabi University* (2023)
- Faculty Advisor for the MBA Women's Leadership Network (2017-2022), Public Speaking Club (2017-2022), and Leadership and Personnel Management Club (2019-2020)
- Faculty Sponsor of MBA Class Section (2019-2021)
- External Examiner, PhD Thesis of Georgia Hay, *University of Western Australia* (2020)
- Academic Director, *Women Entrepreneurship and Leadership for Africa* (WELA) China Module (2019-2023)
- Faculty Coordinator, CEIBS “*Aged to Perfection: Benefits from An Inactive Population*” Research Fund in Honor of Dr. Gerard van Schaik (2018-2019)

- SIOP Education and Training Committee member (2018-2019)
- Mentor for the e7 “Banat El Emarat” female empowerment program (2015)
- Member of the Faculty Management and Evaluation (Faculty Affairs) Committee at Zayed University (2014-2015)
- Member of the Research Committee at Zayed University (2011-2014)
- Member of the MIMB-Dubai Steering Committee (2012-2013)
- I/O Student Representative to the Faculty (2006-2008)
- Reviewer for the *Academy of Management* (2007- present) and *SIOP* (2011-present) annual meetings

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
Society for Industrial and Organizational Psychology (SIOP)

RECOMMENDATIONS

Tae-Yeol Kim, Ph.D.

Philips Chair in Management

Associate Editor, Human Relations

Organizational Behavior and Human Resource Management Department

China Europe International Business School (CEIBS)

699 Hongfeng Road, Shanghai, P.R.C. 201206

Email: tykim@ceibs.edu

L. Alan Witt, Ph.D.

Professor of Public Policy, Management & Leadership, and Psychology

Hobby School of Public Affairs

University of Houston

3623 Cullen Blvd, Room 306

Houston, TX 77204-5021

Email: witt@uh.edu

Derek R. Avery, Ph.D.

C. T. Bauer Chair of Inclusive Leadership

Bauer College of Business

University of Houston

4750 Calhoun Road, Room 334

Houston, Texas 77204-6021

Email: davery@bauer.uh.edu

John W. Seybolt, Ph.D.

Former Dean of Melbourne Business School, Zayed University, SVP of Thunderbird

2211 E. Camelback Rd #901

Phoenix, AZ 85016 US

Email: john.seybolt@gmail.com