**James G. Matusik**

Terry College of Business

University of Georgia

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**ACADEMIC EMPLOYMENT**

University of Georgia, Terry College of Business, Department of Management

*Assistant Professor*, 2020-present

**EDUCATION**

Ph. D. ELI BROAD COLLEGE OF BUSINESS, Michigan State University, *2020*

* Major: Organizational Behavior
* Minor: Industrial and Organizational Psychology

M.B.A. THE SCHOOL OF BUSINESS ADMINISTRATION, Oakland University, *2015*

* Major: International Business

B.A. THE SCHOOL OF BUSINESS ADMINISTRATION, Baker College, *2013*

* Major: Business Management
* Minor: Human Resources

**REFEREED JOURNAL PUBLICATIONS**

(† denotes current student at time of submission; †† denotes former student at time of submission)

Gamache, D.L., Busenbark, J.R., Steinbach, A.L., ††Lee, E.Y., & **Matusik, J.G.** (in press). Organization-investor fit: The role of temporal preferences in shaping investor attraction and organizational performance. *Personnel Psychology.*

**Matusik, J.G.**, †Poulton, E.C., Ferris, D.L., Johnson, R.E., & Rodell, J.B. (in press). The PCMT model of organizational support: Scale development and theoretical application. *Journal of Applied Psychology*.

Mitchell, R. L., **Matusik, J.G.**, & Johnson, R. E. (2023). Backlashes or boosts? The role of warmth and gender in relational uncertainty reduction. *Human Resource Management, 62*, 851-865.

**Matusik, J.G.**, Mitchell, R.L., Hays, N.A., Fath, S., & Hollenbeck, J.R. (2022). The highs and lows of hierarchy in multiteam systems. *Academy of Management Journal*, *65*(5), 1571-1592.

**Matusik, J.G.**, Ferris, D.L., & Johnson, R.E. (2022). The PCMT model of organizational support: An integrative review and reconciliation of the organizational support literature. *Journal of Applied Psychology*, *107*(3), 329-345.

**Matusik, J.G.**, Hollenbeck, J.R., & Mitchell, R.L. (2021). Latent change score models for the study of development and dynamics in organizational research. *Organizational Research Methods*, *24*(4), 772-801.

Matta, F.K., Scott, B.A., Guo, Z., **Matusik, J.G.** (2020). Exchanging one uncertainty for another: Justice variability negates the benefits of justice. *Journal of Applied Psychology*, *105*(1), 97-110.

**Matusik, J.G.**, Hollenbeck, J.R., Matta, F.K., Oh, K-J. (2019). Dynamic systems theory and dual change score models: Seeing teams through the lens of developmental psychology. *Academy of Management Journal*, *62*(6), 1760-1788.

**Matusik, J.G.**, Heidl, R., Hollenbeck, J.R., Yu, A., Lee, H-W., & Howe, M. (2019). Wearable Bluetooth sensors for capturing relational variables and temporal variability in relationships: A construct validation study. *Journal of Applied Psychology*, *104*(3), 357-387.

\*Featured empirical article

Kang, J. H., **Matusik, J.G.**, & Barclay, L. (2017). Affective and normative motives to work overtime in Asian workplaces: Four cultural orientations from Confucian ethics. *Journal of Business Ethics, 140*(1), 115-130.

Kang, J. H., **Matusik, J.G.**, Kim, T-Y., & Phillips, J. M. (2016). Interactive effects of multiple organizational climates on employee innovative behavior in entrepreneurial firms: A cross-level investigation. *Journal of Business Venturing, 31*(6), 628-642*.*

**MANUSCRIPTS UNDER INITIAL REVIEW AND INVITED FOR REVISION**

Hemsley, R., Burgess, B., Hollenbeck, J.R., & **Matusik, J.G.** Leadership turnover. *Organization Science* (revise-and-resubmit; preparing for second review).

Mitchell, R., **Matusik, J.G.**, & Hays, N. Status and power dynamics. *Organization Science* (revise-and-resubmit; preparing for second review).

**Matusik, J.G.**, Blagoeva, R. R., Shanklin, B. C., & Gamache, D. L. CEO power. *Journal of Applied Psychology* (initial review).

**WORKING MANUSCRIPTS**

Lennard, A.L., Dimotakis, N., Matusik, J.G., Scott, B.A., & Ferris, D.L. Abusive supervision and employee performance dynamics. Target: *Organization Science.*

Awasty, N., Burgess, B., Matusik, J.G., Hahn, R., & Hollenbeck, J. R. Mutiny in teams. Target: *Academy of Management Journal.*

Hays, N.A., Matusik, J.G., Godart, F., Galinsky, A., & Mortensen, J. Status inequality in teams. Target: *Science.*

Helmsley, R., Dana-Le, J., Matusik, J.G., & Hollenbeck, J.R. Leadership changes. Target: *Academy of Management Journal.*

Hays, N.A., Lennard, A., Matusik, J.G., Lee, A.J., Blader, S.L., Galinsky, A.D., Cornfield, B., Dishop, C., & Gray, R.. Hormonal effects of power and status. Target: *Science*.

Eisenhard, C., Matusik, J.G., Boora, L., Mitchell, R., & Hays, N. Underdog effects. Target: *Administrative Science Quarterly*.

**PRESENTATIONS AND GUEST SPEAKING ENGAGEMENTS**

**Conference Presentations**

Matusik, J. G., Poulton, E. C., Nakos, O., & Rodell, J. R. (2024, August). The PCMT Model of Organizational Support: When seemingly “positive” aspects of the work environment have “negative” consequences. Academy of Management annual conference, Chicago, Illinois.

Eisenhard, C., Matusik, J. G., Boora, L., Mitchell, R., & Hays, N. A. (2024, June). Performance expectations and risk-taking: The differential effects of favorite, underdog, and wildcard statuses across competitive contexts. Paper presented at International Association for Conflict Management, Singapore.

Matusik, J.G., Blagoeva, R., Gamache, D. & Shanklin, B., (2023, August). Power and the people: CEO structural power predicts indifference towards social stakeholders. Paper presented at Academy of Management annual conference, Boston, Massachusetts.

Hays, N.A., Matusik, J.G., Godart, F.C., Yilmazatilla, D., & Galinksy, A. (2023, August). Status supernovas: Why some creative teams shine bright but flame out. Paper presented at Academy of Management annual conference, Boston, Massachusetts.

\*Showcase symposium

Mitchell, R.L., & Matusik, J.G. (2023, August). Backlashes or boosts? The role of warmth perceptions in hiring decisions. Paper presented at Academy of Management annual conference, Boston, Massachusetts.

Matusik, J.G., Mitchell, R.L., & Hays, N.A. (2023, July). The rich get richer (at least when they are men): The reciprocal relationship between power and status. Paper presented at the International Association for Conflict Management, Thessaloniki, Greece.

Mitchell, R.L., & Matusik, J.G. (2023, July). Backlashes or boosts? How warmth and gender stereotypes interact to predict hireability. Paper presented at the International Association for Conflict Management, Thessaloniki, Greece.

Matusik, J.G., Blagoeva, R., Gamache, D. & Shanklin, B., (2022, September). Power and the people: CEO structural power predicts indifference towards social stakeholders. Paper presented at Strategic Management Society annual conference, London, United Kingdom.

Matusik, J.G., Mitchell, R.L., & Hays, N.A. (2022, August). The rich get richer (at least when they are men): The reciprocal relationship between power and status. Paper presented at Academy of Management annual conference, Seattle, Washington.

Matusik, J.G., Shanklin, B., Blagoeva, R., & Gamache, D. (2021, November). Power and the people: CEO structural power predicts indifference towards social stakeholders. Paper presented at Southern Management Association annual conference, New Orleans, Louisiana.

\*Recipient, Best Paper Award – Strategy Track

Matusik, J.G., Mitchell, R., Fath, S., Hays, N.A., Hollenbeck, J.R., & Cornfield, B. (2020, August). The highs and lows of hierarchy in multiteam systems. Paper accepted to Academy of Management annual conference, virtual.

Hays, N. A., Lennard, A. C., Matusik, J. G., Prasad, S. (2020, February). Distinct hormonal signatures of power versus status. Paper presented at Society for Personality and Social Psychology, New Orleans, Louisiana.

Schouten, M., Matusik, J.G., Kunst, S., & Hays, N. (2019, August). On the dynamics of interpersonal influence: The attribution of social motivation impacts the success of influence striving behaviors. Paper presented at Academy of Management, Boston, Massachusetts.

Mitchell, R., Cornfield, B., Matusik, J.G., & J.R. Hollenbeck. (2019, August). More or less than the sum of its parts: Component team ability and multiteam system performance. Paper presented at Academy of Management, Boston, Massachusetts.

\*Showcase symposium

Schouten, M., Matusik, J.G., Kunst, S., & Hays, N. (2018, July). On the dynamics of interpersonal influence: The attribution of social motivation impacts the success of influence striving behaviors. Paper presented at INGRoup, Bethesda, Maryland.

Schouten, M., Matusik, J.G., Kunst, S., & Hays, N. (2018, July). On the dynamics of interpersonal influence: The attribution of social motivation impacts the success of influence striving behaviors. Paper presented at the International Association of Conflict Management, Philadelphia, Pennsylvania.

Hays, N.A., & Matusik, J.G. (2017, August). The Supernova effect: Effects of hierarchical inequality on band performance. Symposium at the meeting of the Academy of Management, Atlanta, Georgia.

\*Showcase symposium

Heidl, R., Matusik, J.G., Lee, H-W., Hollenbeck, J.R., & Yu, A. (2017, August). Validity and Utility of Bluetooth sensors in organizational research. Symposium at the meeting of the Academy of Management, Atlanta, Georgia.

\*Showcase symposium

Hays, N.A., Matusik, J.G., & Galinsky, A. (2017, July). The Supernova effect: Effects of hierarchical inequality on group performance and viability. Paper presented at the International Association for Conflict Management, Berlin, Germany.

Kang, J. H., Matusik, J. G., Kim, T. Y., & Phillips, J. M. (2016, January). Entrepreneurial climate and innovative behavior: A multilevel investigation. Paper presented at the meeting of USASBE, San Diego, California.

Kang, J. H., & Matusik, J. G. (2014, August). The impact of Confucianism towards working overtime in Asian workplaces. Paper presented at the meeting of the Academy of Management, Philadelphia, Pennsylvania.

**Guest Speaking Engagements**

Erasmus University Rotterdam (Work and Organizational Psychology) – November, 2022

**HONORS, AWARDS, AND GRANTS**

* Best Paper Award (Strategy Track), Southern Management Association, *2021*
* Faculty Seed Grants in the Sciences, University of Georgia, *2021*
  + $9,500
* Dissertation Completion Fellowship, Michigan State University, *2018* 
  + $6,000
* STRIDE grant recipient, Michigan State University, *2016*
  + $2,000
* University Research Committee Student Travel Grant, Oakland University, *2014*
* Graduate Research Assistantship, Oakland University, *2013-2015*
* Board of Regents Scholarship, Baker College of Owosso, *2010-2013*
* President’s and Dean’s Lists, Baker College of Owosso, *2010-2013*

**PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

Ad-hoc Reviewer *Academy of Management Journal*

Ad-hoc Reviewer *Small Group Research*

Ad-hoc Reviewer *Strategic Management Journal*

Ad-hoc Reviewer *Journal of Applied Psychology*

Ad-hoc Reviewer *Organizational Behavior and Human Decision Processes*

Ad-hoc Reviewer *Organization Science*

Member Academy of Management, HR Division, *since 2019*

Member Academy of Management, OB Division, *since 2014*

Member Beta Gamma Sigma, *since 2015*

**SERVICE**

Brownbag Coordinator, University of Georgia (Fall 2021-present)

Moderator, Diversity Café – LGBTQ Persons & the Workplace, University of Georgia (2020)

Subject Pool Coordinator, Michigan State University (Fall, 2016 through Fall, 2018)

**CLASSES TAUGHT**

*MGMT 9680 – Meso Topics in Organizational Behavior,* University of Georgia: Fall, 2023

* Overall course average evaluation: 5.00/5.00
* Overall instructor average evaluation: 5.00/5.00

*MGMT 5820 – Human Resource Management,* University of Georgia: Fall, 2022

* Overall course average evaluation: 4.65/5.00
* Overall instructor average evaluation: 5.00/5.00

*MGMT 5920S – Organizational Behavior* (2 sections), University of Georgia: Fall, 2022

* Overall course average evaluation: 4.77/5.00
* Overall instructor average evaluation: 4.85/5.00

*MGMT 9680 – Meso Topics in Organizational Behavior,* University of Georgia: Spring, 2022

* Overall course average evaluation: 5.00/5.00
* Overall instructor average evaluation: 5.00/5.00

*MGMT 5920S – Organizational Behavior* (2 sections), University of Georgia: Spring, 2022

* Overall course average evaluation: 4.77/5.00
* Overall instructor average evaluation: 4.85/5.00

*MGMT 5820 – Human Resource Management*, University of Georgia: Spring, 2021

* Overall course average evaluation: 4.83/5.00
* Overall instructor average evaluation: 4.91/5.00

*MGMT 5920S – Organizational Behavior* (2 sections), University of Georgia: Spring, 2021

* Overall course average evaluation: 4.57/5.00
* Overall instructor average evaluation: 4.79/5.00

*MGT 325 – Management Skills*. Michigan State University: Summer, 2018

**PROFESSIONAL WORK EXPERIENCE**

MORRISON MANAGEMENT, *2012*

*Management Intern*

* Tracked inventory, input transactions and daily sales reports, handled retail promotions, and updated job duties.
* Established baselines for the Healthy Hospital Initiative, a major transition towards the use of local and sustainable products, healthier beverages, and the use of untreated, hormone-free meat products in the dietary department.