

John Nolan Harris

Assistant Professor of Management
Department of Management
College of Business Administration
Georgia Southern University
P.O. Box 8151
Statesboro, GA 30460
jharris@georgiasouthern.edu
Ph: (912) 478-5997

Education

Ph.D., Organizational Behavior & Human Resources, Florida State University, 2017
Dissertation: *Leader Political Skill and Work Relationship Favorability: An Examination of Mediating Characteristics and Follower Outcomes* (proposal defended March 4, 2016).
Committee: Gerald R. Ferris (chair), Susan S. Fiorito, Chad H. Van Iddekinge, Gang Wang, and James K. Summers (Associate Professor of Management at Iowa State University)

B.S., Psychology (Management minor), *summa cum laude*, University Honors Program, University of Alabama, 2012
Psychology Honors Thesis: *Need for Cognition, Mindlessness, and Susceptibility to the Door-in-the-Face Technique*. Advised by Dr. Rosanna Guadagno.

Research Interests

Organizational behavior with specific interests in leadership, work relationships, social effectiveness, reputation, and organizational politics.

Journal Publications

Lvina, E., Maher, L. P., & **Harris, J. N.** (2017). Political skill, trust, and efficacy in teams. *Journal of Leadership & Organizational Studies* 24, 95-105.

McAllister, C. P., **Harris, J. N.**, Hochwarter, W. A., Perrewé, P. L., & Ferris, G. R. (2017). Got resources? A multi-sample constructive replication of resource availability's role in work passion – job outcomes relationships. *Journal of Business and Psychology*, 32, 147-164.

Perrewé, P. L., Hochwarter, W. A., Ferris, G. R., McAllister, C. P., & **Harris, J. N.** (2014). Developing a passion for work passion: Future directions on an emerging construct. *Journal of Organizational Behavior*, 35, 145-150.

Contributed Papers and Book Chapters

Harris, J. N., Ferris, G. R., Summers, J. K., & Munyon, T. P. (in press). The role of political skill in relationship development, work and social networks, and work effectiveness. In D. L. Stone & J. H. Dulebohn (Eds.), *Research in human resource management* (Vol. 1). Charlotte, NC: Information Age Publishing.

Ferris, G. R., **Harris, J. N.**, Russell, Z. A., Maher, L. P. (in press). Politics in organizations. In D. Ones, J. Anderson, V. Viswesvaran, & G. Sinangil (Eds.), *Handbook of industrial, work, and organizational psychology* (2nd ed., Vol. 2). Thousand Oaks, CA: Sage Publications.

Harris, J. N., Maher, L. P., Ferris, G. R. (2016). The roles of political skill and political will in job performance prediction. In E. Vigoda-Gadot & A. Drory (Eds.) *Handbook of organizational politics* (2nd edition): *Looking back and to the future*. Northampton, MA: Edward Elgar Publishing, Inc.

Harris, J. N., Russell, Z. A., Maher, L. P., & Ferris, G. R. (2015). Power, politics and influence in organizations. In J. D. Wright (editor-in-chief.), *International encyclopedia of social and behavioral sciences* (2nd edition, Vol. 18, pp. 770-775). Oxford, UK: Elsevier

Ferris, G. R., **Harris, J. N.**, Russell, Z. A., Ellen, B. P. III, Martinez, A. D., & Blass, F. R. (2014). Reputation in the organizational sciences: A multi-level review, construct assessment, and research directions. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 32, pp. 241-303). Bingley, UK: Emerald Group Publishing Ltd.

Research in Progress

Carter, M. Z., Mossholder, K. W., & **Harris, J. N.** In the eye of the stakeholder: An examination of contingent reward leadership provided and received. Manuscript under revise-and-resubmit decision at *Journal of Occupational and Organizational Psychology*.

Harris, J. N., Russell, Z. R., & Hochwarter, W. A. Boss narcissism and supervisor political support. Manuscript in preparation for submission to *Journal of Management*.

Haynie, J. J., **Harris, J. N.**, Harris, S. G., & Moates, K. N. Nice supervisors don't always finish first: Supervisor empathy and the LMX differentiation—contextual performance relationship. Manuscript under review at *Journal of Leadership and Organizational Studies*.

Refereed Conference Presentations

- Harris, J. N.**, & Ferris, G. R. Leader political skill and work relationship favorability: An examination of mediating characteristics and follower outcomes. Paper accepted for presentation at the annual meeting of the Southern Management Association, St. Pete Beach, FL
- Kimbrough, A. M., Muscanell, N. L., Strack, J., **Harris, J. N.**, Rosanna, R. G., & Wingate, V. S. (2017). *Need for cognition and the foot-in-the-door effect: A test of the mindlessness hypothesis*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Haynie, J. J., **Harris, J. N.**, Harris, S. G., & Moates, K. N. (2016). *“Nice supervisors don’t always finish first:” Supervisor empathy and the LMX differentiation—contextual performance relationship*. Paper presented at the annual meeting of the Southern Management Association, Charlotte, NC.
- Lvina, E., Maher, L. P., **Harris, J. N.**, & Ferris, G. R. (2016). *Political skill, trust, and efficacy in teams*. Paper presented at the annual meeting of the Southern Management Association, Charlotte, NC.
- Lvina, E., Maher, L. P., **Harris, J. N.**, & Ferris, G. R. (2016). *Impact of team political skill on team trust and efficacy*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Carter, M. Z., Mossholder, K. W., & **Harris, J. N.** (2015). *In the eye of the stakeholder: An examination of contingent reward leadership provided and received*. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.
- Harris, J. N.**, Lee, J., & Wang, G. (2014). *The moderating effect of leader charisma on team-level abusive supervision and outcomes*. In P. Perrewé & P. Spector (Co-Chairs) *Mistreatment in Organizations: The Role of Abusive Supervision*. Symposium presented at the annual meeting of the Southern Management Association, Savannah, GA.
- Harris, J. N.**, & Russell, Z. R. (2014). *Boss narcissism and supervisor political support*. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
- Ferris, G. R., Ellen, B. P. III, **Harris, J. N.**, & Martinez, A. D. (2013). *The role of reputation in the organizational sciences: A multi-level review and construct assessment*. In J. B. Rodell (Chair), *Employee reputation: What we know and where we are headed*. Symposium presented at the annual meeting of the Academy of Management, Orlando, FL.
- Kane-Frieder, R. E., **Harris, J. N.**, McAllister, C. P., Hochwarter, W. A. (2013). *You’re so vain, you probably think this paper is about you: The moderating effect of perceived resources on entitlement perceptions and workplace outcomes*. In C. C. Rosen & C. Tumlison (Co-Chairs): *Psychological Entitlement in the Workplace*. Symposium presented at the annual meeting of the Academy of Management, Orlando, FL.

McAllister, C. P., **Harris, J. N.**, Burns, S. K., & Perrewé, P. L. (2013). *The role of work passion on personal and organizational outcomes*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Harris, J. N., Guadagno, R. E., & Muscanell, N. L. (2012). *Do intentions lead to actions? The role of preference for consistency*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

Harris, J. N., Rice, L., & Guadagno, R. E. (2012). *But I'm already in, aren't I? The reverse foot-in-the-door effect and online group acceptance*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Harris, J. N., & Guadagno, R. E. (2011). *Social influence online: The impact of social proof and likeability on compliance*. Poster presented at the Annual Undergraduate Research Creative Activity Conference, University of Alabama, Tuscaloosa, AL. (First place winner)

Teaching Experience (Florida State University)

Management 4143, Contemporary Leadership Challenges:

- Spring 2016 (51 students) – Overall instructor rating: 4.88/5.00; department average: 4.28
- Fall 2015 (60 students) – Overall instructor rating: 4.74/5.00; department average: 4.35

Management 4605, Cross-Cultural Management:

- Summer 2015 (19 students)- Overall instructor rating: 5.00/5.00; department average: 4.19
- Spring 2015 (46 students) - Overall instructor rating: 4.74/5.00; department average: 4.39
- Fall 2014 (25 students) – Overall instructor rating: 4.86/5.00; department average: 4.41

Management 3240, Organizational Behavior (Online Course): Teaching Assistant

- Spring 2013
- Fall 2013
- Spring 2014

Honors and Awards

Best Reviewer, Organizational Behavior Track, 2016 Southern Management Association Annual Meeting, October, 2016

Florida State University College of Business Doctoral Student Teaching Award Winner, Summer 2016

Outstanding Reviewer, Organizational Behavior Division, 2016 Academy of Management Meeting, June, 2016

Florida State University College of Business Fifth-Year Doctoral Funding Award, Spring 2016

Outstanding Author Contribution, 2015 Emerald Literati Network Awards for Excellence for Ferris, G. R., Harris, J. N., Russell, Z. A., Ellen, B. P. III, Martinez, A. D., & Blass, F. R. (2014). The role of reputation in the organizational sciences: A multi-level review, construct assessment, and research directions. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 32, pp. 241-303). Bingley, UK: Emerald Group Publishing Ltd.

Florida State University College of Business Dean's Fellowship, BB&T Program of Free Enterprise Graduate Fellows, Fall 2012

The Norman R. Ellis Endowed Scholarship in Psychology, University of Alabama Psychology Department, 2011. Given to rising seniors with "the most promising futures in psychology," as voted on by Psychology Department faculty members.

First Place Poster (tied), Annual Undergraduate Research Creative Activity Conference, The University of Alabama College of Arts & Sciences Division of Social Sciences, 2011. For Harris, J. N., & Guadagno, R. E. (2011). *Social influence online: The impact of social proof and likeability on compliance.*

Professional Affiliations

Academy of Management

Southern Management Association

Reviewer Activities

Academy of Management Annual Meeting paper reviewer

- Anaheim, CA, 2016 (outstanding reviewer award for Organizational Behavior Division)
- Philadelphia, PA, 2014

Southern Management Association Annual Meeting paper reviewer

- Charlotte, NC, 2016
- St. Pete Beach, FL, 2015
- Savannah, GA, 2014
- New Orleans, LA, 2013

Reviewer for *International Journal of Hospitality Management*

Reviewer for *Journal of Leadership and Organizational Studies*

Professional Development Activities

OB Division Doctoral Student Consortium, nominated participant, Annual Meeting of the Academy of Management, Anaheim, CA, 2016

CARMA Short Course, participant, Advanced SEM II: Missing Data Issues in SEM, Multi-Level SEM, and Latent Interactions, Detroit, MI, 2016

HR Division Doctoral Student Consortium, participant, Annual Meeting of the Academy of Management, Vancouver, BC, 2015

Late-Stage Doctoral Student Consortium, participant, Southern Management Association Annual Meeting, Savannah, GA, 2014

New Doctoral Student Consortium, participant, Annual Meeting of the Academy of Management, Orlando, FL, 2013

Early-Stage Doctoral Student Consortium, participant, Southern Management Association Annual Meeting, New Orleans, LA, 2013

College and Departmental Service

Student representative, Florida State University College of Business Ph.D. Policy Committee, Summer 2016-Summer 2017

President, FSU Doctoral Business Student Association, Summer 2016-Summer 2017

Student co-coordinator, doctoral student applicant interviews, 2015

Officer, FSU Doctoral Business Student Association, 2014-Summer 2017

Research assistant, Online Social Influence Laboratory, University of Alabama, 2009-2012