

**Rebecca J. Bennett, Ph.D.**  
**Professor of Management**  
**University of Central Florida**  
**ACADEMIC VITA**

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### **Employment**

- Department Chair, Management Department, UCF, 2022-present
- Interim Department Chair, Management Department UCF 2021-2022
- Professor, Department of Management, UCF, July 2016-present
- Department Head, Management Department, Louisiana Tech University, July 2013-June 2016
- Interim Department Chair, Management and Information Systems Department, Louisiana Tech University, Dec 2008-Dec 2009
- Interim Associate Dean of Graduate Studies & Research, Louisiana Tech University, July 2006-June 2007
- Herbert McElveen Professor of Management, Louisiana Tech University, June 2006-2016
- Associate Professor of Management, Louisiana Tech University, 2004-2006
- Professor of Management, University of Toledo, 2003-2004
- Associate Professor of Management, University of Toledo, 1997-2003
- Associate Director, Family Business Center, University of Toledo, 1999-2004
- Assistant Professor of Management, University of Toledo, 1991-1997
- Instructor, Northwestern University, Kellogg Graduate School of Management, 1989-1991 (taught while graduate student)

### **Education**

#### *Northwestern University, Kellogg Graduate School of Management*

- Ph.D. in Organization Behavior, May, 1991
- Masters of Science in Organization Behavior, June, 1988

#### *Washington University*

- Bachelors of Arts in Psychology, cum laude, May 1986

### **Research Activities**

#### **Research Fellowships & Honors**

- Fellow, Society for Industrial & Organizational Psychology
- Fellow, Association for Psychological Science
- Invited presentation at Sea of Galilee College, Kinneret Israel, January 2023
- Visiting Scholar, University of Otago, Dunedin New Zealand, 2018
- Invited presentation at emlyon business school, Lyon France, October 2017
- Visiting Scholar at University of Queensland, Brisbane Australia, June 2015
- Invited presentation at Griffin University, Brisbane Australia, July 2015
- Invited presentation at National University of Australia, Canberra, Australia, July 2015

- Invited presentation at Kuhne Logistics University, Hamburg Germany November 2012
- Guest scholar at Rotterdam School of Management, Erasmus University, August 2010
- Participated in focus group on clearance process for national security as invited subject matter expert by Office of Director of National Intelligence, August 2010
- Senior Visiting Scholar, National University of Singapore, November 2003

## Refereed publications

- Dalal, R. S., Howard, D. J., Bennett, R. J., Posey, C., Zaccaro, S. J., & Brummel, B. J. (2021). Organizational science and cybersecurity: abundant opportunities for research at the interface. *Journal of Business and Psychology*, 1-29.
- Young, K. M., Stammerjohan, W. W., Bennett, R. J., & Drake, A. R. (2021). Psychological Contract Research in Accounting Literature. *Advances in Accounting Behavioral Research (Advances in Accounting Behavioural Research, Vol. 24)*, Emerald Publishing Limited, 117-137.
- Young, J. A., Courtney, J. F., Bennett, R. J., Ellis, T. S., & Posey, C. (2020). The impact of anonymous, two-way, computer-mediated communication on perceived whistleblower credibility. *Information Technology & People*. DOI: <https://www.emerald.com/insight/content/doi/10.1108/ITP-03-2019-0138/full/html>
- Young, K. M., Stammerjohan, W. W., Bennett, R. J., & Drake, A. R. (2019). Employee Turnover during Mergers and Acquisitions. *Management Accounting Quarterly*, 21(1), 25.
- Sheridan, S., Crossley, C., Vogel, R., Mitchell, M., Bennett, R. (2019). Intending to Leave but No Place to Go: An Examination Of The Behaviors Of Reluctant Stayers, *Human Performance*, 32(2) 3-68.
- Young, K, Stammerjohan, W., Bennett, R.J., and Drake, A. (2018). The Hidden Costs of Mergers and Acquisitions, *Management Accounting Quarterly*, 19 (2): 1-7. (Winner of Institute of Management Accountants Lybrand Silver Medal Award, 2018)
- Burns, A.J., Roberts, T.L., Posey, M.C., Bennett, R.J., & Courtney, J.(2018). Intentions to comply versus intentions to protect: A VIE theory approach to understanding the influence of insider's awareness of organizational SETA efforts, *Decision Sciences*, 49 (6), 1187-1228.
- Marasi, S., Wall, A. Bennett, R.J. (2018). Pay openness movement: Is it merited? Does it influence more desirable employee outcomes than pay secrecy? *Organization Management Journal*, 30(1), 58-77 (winner: OMJ best paper award for 2019)
- Marasi, S., Bennett, R., Budden, H. (2018). The structure of an organization: does it influence workplace deviance and its dimensions? and to what extent? *Journal of Managerial Issues*, 15 (2), 9-27.

- Liu, Y., Fuller, J.B., Hester, K., Bennett, R.J. & Simmering, M. (2018). Linking authentic leadership to subordinate behaviors. *Leadership and Organization Development Journal*, 39, 218-233.
- Simmering, M., Fuller, J. B., Marler, L. L., Cox, S., Bennett, R. J., & Curry, J. (2017). A gendered emotional display perspective on workplace touch and perceived supervisor support. *Journal of Managerial Issues*, 29(4), 395-420.
- Castille, C., Kuyumcu, D., & Bennett, R. J. (2017). Prevailing to their peers' detriment: Organizational constraints motivate Machiavellians to undermine their peers. *Personality Assessment and Individual Differences*, 29-36.
- Darrat, M., Amyx, D., & Bennett, R. J. (2017). Examining the Impact of Job Embeddedness on Salesperson Deviance: The Moderating Role of Job Satisfaction. *Industrial Marketing Management*, 158-166. doi:<http://dx.doi.org/10.1016/j.indmarman.2016.10.012>
- Marasi, S. & Bennett, R.J. (2016). Pay communication: Where do we go from here? *Human Resource Management Review*, 50-58. doi:<http://dx.doi.org/10.1016/j.hrmr.2015.07.002>
- Marasi, S., Cox, S., & Bennett, R. J. (2016). Job embeddedness: Is it always a good thing? *Journal of Managerial Psychology*, 1-14.
- Lowry, P., Posey, M. C., Bennett, R. J., & Roberts, T. L. (2015). Leveraging fairness and reactance theories to deter reactive computer abuse following enhanced organisational information security policies: An empirical study of the influence of counterfactual reasoning and organisational trust. *Information Systems Journal*, 193-230. doi:<http://ssrn.com/abstract=2545261>
- Posey, M. C., Roberts, T., Lowry, P., & Bennett, R. J. (2015). Multiple indicators and multiple causes (MIMIC) models as a mixed-modelling technique: A tutorial and an annotated example. *Communications of the Association for Information Systems*. doi:<http://ssrn.com/abstract=2525093>
- Lowry, P. B., Posey, C., Roberts, T., & Bennett, R. J. (2014). Is your banker leaking your personal information? The roles of individual-level culture and ethics in predicting organizational computer abuse in the financial services industry. *Journal of Business Ethics*, 385-401.
- Posey, C., Roberts, T. L., Lowry, P. B., Bennett, R. J., & Courtney, J. F. (2013). Insiders' protection of organizational information assets: Development of a systematics-based taxonomy and theory of diversity for protection-motivated behaviors. *MISQ*, 1189-1210.
- Simmering, M., Fuller, J. B., Marler, L., Cox, S., & Bennett, R. (2013). Tactile interaction norms and positive workplace touch. *Journal of Managerial Issues*, 132-153.
- Cox, S., Bennett, R. J., Tripp, T. M., & Aquino, K. (2011). An Empirical Test of Forgiveness Motives' Effects on Employees' Health and Well-Being. *Journal of Occupational Health Psychology*, 330-340.

- Posey, C., Bennett, R. J., & Roberts, T. L. (2011). Understanding the mindset of the abusive insider: An examination of insiders' causal reasoning following internal security changes. *Computers & Security, 30*(6-7), 486-497.  
<http://www.sciencedirect.com/science/article/pii/S0167404811000630>
- Posey, C., Bennett, R. J., Roberts, T. L., & Lowry, P. B. (2011). When computer monitoring backfires: Invasion of privacy and organizational injustice as precursors to computer abuse. *Journal of Information System Security, 24*-47.  
<http://www.jissec.org/Contents/V7/N1/V7N1-Posey.html>
- Marler, L., Cox, S., Bennett, R.J., Fuller, J.B. (2011). Exploring the role of touch and apologies in forgiveness of workplace offenses. *Journal of Management Issues, 144*-165
- Fuller, J.B., Simmering, M., Marler, L., Cox, S., Bennett, R.J. & Cheramie, R. A. (2011). Exploring touch as a positive organizational behavior. *Human Relations, 231*-256.
- Galperin, B., Bennett, R.J., & Aquino, K. (2011). Status differentiation and the protean self: A social-cognitive model of unethical behavior in organizations. *Journal of Business Ethics, 407*-424.
- Darat, M., Amyx, D. & Bennett, R.J. (2010). An investigation into the effects of work-family conflict on job satisfaction on salesperson deviance, *Journal of Personal Selling & Sales Management, 239*-251.
- Thau, S., Bennett, R.J., Mitchell, M., & Marrs, M.B. (2009). How management style moderates the relationship between abusive supervision and workplace deviance: an uncertainty management theory perspective, *Organizational Behavior and Human Decision Processes, 79*-92.
- Kim, T., Shapiro, D, Aquino, K., Lim, V., & Bennett, R.J. (2008). Workplace offense and victims' reactions: The effects of victim-offender (dis)similarity, offense type, and cultural differences. *Journal of Organizational Behavior, 415*-433.
- Thau, S., Bennett, R. J., Crossley, C., & Sczesny, S. (2007). Antisocial work behavior: loss of the social bond? *Human Relations, 1155*-1179.
- Crossley, C., Bennett, R.J, Jex, S. & Burnfield, J. (2007). Development of a global measure of job embeddedness and integration into a traditional model of voluntary turnover, *Journal of Applied Psychology, 1031*-42.
- Frye, C., Bennett, R.J., & Caldwell, S. (2006). The Effects of emotional intelligence on leadership behaviors and team performance, *Mid-American Journal of Business, 49*-56.  
doi:10.1108/19355181200600005
- Thau, S., Bennett, R. J., Stahlberg, D. & Werner, J. M. (2004), Why should I be generous when I have valued and accessible alternatives? Alternative exchange partners and OCB, *Journal of Organizational Behavior, 607*-626.
- Aquino, K., Galperin, B. & Bennett, R. J. (2004). Dispositional aggressiveness and ethnic identity as moderators of the relationship between perceived injustice and workplace

deviance, *Journal of Applied Social Psychology*, 1001-10029.

Bennett, R. J. (February 2002). Cracking the glass ceiling as well as the floor: Factors affecting women's advancement into upper management, Research Brief in *Academy of Management Executive*, 157-159.

Bennett, R. J., and Robinson, S. L. (2000). Development of a measure of workplace deviance, *Journal of Applied Psychology*, 349-360.

Bennett, R.J. (1998). Taking the sting out of the whip: Reactions to consistent punishment for unethical behavior, *Journal of Experimental Psychology: Experimental*, 1-15.

Robinson, S. L., & Bennett, R. J. (1995). A Typology of deviant workplace behaviors: A multi-dimensional scaling study, *Academy of Management Journal*, 555-572.

Post, F., & Bennett, R. J. (1994). Use of the collaborative collective bargaining process in labor negotiations, *International Journal of Conflict Resolution*, 34-61.

Pinkley, R., Neale, M., & Bennett, R. J. (1994). The impact of alternatives to settlement in dyadic negotiation, *Organization Behavior and Human Decision Processes*, 97-116.

Weingart, L. R., Bennett, R. J., Brett, J. M. (1993). The impact of consideration of issues and motivational orientation on group negotiation process and outcome, *Journal of Applied Psychology*, 504-517.

Bennett, R. J. & Cummings, L. L. (1991). The effects of schedule and intensity of aversive outcomes on performance: A multi-theoretical perspective, *Human Performance*, 155-169.

### **Edited Books and Invited Book Chapters:**

Bennett, R., Marasi, S. & Andriese, N. (in press). Workplace deviance and workplace violence, In: Howard Friedman (editor-in-chief), *Encyclopedia of Mental Health*, 3rd edition.

Bennett, R., Marasi, S., & Locklear, L. (2018). Workplace Deviance. In *Oxford Encyclopedia of Business and Management*. Oxford University Press. doi: 10.1093/acrefore/9780190224851.013.111.

Ashkanasy, N., Bennett, R. & Martinko, M. 2016. (Eds). *Workplace Supervision: High Performance or Abusive?* SIOP Organizational Frontiers Series, Taylor & Francis Publishers. (Co-wrote introduction & conclusion chapters as well as editing)

Bennett, R. & Marasi, S. 2015. Workplace Deviance. In: James D. Wright (editor-in-chief), *International Encyclopedia of the Social and Behavioral Sciences*, 2<sup>nd</sup> edition, Vol 25. Oxford: Elsevier. pp 722-726.

Bennett, R. & Marasi, S. 2015. Workplace Deviance. In: Howard Friedman (editor-in-chief), *Encyclopedia of Mental Health*, 2<sup>nd</sup> edition, pp 382-386.

Bennett, R. J., & Cox, S. S. (2012). Coping with unethical behavior: Forgoing the sweetness of

revenge for the healthy choice of forgiveness, Robert A. Giacalone & Mark Promislo (Eds.) *Handbook of Unethical Work Behavior: Implications for Well-Being*, M.E. Sharpe.

Becker, T. & Bennett, R. J. (2007). Employee attachment and deviance in organizations, J. Langan-Fox, C. Cooper, R. Klimonski (Eds.) *Research Companion to the Dysfunctional Workplace*, Northampton, MA: Edward Elgar.

Bennett, R. J., Thau, S., Aquino, K. & Reed, A. (2005). Morality, moral self-identity and employee deviance, S. Fox and P. Spector (Eds.) *Differing Perspectives on Counter-Productive Behavior in Organizations*, NY: APA.

Bennett, R.J., Thau, S., & Scouten, J. (2004). "I deserve more because my name is on the door": Entitlement, embeddedness, and employee deviance in the family business. In R.E. Kidwell, Jr. & C.L. Martin (Eds.), *Managing organizational deviance* (pp. 287-300). Thousand Oaks, CA: Sage.

Bennett, R. J., & Robinson, S. L., (2003). The past, present and future of workplace deviance research, Jerry Greenberg (Ed.) *Organizational Behavior: The State of the Science, 2<sup>nd</sup> edition*. Lawrence Erlbaum.

Bennett, R.J. & Stamper, C. (2002). Corporate citizenship and deviancy: A study of discretionary work behavior, Craig Galbraith and Mike Ryan (Eds) *International Research in the Business Disciplines: Strategies and Organizations in Transition 13*, (pp.265-284). Amsterdam, the Netherlands: Elsevier Science.

Bennett, R. J., (1998), Perceived powerlessness as a cause of deviant employee behavior, *Dysfunctional Workplace Behavior, A*, (pp.231-238). Edited by R. Griffin, A. O'Leary-Kelly, & J. Collins, Stanford, CT: JAI Press.

Bennett, R. J., & Robinson, S. L. (1997) Workplace deviance: Its definition, its manifestations and its causes, *Research on Negotiation in Organizations, 6*, (pp. 3-27). Edited by R. Lewicki, R. Bies, & B. Sheppard, Stanford, CT: JAI Press.

### **Refereed National and International Conference Presentations**

Lassu, R., Whiting, S., Bennett, R.(2019). Want to Sleep Well Tonight? An Investigation of Why and For Whom Receiving Help at Work is Linked to Improved Sleep Quality, Accepted for Presentation at the Cancelled Western Academy of Management Meetings, March 2019

Posey, M.C., Folger, R, & Bennett, R.J.,. (2019). An Exploratory Examination of Organizational Insiders' Descriptive and Normative Perceptions of Cyber-relevant Rights, Responsibilities, and Duties, Computers & Security Conference, October, 2019.

Posey, M.C., Bennett, R.J., & Folger, R. (2019). Harnessing the "Ought Forces" in Cybersecurity, Presented at Psybersecurity conference, Washington D.C. May 2019.

Bennett, R.J., Lassu, R., Ashkanasy, N. (2019). Attributions of Performance Demanding Leader Behavior, part of symposium at Society for Industrial and Organizational Psychology, Washington D.C., April 2019.

- Leonard, S., Bennett, R.J., Posey, M.C., Darrat, M. (2018). The Effects Of Abusive Supervision And Customer Mistreatment On Customer-Directed Deviance, Marital Aggression, Job Performance And Intent To Turnover, part of symposium on Causes and consequences of abusive supervision at Academy of Management Annual meetings, Chicago, IL.
- Bennett, R.J., Martinko, M., Girard, E., Dorris, A.B. (2017). The Tipping point: When high performance work demands are perceived as abusive, Academy of Management Annual Meetings, Atlanta, GA.
- Martinko, M., Ashkanasy, N. & Bennett, R.J. (2016) High performance work practice or abusive supervision: all about the attribution? Southern Management Association Annual Meetings, Charlotte, S.C.
- Marasi, S., Wall, A., & Bennett, R.J. (2016). The pay openness movement: Does it influence organizational citizenship behavior? Eastern Academy of Management Meetings, New Haven, CT.
- Burns,, A. J., Roberts, T., Posey, C., Bennett, R. J., & Courtney, J. (2015). Assessing the role of security education, training, and awareness on insiders' security-related behavior: An expectancy theory approach. *Hawaiian International Conference on Systems Sciences*, 3930-3940. Kauai, Hawaii.
- Bennett, R. J., Amyx, D., Leonard, S. & Darrat, M. (2015). Causes of customer directed deviance, Australian Psychological Association Annual Meetings, Melbourne, Australia, July 2015.
- Burns, A. J., Bennett, R. J., Roberts, T. L., Courtney, J. F., & Posey, C. (2015). Assessing the role of security education, training, and awareness on insiders' security-related behavior: an expectancy theory approach, presented at and published in System Sciences (HICSS), 48th Hawaii International Conference, pp 3930-3940. [ieeexplore.ieee.org](http://ieeexplore.ieee.org)
- Ashkanasy, N., Bennett, R.J., Martinko, M. (2014) High performance work practice or abusive supervision: where's the boundary? 74<sup>th</sup> Annual Meetings of the Academy of Management, Philadelphia, PA.
- Ashkanasy, N., Bennett, R.J., Martinko, M. (2013) Cracking the whip: when do demands for high performance become abusive supervision? Southern Management Association Annual Meetings, New Orleans, Louisiana.
- Burns, A.J., Posey, M.C., Bennett, R.J., and Roberts, T.L. (2013). Technology deviance: when the dark side turns technical, at The Southwest Decision Sciences Institute conference, Albuquerque, NM.
- Posey, C., Roberts, T.L., Lowry, P.B, Bennett, R.J. (2010). "How explanation adequacy of security policy changes decreases organizational computer abuse," Proceedings of the 9th Annual Special Interest Group on Human-Computer Interaction 2010 Pre-ICIS Workshop at the International Conference on System Sciences, St. Louis, Missouri, USA, December 12, paper 14, pp. 1–5.
- Fuller, J. B., Simmering, M., Marler, L., Cox, S., & Bennett, R. 2010. Tactile interaction norms

- and touch self-efficacy: predicting managers' use of touch at work. Southern Management Association Annual Meeting, Clearwater Beach, Florida.
- Thau, S., Troester, C., & Bennett, R.J. (2010). The Moderating role of trust on the relationship between coworkers' antisocial behaviors and employees' helping behaviors. Presented at the Society of Industrial and Organizational Psychology Annual Meetings, Atlanta.
- Posey, M.C., Roberts, T.L., Bennett, R.J., Courtney, J. & Lawry, P. (2009). Insiders' protection organizational information assets: a multidimensional scaling study of protection-motivated behaviors. Dewald Roode Information Security Workshop, IFIP WG8.11/WG11.13, Bentley University, Waltham, Massachusetts.
- Posey, M.C., Roberts, T.L., Bennett, R.J., Courtney, J. & Lawry, P. (2009). Perceptions of information security: comparing security experts and users. 40<sup>th</sup> Annual Meeting of the Decision Sciences Institute, New Orleans, Louisiana.
- Fuller, J.B., Simmering, M., Marler, L., Cox, S., Bennett, R.J., & Chermie, R. (2009) Touch self-efficacy and touch anxiety: first steps toward touch as a positive organizational behavior. Presented at Southern Management Association Meetings, Asheville, N.C.
- Atinc, G., Kroll, M. & Bennett, R.J. (2009). Corruption among upper echelons, Southern Management Association Annual Meetings, Asheville, N.C.
- Galperin, B. & Bennett, R.J. (2009). Constructive deviance, presented as part of symposium on Constructive and Destructive Deviance at Academy of Management Annual Meetings, Chicago, IL.
- Cox, S. S., Bennett, R. J., & Marler, L. E. (2009) An examination of the effects of justice and trust on the development of a forgiveness climate. Presented at the Society for Industrial & Organizational Psychology Conference, New Orleans, LA.
- Cox, S. S., Bennett, R. J., & Marler, L. E. (2009) An examination of the effects of justice and trust on the development of a forgiveness climate. Presented at the Society for Industrial & Organizational Psychology Conference, New Orleans, LA.
- Posey, M.C., Roberts, T.L., Bennett, R.J., Courtney, J. & Lawry, P. (2008). Conceptual framework for protection motivation strategies of organizational insiders. 39<sup>th</sup> Annual Meeting of the Decision Sciences Institute, Baltimore, Maryland.
- Bennett, R.J., Cox, S., & Aquino, K. (2008). Excuses, apologies, revenge and forgiveness. Academy of Management Annual Meetings, Anaheim, CA.
- Bennett, R.J. (2008). Reactions to mistreatment, Academy of Management Annual Meetings, Anaheim, CA.
- Bennett, R.J. (2008). New developments in abusive supervision: Causes of and employee reactions to supervisor wrongdoing, Academy of Management Annual Meetings, Anaheim, CA.
- Bennett, R. J. (2008). The Dark side of employees' behavior: evaluating our questions, answers,



and future directions, Presenter as part of Pre-conference Professional Development Program Panel, Academy of Management Annual Meetings, Anaheim, CA.

- Cox, S., Bennett, R.J., & Marler (2008) Examination of the effects of high self-esteem and empathy in the forgiveness process: Too much of a good thing? Presented at Society of Industrial and Organizational Psychology Annual Meetings, San Francisco.
- Posey, M.C., Roberts, T.L., Ellis, T.S., & Bennett, R.J. (2007). A New perspective on computer abuse and organizational disincentives. 38<sup>th</sup> Annual Meeting of the Decision Sciences Institute, Phoenix, Arizona.
- Thau, S., Bennett, R., Troester, C., Wittek, R. (2007). Refraining from help: co-workers' antisocial behaviors, trust in employer, and helping behaviors, Academy of Management Annual meetings, Philadelphia.
- Crossley, C., Mitchell, M., Bennett, R. (2007). An Examination of counterproductive work behavior and the influence of perceived control, Academy of Management Annual meetings, Philadelphia.
- Galperin, B., Bennett, R. J., & Aquino, K. (2007). Status differentiation and the in-group bias: a social-cognitive model of corruption in organizations, Academy of Management Annual meetings, Philadelphia.
- Waldeck, N. & Bennett, R. J., (2006). The Media's effect on workplace deviance, Academy of Management Annual meetings, Atlanta.
- Cox, S., & Bennett, R. J. (2006) Forgiveness in the workplace: identifying motives & outcomes, Academy of Management Annual meetings, Atlanta.
- Bennett, R.J. (2006) Unmasking workplace deviance: Exploring the common threads of two faces of deviance, Academy of Management Annual meetings, Atlanta.
- Crossley, C., Bennett, R.J, Jex, S. & Burnfield, J. (2006) The Unique impression of being stuck: the role of perceptions in the relation between contextual job embeddedness and subsequent intentions to quit, job search behavior, and voluntary turnover, Society of Industrial and Organizational Psychology Annual Meetings, Dallas, Texas.
- Klimoski, R., Becker, T., Bennett, R.J., Eisenberger, R., Mael, F. (2006) (Panel discussion) Employee attachment and deviance in organizations, Society of Industrial and Organizational Psychology Annual Meetings, Dallas, Texas.
- Aquino, K., Bennett, R. J., & Byron, K. (2005) Restoring social order: high status authoritarians and revenge, Academy of Management Annual Meetings, Honolulu, HI.
- Bennett, R.J., Thau, S. & Crossley, C. (2004). Socially embedded employees: the role of context in explaining workplace deviance, Academy of Management Annual meetings, New Orleans.
- Bennett, R.J. (2004) Cross-cultural issues in measuring employee deviance, Society of Industrial and Organizational Psychology, Chicago.

- Bennett, R.J., Tripp, T.M., & Aquino, K. (2003) Why employees forgive their offenders an empirical test of a typology of forgiveness motives, Academy of Management Annual Meetings, Seattle.
- Thau, S. & Bennett, R.J. (2003) Accounting for culture effects on workplace deviance with structural (context) variables. Academy of Management Annual Meetings, Seattle.
- Thau, S. & Bennett, R.J., & Werner, J. M. (2003) Why should I be generous when I have valued and accessible alternatives? Alternative exchange partners and OCB. Academy of Management Annual Meetings, Seattle.
- Bennett, R. J. (April 2003). Using film to teach conflict resolution more effectively, Society of Industrial and Organizational Psychology, Orlando, Florida.
- Aquino, K., Bennett, R.J., Shapiro, D., & Kim, T.Y. (August 2002) Demographic and cultural dissimilarity's effects on responses to offense, Academy of Management Annual Meetings, Denver, Colorado.
- Bennett, R. J. (April 2002) Future methodology in studying employee deviance at Society for Industrial and Organizational Psychology Annual Meetings, Toronto, Ontario.
- Aquino, K.A., Galperin, B. L., & Bennett, R.J. (August 2001). Ethnicity and dispositional aggressiveness as moderators of the relationship between interactional justice and workplace deviance, Academy of Management Annual Meeting, Washington D.C.
- "Faculty Development in Family Business Centers," presented at Family Firm Institute Annual Educator's Conference, June 2001, Madison, Wisconsin
- "How do you study something no one wants to talk about? New methodologies for studying employee deviance." A round table discussion organized by Rebecca Bennett & Jerry Greenberg, Annual Meeting for the Society for Industrial and Organizational Psychologists, (April 2001), San Diego.
- Bennett, R. J., & Robinson, S. L. (August 1998) Organized, chaired, and presented in symposium on "Getting to 'what matters most': Overcoming the roadblocks to studying sensitive topics," Academy of Management Annual Meeting, San Diego, CA.
- Bennett, R.J., & Robinson, S. L. (August 1998). Are part-timers more deviant than full-timers? Paper presented as part of a symposium entitled, Contextual performance of temporary, part-time, and virtual employees: When does work status matter? Academy of Management Annual Meeting, San Diego, CA.
- Bennett, R.J., & Peck, S. (August 1997). Gender's role in predicting interpersonal deviance. Paper presented at the Academy of Management Annual Meetings, Boston, Mass.
- Bennett, R.J., & Robinson, S.L. (August 1996). The functionality of deviance for individuals: Deviance as a route to regaining control. Paper presented at the Academy of Management Annual Meetings, Cincinnati, Ohio.
- Robinson, S.L., & Bennett, R.J. (April 1996). A classification and explanation of workplace

deviance. Paper presented at the Research on Negotiation in Organizations Annual Conference, Durham, North Carolina.

Bennett, R.J., & Robinson, S.L. (August 1995). The development of a measure of workplace deviance. Paper presented at the Academy of Management Annual Meetings, Vancouver, British Columbia.

Robinson, S.L., & Bennett, R.J. (August 1995). To bond and unbond: a sociological perspective on employee deviance. Paper presented at the Academy of Management Annual Meetings, Vancouver, British Columbia.

Post, F. R., & Bennett, R. J. (June 1993). Implementing the Collective Bargaining Process in Labor Negotiations: A Case Study. Paper presented at the sixth Annual Conference of The International Association for Conflict Management, Houthalen, Belgium.

Robinson, S.L. & Bennett, R.J. (August 1993). The 4 P's: A multi-dimensional scaling analysis of deviance in the workplace. Paper presented at the Academy of Management Annual Meetings, Atlanta.

Beggs, R.J. & Weingart, L.R. (August 1990). Teaching negotiations with scorable multi-party, multi-issue games. Paper presented at Academy of Management Annual Meetings, San Francisco.

Pinkley, R. & Beggs, R.J. (August 1990). Resistance point, reservation price, and outcome: The impact of alternatives to settlement in a dyadic negotiation. Paper presented at Academy of Management Annual Meetings, San Francisco.

Beggs, R. J. (April 1988). Multi-theoretical predictions of punishment's effects. Paper presented at the 9th Annual Industrial Organizational Psychology and Organizational Behavior Graduate Student Conference, Toledo, Ohio.

## **Book Review**

Bennett, R.J. (Sept. 2000) Review of *Antisocial Behavior in Organizations*, by R. A. Giacalone & J. Greenberg, Sage: Thousand Oaks, CA. 1997, 220 pp. Review published in *Journal of Occupational and Organizational Psychology*.

## **External Grants Applied for &/ Received**

- Hong Kong General Research Fund Committee, The Paradox of Prosocial Rule-Breaking and Trust, which will be submitted for the 2020-2021 GRF application
- Australian Research Council Discovery Project Grant, When and How Does High Pressure Supervision become Abusive? Approved February 2015, 3 year funding of AU\$322,748 (funded)
- National Science Foundation, Secure and Trustworthy Cyberspace (SaTC), Primary PI: Roberts, T., Posey, C., Bennett, R., and Cochran, J., "Behavioral Information Security: An Integration of Organizational Insiders' Detrimental and Protective Behaviors," NSF 12-503, submitted January 2012, \$466,409 (Not funded)

- National Science Foundation Grant, Principle Investigator on grant proposal entitled “An Exploration of the Relationship Between Top Management Team Member Board Participation and Post-IPO Firm Performance.” Requested funding for \$335, 734 for 24 months. Not funded.
- National Institute of Health Grant, Principle Investigator on grant proposal entitled “Workplace deviance theory and research integrity” in response to RFP NR-060991 (Research Integrity Research). Requested funding \$297,050 for funding period 7-06 to 6-08. Not funded.
- National Science Foundation (Management of Technological Innovation (MOTI)) Proposal for creating “An University-industry alliance for radical innovation in flat glass manufacturing, Co-principal investigator of a cross-functional research team of Business Administration and Engineering faculty, Sept 1997-Sept 1999, for \$546,690.
- U.S. Department of Education (Business and International Education Program 84.153 A) “Enhancing Global Manufacturing Competitiveness of Family-Owned Business in Northwest Ohio.” Co-investigator, \$146,306, July 2000-June 2002.

### **Teaching Related Activities**

#### **Courses taught (all courses are UG unless specified)**

- \* Negotiations (UG, MBA, EMBA)
- \* Management Principles (UG, MBA, EMBA)
- \* Organizational Behavior (UG, Doctoral)
- \* Human Resource Management (UG, Doctoral)
- \* Compensation (UG)
- \* Staffing (UG)
- \* Leadership and Organizational Survival Skills (UG)
- \* Dynamics of Family Business (UG)
- \* Decision Making & Contemporary Management (EMBA)
- \* Research Methods (Doctoral)
- \* Special Topics Seminar on Deviance (Doctoral)

#### **Instructional materials developed**

Beggs, R.J., Brett, J.M., & Weingart, L.R. (May 1989). Materials and teaching notes for Towers Market, a multi-party, multi-issue scorable game, published in Northwestern University's Dispute Resolution Research Center's Materials for Teaching Negotiation and Dispute Resolution.

Bennett, Rebecca J. Materials and teaching note for Pioneer Peaches: A conflict management case involving family dynamics and business dynamics (developed for Family Business Dynamics course, unpublished).

#### **Thesis and dissertation committees**

- Dissertation Committee Chair for Reka Lassu, Management Department, UCF, 2019-present.

- Dissertation Committee member, Katherine Ciarlante, Psychology Department, UCF, 2019-present.
- Dissertation Committee member, Juseob Lee, Psychology Department, UCF, 2019-present.
- Dissertation Committee member, Jamie Stryler, Psychology Department, UCF, 2019-present
- Dissertation Committee member, Ghada Baz, Psychology Department, UCF, 2019-present
- Thesis committee member, Barrett Vermilion, Psychology Department, UCF, 2019-present.
- Dissertation Committee Chair for Stephanie Leonard, Management, UCF, 2017-2019
- Outside Examiner, Dissertation of Annabelle Neale, University of South Australia, 2019.
- Thesis committee, Katherine Ciarlante, Psychology Department, UCF 2019.
- Dissertation Committee Co-Chair for Jake Young, CIS, Louisiana Tech University, 2013-2015
- Dissertation Committee Co-Chair for Kristy Murphy, Accounting, Louisiana Tech University, 2012-2015.
- Dissertation Committee for Christopher Castille, IO Psych, Louisiana Tech University, 2013-2015.
- Dissertation Committee for Victoria Smoak, IO Psych, Louisiana Tech University, 2012-2014.
- Dissertation Committee Chair for Shelly Marasi, Management, Louisiana Tech University, 2011-2014.
- Dissertation Committee Co-Chair for A J Burns, MIS, Louisiana Tech University, 2011-2014.
- (External) Dissertation Committee Member for David XH Wo, Management, University of Central Florida. (2014)
- Dissertation Committee Member for Khai Nguyen, Management, Louisiana Tech University, 2012-2013.
- Dissertation Committee Member for Kyung Moon Kim, Management, Louisiana Tech University, 2012- 2013.
- Dissertation Committee Member for Rebecca Martin, Accounting, Louisiana Tech University, 2010- 2012.
- Dissertation Committee Member for Yan Liu, Management, Louisiana Tech University 2009-2011.
- Dissertation Committee Member for Clay Posey, MIS, Louisiana Tech University, 2008-2010.
- Dissertation Committee Chair for Susie Cox, Management, Louisiana Tech University, 2006-2008
- Dissertation Committee Member for Laura Marler, Management, Louisiana Tech University, 2007-2008
- Dissertation Committee Member for Don White, Louisiana Tech University, 2006-2008
- Dissertation Committee Member for David Romer, Finance, Louisiana Tech University, 2004-2006
- External Dissertation Committee Member for Stefan Thau, University of Groningen, 2003-2006.
- External Dissertation Committee Member for Marie Mitchell, University of Central Florida, 2004-2006.
- Dissertation Committee Member for Dong Kyoon Yu, University of Toledo, 2004-5.

- External Dissertation Committee Member for Craig Crossley, IO Psych, Bowling Green State University, 2003-2005.
- External Dissertation Evaluator for Salome Deutsch, University of British Columbia, 2003.
- External Dissertation Committee Member for Bella Galperin, Concordia University, Montreal, 2002-3.
- Co-chair, Dissertation committee for Lonnie Hudspeth, College of Business, Ph.D. in Manufacturing Management, 2000-2004.
- Dissertation committee member for Jerry Webster, Department of Foundations and Leadership, College of Education, University of Toledo, 2000-2001
- Dissertation committee member for Chrissie Frye, Department of Psychology, University of Iowa, 1998-2000
- Dissertation committee member for Craig Collins, Department of Foundations and Leadership, College of University of Toledo, 1998-2000.Education,
- MS committee member for Neha Gada, Department of Psychology, University of Toledo, 1997-1999.
- Dissertation committee member for Sonja Faulkner, Department of Psychology, University of Toledo, 1996-1998.
- Dissertation committee member for Eric Miscoll, California School of Professional Psychology, 1994-1996.

### *Service Activities*

#### **National Service**

- Participated in focus group on criminal conduct for Space and Naval Warfare Systems Center Atlantic (SPAWAR) and the Special Security Center (SSC) in the Office of the Director of National Intelligence, Dulles, VA, August 17, 2010

#### **Professional Service**

- Co-editor, special issue on Organizational Science insights on Cybersecurity for Journal of Business and Psychology, 2022
- Elected to 5 year executive track of Organizational Behavior Division of Academy of Management Organization (2020 is Program Chair year, 2023 is Division Chair year)
- Editorial Board of Organizational Behavior and Human Decision Processes (2008-2015)
- Editorial Board of Journal of Organizational Behavior (2003-2007, 2012-2016, 2017-2019)
- Ad Hoc Reviewer for
  - Academy of Management Executive
  - Academy of Management Review
  - Academy of Management Journal
  - Administrative Science Quarterly
  - Leadership Quarterly
  - Organizational Science
  - Personnel Psychology
  - Journal of Management
  - Human Relations
  - Applied Psychology: An International Review
  - Work and Psychology
  - Journal of Occupational and Organizational Psychology

- Journal of Sports Sciences
- The DATA BASE for Advances in Information Systems
- Journal of Marketing Management
  
- Chair, Facilitator & Discussant for Sessions at Academy of Management Annual Meetings and Society of Industrial and Organizational Psychology, 1995-present
- Selection committee for Best article from a dissertation, Academy of Management Annual Meetings, Organizational Behavior Division, 2005 & 2008
- Selection committee for HR Best journal article award, Academy of Management Annual Meetings, 2002, 2003
- Selection committee for best HR paper, Southern Academy of Management, 2011.
- Selection committee for SHRM dissertation award, AOM, 2014 & 2015

### **Professional Affiliations**

- Academy of Management
- Society for Industrial and Organizational Psychology
- Society for Human Resource Management
- Southern Management Association

### **UCF Service**

- Rosen College Promotion & Tenure Committee (2020-2021)
- College of Business Promotion & Tenure Committee (2019-present)
- Faculty Senate Executive Committee (2017-2019)
- Faculty Senate (2017-2019)
- Faculty Senate Library Committee (2016-2017)
- College of Business Research Committee (2016-2019, chair 2017-2019)
- Chair, College of Business Research Committee (2017-present)
- Selection Committee for Cybersecurity Cluster Hire (2016-2018)
- Chair, Selection Committee for Management Department Hire (2017-2018)
- Management Department Personnel Committee for Tenure-Track Faculty (2017-present)
- Management Department Curriculum Committee (2017-present)
- Dean's Speaker Series Presentation, February 2018

### **Selected Louisiana Tech University & College Service**

- Designated "Responsible Employee" (to whom sexual misconduct can be confidentially reported) by sexual assault task force team at Louisiana Tech
- College of Business Executive Council (2012-present)
- Dean Search Committee, COB (2014-2015)
- College of Business Advisory Board (2006-2007, 2008-present)
- College of Business Strategic Planning Committee (2007-2012), co-chair with Dean
- University Intellectual Property Committee (2006-2007)
- University Graduate Council (2006-2007)
- University Research Council (2005-2006; 2006-2007)
- College Graduate Policies and Admissions Committee (2004-2005: Chair; 2005-2006)
- Management Department Curriculum Committee (2004-present)
- College of Business Professorship Committee (2009-present)
- Faculty Advisor, Society for Human Resource Management (SHRM) Student Group (2006-2016)

### **Selected Ruston Community Service**

- Domestic Abuse Resistance Team (DART) board member (February 2005-2011)

### **Selected University & College Service (University of Toledo)**

- President's Commission for Engagement (2003-2004)
- Search Committee for Dean, C.B.A. (2002-2003)
- Faculty Senate (2002-2005)
- Faculty Senate Executive Committee, Alternative Rep to Board of Trustees (2002-2003)
- Search committee for President of University of Toledo (2000-2001)
  - Subcommittee to prepare University Statement of Purpose
  - Member of Faculty subcommittee that compiled and presented UT Faculty & Staff's perceptions to the Board of Trustees
- Presidential Inauguration Planning Committee (2001)
- Search committee for Vice Provost for Research (2000)

### **Community Service (Toledo)**

- Board Member, Rescue Mental Health Community Services, 1999-2004
  - Human Resource Management Subcommittee Chairperson, 2000-2004
  - Secretary, 2001-2004
- Board Member, Lutheran Homes Society, 2002-2004
  - Executive Committee, 2003-2004
  - Compensation Committee Chairperson, 2003-2004
- Served as Hearing Officer for Lucas County Metropolitan Housing Authority, October-November 2001.

### **Orlando Community Service/Outreach**

- Interviewed on "Good Day Orlando" (WOFL-TV) about "me-too" movement and high profile sexual harassment cases
- Interviewed by *Orlando Sentinel*, January 24, 2017 for story on Disney's supposed internal list of "toxic employees"
- Interviewed by WUCF on Aug 9<sup>th</sup>, 2018 on Toxic Bosses and Workplace Harassment
- Interviewed by *US News & World Reports* on Coping as Layoff Survivor published April 25, 2019

(vita last updated January 16, 2023)