

NIKHIL AWASTY

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EDUCATION

Ph.D.	Michigan State University (Organizational Behavior & HRM) East Lansing, Michigan	2022
M.B.A.	Narsee Monjee Institute of Management Studies Mumbai, India	2010
B.A.	St. Xavier's College Mumbai, India	2006

ACADEMIC EMPLOYMENT

University of New Hampshire – Peter T. Paul College of Business and Economics
Assistant Professor (2022 – present), Department of Management

RESEARCH INTERESTS

Mood and Emotion, Team dynamics, Leadership, Employee Wellbeing

REFEREED PUBLICATIONS

- Young, H.R., Scott, B. A., Ferris, L.D., Lee, H.W., **Awasty, N.**, & Johnson, R. E (forthcoming). Distances and Directions: An Emotional Journey Into the Recovery Process. *Journal of Applied Psychology*.
- Dishop, C.R., & **Awasty, N.** (2023). A noisy theory of asking for help that explains why many feel underwhelmed with the help they receive. *Organizational Psychology Review*, 20413866231153102. <https://doi.org/10.1177/20413866231153102>
- Scott, B. A., **Awasty, N.**, Johnson, R. E., Matta, & F. K., Hollenbeck, J. R. (2019). Origins and Destinations, Distances and Directions: Accounting for the Journey in the Emotion Regulation Process. *Academy of Management Review*, 45(2), 423-446. <https://doi.org/10.5465/amr.2017.0448>
- *Academy of Management Review 2021 “Best Paper Award” Finalist
- Sherf, E. N., Sinha, R., Tangirala, S., **Awasty, N.** (2018). Centralization of Member Voice in Teams: Its Effects on Expertise Utilization and Team Performance. *Journal of Applied Psychology*, 103(8), 813. <https://doi.org/10.1037/apl0000305>

MANUSCRIPTS UNDER REVIEW

- Scott, B. A., **Awasty, N.**, Johnson, R. E., & Conlon, D.E. Topic: Music listening, employee wellbeing and performance.
2nd Round Revise and resubmit at *Journal of Applied Psychology*.

Shukla, J., Joseph D.L., **Awasty, N.**, & Scott, B. A. Emotional intelligence. 1ST Round Revise and resubmit at *Journal of Applied Psychology*.

Awasty, N., Burgess, B. A., Matusik, J. G., Hollenbeck J. R. & Hanh, R. Topic: Mutiny in teams. Under review at *Administrative Science Quarterly*.

Guo, Z.Y., **Awasty, N.**, Cornfield, B. & Johnson, R. E. Topic: Leadership, team conflict. Under review at *Leadership Quarterly*.

Mitchell, R.L., **Awasty, N.**, Hanh, R., Griffin, D. & Hollenbeck, J. R. Topic: Team affective diversity. Under review at *Academy of Management Journal*.

Hanh, R., Mitchell, R.L., **Awasty, N.**, & Hays, N.A. Topic: Workplace Attire. Under review at *Administrative Science Quarterly*.

MANUSCRIPTS IN PREPARATION

Awasty, N., Ferris, D. L. & Mitchell, R. L. A Conceptual Framework of Unrequited Love at Work. Target: *Academy of Management Review*.

Awasty, N., Dishop, C.R., Scott, B. A. & Li, S. Effects of daily alcohol usage and sleep on emotional labor spillover. Target: *Journal of Applied Psychology*.

Awasty, N., Scott, B.A., & Gabriel, A.S. Latent profile analysis of emotional display rule sources. Target: *Academy of Management Journal*.

Sinha, R, **Awasty, N.**, & Shukla, J. Topic: Team conflict transformation. Target: *Journal of Applied Psychology*.

Zhao, E. Y., **Awasty, N.**, Oh, J.K., & Hollenbeck J. R. When Sharing is not Caring: The Effects of Shared Leadership on Individual Effort. Target: *Academy of Management Journal*.

Schouten, M. E., Lee, S., **Awasty, N.** & Hollenbeck, J. R. Poor perspectives: How good leadership behaviors can hurt the team. Target: *Academy of Management Journal*.

SELECTED WORKS IN PROGRESS

Awasty, N., Yu, A., Boora, L., & Scott, B. A. Interpersonal Boredom: A scale development and exploration of critical outcomes. [Data collection phase]

Awasty, N., Shukla, J., & Gardner, D. M. Competing mediating mechanisms underlying workplace discrimination to home spillover effects. [Data collection phase]

Awasty, N., & Roberson, Q.M. Belief in an external control as a form of coping at work. [Data collection phase]

Burgess, B. A., **Awasty, N.**, Somaraju, A., & Scott, B. A. Supervisor support and motive attributions. [Data collection phase]

Mitchell, R.L., **Awasty, N.** & Scott, B. A. Spillover of Job Crafting. [Data collection phase]

Choudhary, A., **Awasty, N.**, & Maupin C.K. Role of leadership branding in employee recruitment. [Data collection phase]

Eichenauer, C.J., Scott, W., Alanis, J.M., **Awasty, N.**, & Ryan, A. M. Accent based biases in recruitment decisions. [Data collection phase]

- Outlaw, R., & **Awasty, N.** Study of workplace desperation. [Data collection phase]
- Dishop, C.R., **Awasty, N.**, Yu, A., & Johnson, R. E. Bottom line mentality. [Data collection phase]
- Liu, Y., **Awasty, N.**, Soo, C., & Scott, B. A. Latent profile analysis of leader justice motives. [Data collection phase]
- Faqihi, H., **Awasty, N.**, & Roberson, Q.M. Reputational effects of Title IX violations. [Data collection phase]
- Mitchell, R.L., & **Awasty, N.** Study of internal dimensional comparisons. [Data collection phase]

CONFERENCE PRESENTATIONS

- Awasty, N.**, Ferris, D. L. & Mitchell, R. L. (August 2022) A Conceptual Framework of Unrequited Love at Work. [Presenting this paper as part of a symposium, at the Academy of Management, Seattle]
- Eichenauer, C. J., William, S., **Awasty, N.** & Ryan, A. M. (April 2022) Foreign Accent Bias in Hiring Evaluations. [Presenting this paper as a poster, at the Society for Industrial and Organizational Psychology (SIOP), Seattle]
- Awasty, N.**, Scott, B. A. & Li, S. (April 2020) Effects of alcohol usage and sleep on emotional labor spillover. [Presenting this paper as part of a symposium I co-chaired, at the Society for Industrial and Organizational Psychology (SIOP), Austin]
- Zhao, E. Y., Oh, J.K., **Awasty, N.** & Hollenbeck J.R. (July 2020) When Sharing is not Caring: The Effects of Shared Leadership on Individual Effort. [Paper will be presented at the International Association of Conflict Management (IACM), Charleston, USA].
- Guo, Z.Y., **Awasty, N.**, Cornfield, B. & Johnson, R. E. (July 2019) You Think You Can, But You Can't: A Depletion Perspective on Situation Dependent Leader Behaviors. [Paper will be presented at the International Association of Conflict Management (IACM), Dublin, Ireland].
- Awasty, N.**, To, C. & Hays, N.A. (August 2018) When Does Hierarchy Win? Divergent Effects of Power and Status Differentiation on Coordination and Performance. [Paper presented at the annual meeting of the Academy of Management, Chicago, IL].
- Sherf, E. N., Sinha, R., Tangirala, S., **Awasty, N.** (August 2017). Centralization of Member Voice in Teams: Its Effects on Expertise Utilization and Team Performance. [Paper presented at the annual meeting of the Academy of Management, Atlanta, GA].
- Sinha R., **Awasty N.** & Tangirala S. (April 2016) Effectiveness of Promotive Voice within Teams is Contingent on the Pattern of Voicing and the Attributes of the Voicer. [Paper presented at the Society for Industrial and Organizational Psychology (SIOP), Anaheim, as part of a Symposium titled, "More than the Person: The role of context in proactivity"].
- Awasty N.** & Sinha R. (August 2015) Intragroup Conflict Transformation: How Task Conflicts Transform into Unproductive Conflicts. [Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada].
- Sinha R. & **Awasty N.** (July 2015) Conflict Transformation in Teams. [Paper presented at International Association of Conflict Management (IACM), Tampa, FL].

TEACHING EXPERIENCE

AVG INSTRUCTOR RATINGS

ADMIN 575 – Behavior in Organizations	# of sections: 3	TBD
MGT 325 – Organizational Behavior	# of sections: 1	4.75/5.00
MGT 315 – Human Resource Management	# of sections: 6	4.45/5.00
MGT 460 – Management Capstone	# of sections: 1	4.73/5.00
<i>*Received Excellence Award for Undergraduate Teaching</i>		
MGT 409 – Business Policy & Strategic Management		Spring 2020 and Spring 2021
<i>Program Management, India Study Abroad Program</i>		

PROFESSIONAL SERVICE

Ad-hoc Reviewer

Organizational Behavior and Human Decision Processes	2020-present
Human Relations	2020-present

Conference Reviewer

Academy of Management Annual Meeting, OB Division	2016-present
Society for Industrial Organizational Psychology Annual Meeting	2019-present

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Society for Industrial & Organizational Psychology (SIOP)

WORK EXPERIENCE

Indian School of Business – Hyderabad, India	2014-2016
<i>Research Assistant</i> for Dr. Ruchi Sinha	
Johnson & Johnson Ltd. – New Delhi, India	2012-2013
<i>Regional Business Head</i> for North India Region	
The Coca-Cola Company – Gurgaon, India	2010-2012
<i>Senior Manager</i> for Sales & Operations Division	
Clear Media Pvt. Ltd. – Mumbai, India	2006-2008
<i>Manager</i> for Corporate Media Ad Sales	