

Nicholas C. Andriese

Department of Management
College of Business Administration
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EDUCATION

University of Central Florida – College of Business **Orlando, FL**
Doctor of Philosophy, Business Administration (Organizational Behavior) May 2026

Dissertation (proposal defended, July 2025): *Did they think I was rude? The emotional and relational consequences of (in)congruence between self- and meta-perceptions of perpetrated workplace rudeness*

Committee: Drs. Shannon Taylor (Chair), Dana Joseph, Craig Crossley, & Fadel Matta

Graduate Certificate, Advanced Quantitative Methodologies May 2024

Brigham Young University – College of Family, Home, and Social Sciences **Provo, UT**
Bachelor of Science, Psychology April 2020

RESEARCH INTERESTS

Workplace Mistreatment
Morality & Values
Interpersonal Perception
Research Methods

PEER-REVIEWED JOURNAL PUBLICATIONS

Silva, B. G., **Andriese, N. C.**, & Combs, J. G. (2025). Return migrant entrepreneurship: A systematic review and future research agenda. *Entrepreneurship Theory and Practice*.
<https://doi.org/10.1177/10422587251322402>

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* (3rd ed., 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

Crossley, C., **Andriese, N.**, Faherty, C., Van Der Werff, L., Fulmer, A. (Under 1st round review) [Trust in Executives]. *Journal of Applied Psychology*.

WORKS IN PROGRESS

Andriese N., Folger R., & Whiting, S. [Deonance and moral motivation]. To be submitted to *Journal of Applied Psychology* in August 2025.

Andriese, N., Priesemuth, M., Schminke, M., & Zhao, C. [Group-level abusive supervision]. Supplementary Analyses and Writing. Target: *Journal of Applied Psychology*.

Crossley, C., **Andriese, N.**, Ehnrooth, M., Hauff, S. [Empowered leadership (in)congruence]. Data cleaning and analysis. Target: *Academy of Management Journal*.

Parkinson, S., Bates, J., **Andriese, N.** [Morality meta-analysis]. Article coding. Target: *Journal of Applied Psychology*.

Andriese, N., Joseph, D., & Taylor, S. [The interpersonal dark side of authenticity at work]. Model specification and study design. Target: *Journal of Applied Psychology*.

Burgess, B., Hays, N., & **Andriese, N.** [How leader moral foundations impact punishments and rewards]. Second study design. Target: *Academy of Management Journal*.

De Jong, B. A.*, Lau, D.*, Lam, R.*, Xu, H.*, **Andriese, N.**, Cronin, M., Crossley, C., Ebrahimi, N., Eva, N., Gatti, P., Obenauer, B., Pan, J., Ren, S., Shelma, M., & Wu, W. [Felt trust: A programmatic theory and prospective meta-analytical integration]. Data collections. Target: *Academy of Management Journal*. *core team members; other authors are listed alphabetically.

CONFERENCE PRESENTATIONS

*signifies the presenter of the research

***Andriese, N.**, Folger, R., Whiting, S. (2025) *Extending deonance theory: The impact of moral motivation on the reciprocation of trust*. [Poster presentation] 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark, July 24-29.

***Andriese, N.**, Priesemuth, M., Schminke, M., & Zhao, C. (2025) *Group-level abusive supervision: A quantitative synthesis and investigation*. [Poster presentation] 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark, July 24-29.

*Crossley, C., Faherty, C. M., **Andriese, N.**, Fulmer, A. & van der Werff, L. (2025). *Actions speak louder: Executive value enactment and newcomer adjustment*. [Conference Presentation] Biennial meeting of the First International Network of Trust Scholars, Genoa, Italy, June 18-21. (Nominated for most innovative paper award)

***Andriese, N.**, Joseph, D., & Taylor, S. (2024) *When and why authenticity leads to workplace incivility*. [Conference presentation] 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*. [Conference presentation] 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*. [Conference presentation] 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*. [Conference presentation] 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*. [Conference Presentation] 82nd Annual Meeting of the Academy of Management, Seattle, WA, August 5-9.

METHODOLOGICAL COMPETENCIES

- Dyadic analysis
- Experimental design
- Latent growth modeling
- Longitudinal modeling
- Meta-analysis
- Moderated-mediation
- Multi-level analysis
- Multivariate analysis
- Person-centered methods
- Response surface analysis
- Structural equation modeling
- Text analysis

TEACHING EXPERIENCE

Summary of Student Perception of Instruction Ratings

Semester	Enrollment	Course	Evaluation (out of 5)	Dept. Mean	College Mean	Univ. Mean
Spring 2024	21	Organizational Behavior	4.00	3.96	4.00	4.19
Fall 2023	33	Strategic Management	4.75	3.98	3.97	4.16
Fall 2023	33	Strategic Management	4.53	3.98	3.97	4.16
Spring 2023	33	Strategic Management	4.84	3.93	3.97	4.17
Spring 2023	40	Strategic Management	4.14	3.93	3.97	4.17
Spring 2022	40	Strategic Management	4.47	3.94	3.94	4.15
Spring 2022	40	Strategic Management	4.60	3.94	3.94	4.15
<i>Overall</i>	240		4.49	3.95	3.97	4.17

University of Central Florida, Instructor

MAN 4240 – Organizational Behavior

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

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.

University of Central Florida, Teaching Assistant

ENT 4013 – New Venture Design

Spring 2024 with Jun-Yeob Kim, PhD

- One section of 40 students
- Assessed and provided feedback on assignments and exams

MAN 4240 – Organizational Behavior

Fall 2024 & Spring 2022 with Shannon Taylor, PhD

- Three sections of 50 students each
- Assessed and provided feedback on assignments and exams
- Prepared activities for class
- Lectured as a substitute for several class periods

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 University, Teaching 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

AWARDS

Academy of Management

2025 OB Division Best Reviewer Award
2024 OB Division Best Reviewer Award

Summer 2025
Summer 2024

University of Central Florida

UCF College of Graduate Studies Presentation Fellowship

Summer 2025

College of Business Administration General Scholarship	Summer 2025
Ivan & Fern Lefkowitz Graduate Endowed Scholarship	Spring 2025
Kenneth & Ruth Bradley Management Scholarship	Spring 2025
Buell G. Duncan, Jr. Graduate Business Administration Scholarship	Spring 2025
BE2000 Leadership Endowed Scholarship	Spring 2025
College of Business Administration General Scholarship	Spring 2025
UCF College of Graduate Studies Presentation Fellowship	Summer 2024
Ivan & Fern Lefkowitz Graduate Endowed Scholarship	Spring 2024
Kenneth & Ruth Bradley Management Scholarship	Spring 2024
Student Government Reuel Buchanan Aspire to Inspire Scholarship	Spring 2024
Buell G. Duncan, Jr. Graduate Business Administration 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

PROFESSIONAL SERVICE

Reviewer:

<i>Personnel Psychology</i>	2024 – Present
<i>Journal of Business Ethics</i>	2024 – Present
<i>Journal of Organizational Behavior</i>	2023 – Present
<i>Academy of Management Conference</i>	2022 – Present
<i>Southern Management Association Conference</i>	2023 – Present

UCF Management Department:

Summer Research Academy Host	July 2024
PhD Student Liaison	2022 – Present
CARMA PhD Student Representative	2023 – Present
Data Pool Coordinator	2023 – 2024

PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

Certifications

<i>Preparing Tomorrow's Faculty</i> , UCF Center for Teaching and Learning	August 2022
▪ Higher Education Teaching Program; IDS 6513	

CARMA Courses

Advanced Multilevel Analysis	June 2024
Advanced SEM I	June 2023

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Management
 Division Member, Organizational Behavior
 Division Member, Human Resources
 Division Member, Research Methods
 Southern Management Association

PROFESSIONAL WORK EXPERIENCE

Crucial Learning

Client Success Specialist – Federal Government 2020 – 2021

DecisionWise

Assessment Analyst – 360 Degree Feedback 2019 – 2020
 Project Manager and Customer Support Specialist 2019

Andriese Entertainment

Head Production Assistant 2012 – 2021

Brigham Young University

Behavioral Economics Research Assistant, Harold Miller, PhD 2019 – 2020
 Organizational Behavior Research Assistant, Kristen DeTienne, PhD 2019 – 2020
 Seasonal Research Assistant, Olga Stoddard, PhD 2018

REFERENCES

Dr. Shannon G. Taylor

Horton Endowed Professor of Business Ethics &
 Professor of Management
 Department of Management
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Dr. Dana L. Joseph

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Dr. Craig D. Crossley

Associate Professor of Management
 Department of Management
 College of Business Administration
 University of Central Florida
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Dr. Robert G. Folger

Professor Emeritus of Management and Pegasus
 Professor (highest honor for UCF faculty)
 Department of Management
 College of Business Administration
 University of Central Florida
rfolger@ucf.edu