

John T. Bush
University of Central Florida
Barry S. Miller College of Business
12744 Pegasus Dr
Orlando, FL 32826

EDUCATION

Ph.D. **Arizona State University**
Management/Organizational Behavior

B.S. **Florida State University**
Accounting

ACADEMIC EMPLOYMENT

University of Central Florida
Associate Professor (2026 – Present)
Assistant Professor (2022 – 2026)

University of Missouri
Assistant Professor (2020 – 2022)

PUBLISHED WORK

(* DOCTORAL STUDENT AT PROJECT INCEPTION)

Ho, G. C. C.*, Welsh, D. T., & **Bush, J. T.** (2025). From Moral Exemplar to Underperformer? The Double-Edged Sword of Ethical Leadership for Leader In-Role and Extra-Role Performance. *Journal of Applied Psychology*.

Gabriel, A., Koopman, J., Rosen, C., Lee, Y., Dutli, A.*, & **Bush, J. T.** (2025). The Receipt of Venting at Work: A Multi-Study Investigation of Affective and Behavioral Reactions for Venting Recipients. *Personnel Psychology*.

Haynie, J. J., Richardson, H. A., Fuller, B., Martin, C. L., & **Bush, J. T.** (2024). Coworker injustices and their delegated authority: Developing an indirect actor model of supervisor justice. *Journal of Management*.

Shukla, J.*, Stein, C., **Bush, J. T.**, & Janardhanan, N.S. (2024). Should I Do This? Incongruence in the Face of Conflicting Moral and Role Expectations. *Human Resource Management Review*.

Yoon, S., Koopman, J., Dimotakis, N., Simon, L. S., Liang, L. H., Ni, D., Zheng, X., Fu, S., Lee, Y. E., Tang, P., Ng, C. T. S., **Bush, J. T.**, Darden, T., Forrester, J., Tepper, B. J., &

- Brown, D. J. (2023). Consistent and Low is the Only Way to Go: A Polynomial Regression Approach to the Effect of Abusive Supervision Inconsistency. *Journal of Applied Psychology*.
- Bush, J. T. & Moon, J.*** (2023). To the Victor Belong the Spoils? A Theoretical Investigation of Star Employee Hierarchies. *Human Resource Management Review*.
- Thiel, C. E., Bonner, J. M., **Bush, J. T.**, Welsh, D. T., & Garud, N. (2023). Stripped of Agency: The Paradoxical Effect of Employee Monitoring on Deviance. *Journal of Management*.
- Bush, J. T.**, Baer, M. D., Welsh, D. T., Outlaw, R., Garud, N., & Sessions, H. (2022). To what do I owe this visit? The drawbacks and benefits of in-role and non-role intrusions. *Journal of Management*.
- Mai, M. K., Welsh, D. T., Wang, F., **Bush, J. T.**, & Jiang, K. (2022). Supporting creativity or creative Unethicality? Empowering leadership and the role of performance pressure. *Journal of Business Ethics*.
- Thiel, C. E., Bonner, J. M., **Bush, J. T.**, Welsh, D. T., & Pati, R. (2021). Rationalize or reappraise? How envy and cognitive reappraisal shape unethical contagion. *Personnel Psychology*.
- Bush, J. T.**, Welsh, D. T., Baer, M. D., & Waldman, D. A. (2021). Discouraging unethicality versus encouraging ethicality: Unraveling the differential effects of prevention- and promotion-focused ethical leadership. *Personnel Psychology*.
- Bush, J. T. & Balven, R. M.** (2021). Catering to the crowd: An HRM perspective on crowd worker engagement. *Human Resource Management Review*.
- Newton, D. W., LePine, J. A., Kim, J. K., Wellman, N., & **Bush, J. T.** (2020). Taking engagement to task: The nature and functioning of task engagement across transitions. *Journal of Applied Psychology*.
- Bush, J. T.** (2020). Win-Win-Lose? Sustainable HRM and the promotion of unsustainable employee outcomes. *Human Resource Management Review*.
- Welsh, D. T., **Bush, J. T.**, Thiel, C. E., & Bonner, J. M. (2019). Reconceptualizing goal setting's dark side: The ethical consequences of learning versus outcome goals. *Organizational Behavior and Human Decision Processes*.
- Bush, J. T.**, LePine, J. A., & Newton, D. W. (2018). Teams in transition: An integrative review and synthesis of research on team task transitions and propositions for future research. *Human Resource Management Review*.

MANUSCRIPTS UNDER REVIEW

Bush, J. T. (2nd revision). [Polarization]. *Academy of Management Review*.

Gallagher, P., Shukla, J., Stackhouse, M., & **Bush, J. T.** (1st revision). [Neurodiversity]. *Academy of Management Review*.

Bush, J. T. & Ma, W.* (1st revision). [Grief]. *Journal of Organizational Behavior*.

Thiel, C. E., **Bush, J. T.**, Welsh, D. T., & Bonner, J. M. (1st revision). [Deviance]. *Journal of Business Ethics*.

Thiel, C. E. & **Bush, J. T.** (under review). [Monitoring]. *Journal of Organizational Behavior*.

CONFERENCE PRESENTATIONS

Cannon, M., Welsh, D. T., & Bush, J. T. **The perils of pro-organizational pressure.** Presentation at the 86th Annual Meeting of the Academy of Management, Philadelphia, PA.

Gallagher, P., Shukla, J., Stackhouse, M., & Bush, J. T. **Neurodiversity as a Human Capital Resource: A Dual-Process Emergence Model in Interdependent Units.** Presentation at the 86th Annual Meeting of the Academy of Management, Philadelphia, PA.

Thiel, C. E., Bush, J. T., Welsh, D. T., & Bonner, J. M. **Nobody's Perfect: How Recognition of Moral Fallibility Prevents and Promotes Workplace Deviance.** Presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

Ho, G. C. C., Welsh, D. T., Bush, J. T. **The Double-Edged Sword of Ethical Leadership for Leader In-Role and Extra-Role Performance.** Presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA.

Gabriel, A., Koopman, J., Rosen, C., Lee, Y., Dutli, A., & Bush, J. T. **The Maladaptive and Adaptive Effects of Receipt of Venting at Work.** Presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA.

Ho, G. C. C., Welsh, D. T., Bush, J. T., & Baer, M. D. **Compliant but not courageous? The paradoxical ethical consequences of focusing on values versus compliance.** Presentation at the 82nd Annual Meeting of the Academy of Management.

Thiel, C. E., Bonner, J. M., Bush, J. T., & Welsh, D. T. **Stripped of Agency: The Paradoxical Effect of Employee Monitoring on Deviance.** Presentation at the 81st Annual Meeting of the Academy of Management.

Mai, M. K., Welsh, D. T., Wang, F., Jiang, K., & Bush, J. T. **Supporting Creativity or Creative Unethicity? Empowering Leadership and the Role of Performance Pressure.** Presentation at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Thiel, C. Bonner, K., & Bush, J. T., Welsh, D. T. **Everyday Moral Heroes Reappraise: Moral Engagement in the Face of Unethical Social Influence.** Presentation at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Bush, J. T., Baer, M. D., Garud, N., Outlaw, R., & Sessions, H. **Thanks for stopping by! A daily examination of the costs and benefits of workplace intrusions.** Presentation at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Welsh, D. T., Thiel, C. Bonner, K., & Bush, J. T. **Reconceptualizing goal setting's dark side: The ethical consequences of learning versus outcome goals.** Presentation at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Newton, D. W., LePine, J. A., Kim, J. K., Wellman, N., & Bush, J. T. **Effectiveness in multifaceted work: Engagement as a mixed blessing in task transitions.** Presentation at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Yam, K. C., Welsh, D. T., He, W., Bush, J. T. **Tough Love: Examining the Moderating Effects of Perceived Motives in Abusive Supervision.** Presentation at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Newton, D. W., LePine, J. A., Wellman, N., Kim, J. K., Bush, J. T. **Residual Engagement and its Implications to Subsequent Engagement and Effectiveness.** Presentation at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

SELECTED MEDIA CITATIONS

“How worker surveillance is backfiring on employers.” *BBC*, January 30, 2023.
<https://www.bbc.com/worklife/article/20230127-how-worker-surveillance-is-backfiring-on-employers>

“Monitoring employees makes them more likely to break rules.” *Harvard Business Review*, June 27, 2022. <https://hbr.org/2022/06/monitoring-employees-makes-them-more-likely-to-break-rules>

“Think interruptions are rude? New research suggests they can be helpful.” *Columbia Missourian*, November 1, 2021.
https://www.columbiamissourian.com/news/higher_education/think-interruptions-are-rude-new-research-suggests-they-can-be-helpful/article_22d6b4dc-2bbb-11ec-accc-774fbc942bf.html

“This is when interruptions help your productivity at work.” *Fast Company*, October 25, 2021.
<https://www.fastcompany.com/90688101/this-is-when-interruptions-help-your-productivity-at-work>

“Are all work interruptions bad?” *Canadian HR Reporter*, October 7, 2021.
<https://www.hrreporter.com/focus-areas/culture-and-engagement/are-all-work-interruptions-bad/360504>

TEACHING EXPERIENCE

Organizational Behavior (Undergraduate and Ph.D.)
Negotiation & Conflict
Human Resource Management
Compensation Administration

EDITORIAL BOARD MEMBER

Journal of Applied Psychology
Personnel Psychology

AD HOC REVIEWER

Academy of Management Review
Organization Science
Journal of Management
Organizational Behavior and Human Decision Processes
Journal of Organizational Behavior
Journal of Business Ethics
Journal of Occupational and Organizational Psychology
Human Resource Management Journal

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Management
Southern Management Association

AWARDS

[2026 UCF “Reach for the Stars” Award Winner](#)

2024 AOM SIM Division “Best Business Ethics Paper” Award Finalist
2023 AOM OB Division “Most Innovative Student Paper” Award Finalist
2021 AOM OB Division “Outstanding Practical Implications for Management Paper” Award
2017 AOM OB Division “Outstanding Reviewer” Award