

BAILEY BIGELOW

Department of Management
College of Business Administration
University of Central Florida

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EDUCATION

Ph.D. Candidate in Management	2021
College of Business Administration	<i>(Expected)</i>
University of Central Florida	
Visiting Doctoral Student Position	2020
Sauder School of Business	
University of British Columbia	
M.Sc. in Management	2016
Lazaridis School of Business and Economics	
Wilfrid Laurier University	
B.A. (First Class Honors) in Psychology	2015
University of Calgary	

DISSERTATION

Title: Understanding the “How” and “Why” of Observer Reactions to Mistreatment: A Multiple Mediator Approach.
Committee: Marshall Schminke (chair), Shannon Taylor, Dana Joseph, Ryan Vogel (external member, Temple University)

Proposal Date: August 27, 2020
Expected Defense: May 2021

RESEARCH INTERESTS AND OBJECTIVE

Workplace Mistreatment | Third-Party Observers | Organizational Justice
Moral Emotions | Actor Outcomes of Mistreatment | Unethical Behaviors

My work examines how employees are impacted by and respond to experiencing, observing, or engaging in unethical workplace behaviors, primarily the mistreatment of others.

PUBLICATIONS

Johnson, M., Priesemuth, M., & **Bigelow, B.** (Accepted). Making sense of ‘good’ and ‘bad’: A deonance and fairness approach to abusive supervision and prosocial impact. *Business Ethics Quarterly*.

Priesemuth, M., & **Bigelow, B.** (2020). It hurts me too! (Or not?): Exploring the negative implications for abusive bosses. *Journal of Applied Psychology*, *105*, 410-421.

PAPERS UNDER REVIEW

Priesemuth, M., Schminke, M., Mitchell, M., Vogel, R., & **Bigelow, B.** [Redacted for purposes of blind review]. Under 1st Review at *Journal of Organizational Behavior*.

SELECTED WORKS IN PROGRESS

Bigelow, B., & Priesemuth, M. Are you being bad to my boss? Employee reactions to workplace mistreatment of their supervisor. Preparing manuscript for submission to *Journal of Applied Psychology*, October 2020.

Bigelow, B., Schminke, M., & Priesemuth, M. Upstanders, bystanders, and bandwagons: The effects of observing ostracism in the workplace. Targeted for *Journal of Applied Psychology* (data analysis stage).

Priesemuth, M., **Bigelow, B.**, Johnson, M. What a shame! Exploring the dominant moral responses and subsequent work performance of abusive bosses. Preparing manuscript for submission to *Journal of Business Ethics*.

Kautz, J., **Bigelow, B.**, & Carpenter, N. An item-level meta-analysis of the Bennett and Robinson (2000) measure of workplace deviance. Preparing manuscript for submission to *Journal of Applied Psychology*, September 2020.

Bigelow, B., Locklear, L., Posey, C., Bennett, R., & Robinson, S. *The creation of a shorter, more generalizable scale of workplace deviance (RWD)*. Targeted for *Journal of Organizational Behavior* (data collection is ongoing).

CONFERENCE PRESENTATIONS

Bigelow, B.*, Priesemuth, M., Schminke, M., Mitchell, M. S., & Vogel, R. M. (2020). Breaking the destructive cycle of abuse and deviance: A structural approach. Society for Industrial and Organizational Psychology, Austin TX.

Kautz, J.*, **Bigelow, B.**, & Carpenter, N. (2020). The profiles of workplace deviance: A latent class analysis approach. In R. Hezkiau-Ludwig & M. Rotundo (Chairs) *Discretionary*

Performance in the 21st Century Workplace: Expanding Theory, Research, and Practice.
Vancouver, Canada.

Priesemuth, M., & **Bigelow, B.*** (2019). Correcting course: Examining how unethical leaders self-correct their future behaviors. In D. Welsh, W. Wang, & E. M. Campbell (Chairs) *Consequences of Unethical Behavior at Work*. Academy of Management, Boston, MA.

Kautz, J.*, **Bigelow, B.***, & Carpenter, N. (2019). Enjoying the trees: An item-level meta-analysis of Bennett & Robinson's CWB scale. Society for Industrial and Organizational Psychology, Washington, D.C.

Bigelow, B.*, Schminke, M., & Priesemuth, M. (2018). To help or to harm: Third party reactions to observing workplace ostracism. In T. G. Okimoto (Chair) *Third Party Reactions to the Justice Responses of Others*. Academy of Management, Chicago, IL.

Priesemuth, M., & **Bigelow, B.*** (2018). Mea culpa? Do abusive supervisors experience moral emotions that impact their job performance? In L. H. Liang & L. Ferris (Chairs) *New Developments in Counterproductive Workplace Behavior (CWB) Research*. Academy of Management, Chicago, IL.

Bennett, R., Robinson, S., Locklear, L.*, **Bigelow, B.***, Posey, C. (2017). Development of a short, generalizable measure of workplace deviance (RWD). Southern Management Association, St. Pete Beach, FL.

Johnson, M., Priesemuth, M., & **Bigelow, B.***, (2017). Can my abusive supervisor be a good guy? Examining supervisor prosocial impact and the role of deonance theory in abusive supervision relationships. In A. Boulamatsi (Chair) *Understanding When and How the Dark Side of Leadership is Destructive*. Academy of Management, Atlanta, GA.

Bigelow, B.*, & Priesemuth, M. (2017). Third party reactions to mistreatment of a supervisor. Society for Industrial and Organizational Psychology, Orlando, FL.

Bigelow, B.*, & Priesemuth, M. (2016). The effects of observed mistreatment of a supervisor. Academy of Management, Anaheim, CA.

Bigelow, B.*, Bourdage, J. S., & Lee, N. (2016). Measuring defensive impression management: The development of a scale. Canadian Psychological Association Convention, Victoria, Canada.

Wiercinski, A.*, Bourdage, J. S., Lukacik, E., Lee, C., & **Bigelow, B.** (2015). Interviewer use of impression management in employment interviews. Canadian Psychological Association Convention, Ottawa, Canada.

* denotes the presenter(s)

TEACHING EXPERIENCE

Instructor, College of Business Administration 2016-Present
University of Central Florida

Ratings given are overall effectiveness evaluation (number in parenthesis is department average)

† Denotes courses given in a virtual setting

Summer 2017	MAN 4720: Strategic Management (Capstone) Lab	4.50(3.69)/5.00
Summer 2017	MAN 4720: Strategic Management (Capstone) Lab	4.80(3.69)/5.00
Fall 2017	MAN 4720: Strategic Management (Capstone) Lab	4.50(3.65)/5.00
Fall 2017	MAN 4720: Strategic Management (Capstone) Lab	4.40(3.65)/5.00
Fall 2018	GEB 4435: Moral Foundations of Business	4.33(3.61)/5.00
Spring 2019	GEB 4435: Moral Foundations of Business	4.47(3.51)/5.00
Summer 2020	MAN 4720: Strategic Management (Capstone) Lab†	4.42(3.42)/5.00
Summer 2020	MAN 4720: Strategic Management (Capstone) Lab†	4.48(3.42)/5.00

Invited Lectures, College of Business Administration 2017
University of Central Florida

Fall 2017	MAN 4143: Leadership Development Topic: Leadership styles
Fall 2017	MAN 4240: Organizations: Theory and Behavior Topic: Team Decision Making

Graduate Teaching Assistant, Lazaridis School of Business and Economics 2015-2016
Wilfrid Laurier University

Fall 2015	BU 288: Organizational Behavior
Winer 2016	BU 288: Organizational Behavior

TEACHING INTERESTS

Organizational Behavior | Leadership | Business Ethics
Management of Organizations | Strategic Management

REVIEWING AND PROFESSIONAL SERVICE

Human Relations 2019-2020
Ad hoc reviewer

Academy of Management

2016-2019

2020	Reviewer for the 80 th Annual Meeting of the Academy of Management
2019	Reviewer for the 79 th Annual Meeting of the Academy of Management
2018	Reviewer for the 78 th Annual Meeting of the Academy of Management
2017	Reviewer for the 77 th Annual Meeting of the Academy of Management
2016	Reviewer for the 76 th Annual Meeting of the Academy of Management

PROFESSIONAL DEVELOPMENT

Multilevel Structural Equation Modelling Course

2019

Statistical Horizons Course
Philadelphia, PA

PROFESSIONAL AFFILIATIONS

Academy of Management, Student Affiliate
Society for Industrial and Organizational Psychology, Student Affiliate
Southern Management Association, Student Affiliate

HONORS AND AWARDS

HRRI Best Master's Thesis Top 3 Finalist (2017)

Human Resources Association of Canada

Award for Outstanding Graduate Work (2016)

Wilfrid Laurier University

Jason Lang Scholarship (2013, 2014)

University of Calgary

Faculty of Arts Dean's List (2014, 2015)

University of Calgary