

Nicholas C. Andriese

University of Central Florida

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EDUCATION

Doctor of Philosophy, Business Administration (Organizational Behavior) May 2026

Certificate: Advanced Quantitative Methodologies

University of Central Florida

College of Business Administration

Bachelor of Science, Psychology April 2020

Brigham Young University

College of Family, Home, and Social Sciences

RESEARCH INTERESTS

Values

Behavioral Ethics

Mistreatment

PEER-REVIEWED BOOK CHAPTERS

Bennett, R., Rodrigue, S., & **Andriese, N.** (2023). Workplace deviance and workplace violence. In H. S. Friedman & C. H. Markey (Eds.), *Encyclopedia of Mental Health (Third Edition)* (pp. 620–628). Academic Press. <https://doi.org/10.1016/B978-0-323-91497-0.00082-5>

Folger, R., Stein, C., & **Andriese, N.** (2022). Abduction and creative theorizing. In L. Magnani (Ed.), *Handbook of Abductive Cognition* (pp. 1–24). Springer International Publishing. https://doi.org/10.1007/978-3-030-68436-5_17-1

MANUSCRIPTS UNDER REVIEW

Silva, B., **Andriese, N.**, Nguyen, N., & Combs, J. [Returnee-migrant Entrepreneurship: A Systematic Review]. Accepted for special issue submission, full draft due in August. *Entrepreneurship Theory & Practice*.

WORKS IN PROGRESS

Andriese, N., Joseph, D., & Taylor, S. [Dark Side of Authenticity]. Data collection and manuscript write-up. Target: *Journal of Applied Psychology*

Andriese N., Folger R., Choi, Y., & Whiting, S. [Deonance and Moral Motivation]. Final study design, data collection, and manuscript writing. Target: *Journal of Applied Psychology*

Faherty, C., Van Der Werff, L., **Andriese, N.**, Fulmer, A., Crossley, C. [Trust trajectory field experiment] Final manuscript writing, submission in April 2024. Target: *Journal of Applied Psychology (Research Reports)*

Priesemuth, M., **Andriese, N.**, & Schminke, M. [Toxic Organizational Climate Meta-analysis]. Article coding stage. Target: *Journal of Applied Psychology*

Andriese, N. [Interpersonal Perception Accuracy as a general ability]. Theoretical development and study design. Target: Potentially JAP or maybe AMR if we go the theory route.

Andriese, N., & Joseph, D. [Implicit beliefs of emotion regulation differences in leader-follower dyad]. Theoretical development and study design phase. Target: *Journal of Applied Psychology*

Andriese, N., Rubenstein, A., Crossley, C. [Embeddedness field experiment] Model specification and data analysis. Target: *Personnel Psychology*

CONFERENCE PRESENTATIONS

***Andriese, N.**, Joseph, D., & Taylor, S. (2024) When and Why Authenticity Leads to Workplace Incivility. Presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL, August 9-12.

Faherty, C., Van Der Werff, L., ***Andriese, N.**, Fulmer, A., Crossley, C. (2024) Seeing is Believing: The Effect of Executive Value Enactment on Newcomer P-O Fit Via Trust Velocity. Presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL, August 9-12.

***Andriese, N.**, Choi, Y., Whiting, S., Folger R. (2023) Moral Motivations and DEI Business Policies. Presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA, August 4-8.

Silva, B., *Nguyen, N., **Andriese, N.**, Combs, J. (2023) Returnee-migrant Entrepreneurship: A Systematic Review. Presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA, August 4-8.

Folger, R., Stein, C., ***Andriese, N.** (2022). Rethinking Abduction in Theory Building. Presentation at the 82nd Annual Meeting of the Academy of Management, Seattle, WA, August 5-9.

(*Signifies the presenter of the research)

TEACHING EXPERIENCE

University of Central Florida

Instructor:

MAN 4240 – Organizational Behavior

- Lectured on principles of organizational behavior
- Assessed and provided feedback on exams, activities, and assignments.

Spring 2024: One section – 21 students.

MAN 4720 – Strategic Management Capstone

- Lectured on principles of strategic management and teamwork.
- Coached teams to increase synergy and produce actionable strategic recommendations.
- Assessed and provided feedback on presentations and course assignments.
- Helped improve course structure and grading incentives.

Fall 2023: Two sections – 33 students each. SPI overall effectiveness: 4.63/5.00

- Department mean = 3.98; College mean = 3.97; UCF mean = 4.16

Spring 2023: Two sections – 33 students & 40 students; SPI overall effectiveness: 4.43/5.00

- Department mean = 3.93; College mean = 3.97; UCF mean = 4.17

Fall 2022: Two sections – 40 students each; SPI overall effectiveness: 4.53/5.00

- Department mean = 3.94; College mean = 3.94; UCF mean = 4.15

Teaching Assistant:*MAN 4240* – Organizational Behavior

Spring 2022 with Shannon Taylor, PhD

- Two sections of 50 students each
- Assessed and provided feedback on assignments and exams
- Prepared activities for class

MAN 4441 – Conflict Resolution and Negotiations

Fall 2021 with Robert Folger, PhD

- One section of 55 students
- Guided students on negotiation role plays and simulations
- Assessed and provided feedback on assignments

Fall 2021 with Rebecca Bennett, PhD

- Two sections of 55 students each
- Created a scoring index for intergroup ratings
- Assessed and provided feedback on assignments

Brigham Young UniversityTeaching Assistant:*PSYCH 111* – Psychological Science

Spring 2019 with Dianne Tice, PhD

- Conducted learning activities with a group of 20 students
- Lead one-on-one review sessions with students
- Assessed and provided feedback on assignments

PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

Certifications

Preparing Tomorrow's Faculty, UCF Center for Teaching and Learning

- Higher Education Teaching Program; IDS 6513

August 2022

CARMA Courses

Advanced SEM I

June 2023

PROFESSIONAL SERVICE

Reviewer:

Personnel Psychology	2024 – Present
Journal of Organizational Behavior	2023 – Present
Academy of Management Conference	2022 – Present
Southern Management Association Conference	2023 – Present
UCF Management Department	
PhD Student Liaison	2022 – Present
Data Pool Coordinator	2023 – Present
CARMA PhD Student Representative	2023 – Present

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Management	August 2020 – Present
Division Member, Organizational Behavior	
Division Member, Human Resources	
Division Member, Research Methods	
Southern Management Association	2022 – Present

PROFESSIONAL WORK EXPERIENCE

Crucial Learning

2020-2021, Client Success Specialist – Federal Government

DecisionWise

2020, Assessment Analyst – 360 Degree Feedback

2019-2020, Project Manager and Customer Support Specialist

Andriese Entertainment

2012-2021, Head Production Assistant

Brigham Young University

2019-2020 Behavioral Economics Research Assistant, Harold Miller, PhD

2019-2020, Organizational Behavior Research Assistant, Kristen DeTienne, PhD

2018, Seasonal Research Assistant, Olga Stoddard, PhD

AWARDS

University of Central Florida

UCF College of Graduate Studies Presentation Fellowship	Summer 2024
Student Government Reuel Buchanan Aspire to Inspire Scholarship	Spring 2024
Allen & Gertrude Marcus Book Endowed Scholarship	Spring 2024
UCF College of Graduate Studies Presentation Fellowship	Summer 2023
Buell G. Duncan, Jr. Graduate Business Administration Scholarship	Spring 2023
Ivan & Fern Lefkowitz Graduate Endowed Scholarship	Spring 2023

Kenneth & Ruth Bradley Management Scholarship	Spring 2023
College of Business General Scholarship	Spring 2023
William & Mary Davis Graduate Scholarship	Fall 2022
Brigham Young University	
Academic Half Tuition Scholarship (8 consecutive semesters)	Fall 2017 – Spring 2020
Dean's List: Top 5% of College	Fall 2019 – Spring 2020