

Curriculum Vitae – Updated October 2023

Paul Harvey  
Peter T. Paul College of Business and Economics  
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**Academic Employment**

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*University of New Hampshire*

2017-Present: Professor, Peter T. Paul College of Business and Economics  
2012-2017: Associate Professor, Peter T. Paul College of Business and Economics  
2007-2012: Assistant Professor, Whittemore School of Business and Economics

*Institute for Shipboard Education/University of Virginia*

Spring 2014: Professor, Semester at Sea

*Corvinus University (Budapest, Hungary)*

Fall 2010: Visiting Professor

*Florida State University*

2006-2007 Adjunct Instructor, College of Business/College of Arts & Sciences  
(Psychology Department)

2003-2006 Graduate Instructor, College of Business

2002-2004 Graduate Research Assistant, College of Business

*SUNY-Binghamton*

2001-2002 Graduate Research Assistant, School of Management

**Education**

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Florida State University, Ph.D.

Major Area: Organizational Behavior

Support Area: Cognitive/Social Psychology

State University of New York - Binghamton, M.B.A.

Concentration: Organizational Behavior and Leadership Studies

University of Connecticut, B.S.

Major: Finance

**Refereed Journal Articles**

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Laird, M.D., Zboja J; Harvey P; Victoravich, L., & Narayan, A. (2021). Entitlement: Friend or foe of work-family conflict? *Journal of Managerial Psychology*, 36, 447-460.

Munyon, T. P., Jenkins, M. T., Crook, T. R., Edwards, J., & Harvey, P. (2019). Consequential cognition: Exploring how attribution theory sheds new light on the firm-level consequences of product recalls. *Journal of Organizational Behavior*, 40(5), 587-602.

- Kalargyrou, V., Kalargiros, E., & Harvey, P. (2019). Managing entitled employees in the hospitality industry: An exploratory study. *Advances in Hospitality and Leisure, 15*, 23-42.
- Martinko, M.J., Mackey, J., Moss, S., Harvey, P., McAllister, C., & Brees, J. (2018). An exploration of the role of subordinate affect in leader evaluations. *Journal of Applied Psychology, 103*, 738-752.
- Mackey, J. D., Brees, J. R., McAllister, C. P., Zorn, M. L., Martinko, M. J. & Harvey, P. (2018). Victim and culprit? The effects of entitlement and felt accountability on abusive supervision and workplace bullying. *Journal of Business Ethics, 153*, 659-673.
- Harvey, P., Martinko, M.J., & Borkowski, N. (2017). Justifying deviant behavior: The role of attributions and moral emotions. *Journal of Business Ethics, 141*, 779-795.
- Dasborough, M.T., & Harvey, P. (2017). Schadenfreude: The (not so) secret joy of another's misfortune. *Journal of Business Ethics, 141*, 693-707.
- Brees, J., Martinko, M.J., & Harvey, P. (2016). Abusive supervision: Subordinate personality or supervisor behavior? *Journal of Managerial Psychology, 31*, 405-419.
- Harvey, P., & Dasborough, M.T. (2015). Entitled to solutions: The need for research on workplace entitlement. *Journal of Organizational Behavior, 36*, 460-465.
- Laird, M.D., Harvey, P., & Lancaster, J. (2015). Accountability, entitlement, tenure and job satisfaction in Generation Y. *Journal of Managerial Psychology, 30*, 87-100.
- Martinko, M.J., Harvey, P., & Mackey, J. (2014). Conceptual and empirical confounds in the organizational sciences: An explication and discussion. *Journal of Organizational Behavior, 35*, 1052-1063.
- Harvey, P., Madison, K., Martinko, M.J., Crook, T.R., & Crook, T. (2014). Attribution theory in the organizational sciences: The road traveled and the path ahead. *Academy of Management Perspectives, 28*, 128-146.
- Harvey, P., Harris, K.J., Gillis, W.E., & Martinko, M.J. (2014). Abusive supervision and the entitled employee. *Leadership Quarterly, 25*, 204-217.
- Brees, J., Mackey, J., Martinko, M.J., & Harvey, P. (2014). The mediating role of perceptions of abusive supervision in the relationship between personality and aggression. *Journal of Leadership and Organizational Studies, 21*, 403-413.
- Harvey, P., Harris, K.J., Kacmar, K.M., Buckless, A., & Pescosolido, A.T. (2014). The impact of leaders' political skill on employees' perceptions of ethical leadership. *Journal of Leadership and Organizational Studies, 21*, 5-16.

- Martinko, M.J., Harvey, P., Brees, J., & Mackey, J. (2013). A review of abusive supervision research. *Journal of Organizational Behavior, 34*, S120-S137.
- Harris, K.J., Harvey, P., Harris, R.B., & Cast, M. (2013). An investigation of abusive supervision, vicarious abusive supervision, and their joint impacts. *Journal of Social Psychology, 153*, 38-50.
- Martinko, M.J., Sikora, D., Harvey, P. (2012). The relationship between attribution styles, LMX, and perceptions of abusive supervision. *Journal of Leadership and Organizational Studies, 19*, 397-406.
- Victoravich, L.M., & Harvey, P. (2011). A mediated model of information assimilation in continuance decisions. *International Journal of Management Accounting Research, 1*, 51-74.
- Harris, K.J., Harvey, P., & Kacmar, K.M. (2011). Abusive supervisory reactions to coworker conflict. *Leadership Quarterly, 22*, 1010-1023.
- Martinko, M.J., Harvey, P., & Sikora, D., & Douglas, S.C. (2011). Perceptions of abusive supervision: The role of attribution style. *Leadership Quarterly, 22*, 751-764.
- Martinko, M.J., Harvey, P., & Dasborough, M.T. (2011). Attribution theory in the organizational sciences: A case of unrealized potential. *Journal of Organizational Behavior, 32*, 144-149.
- Harris, K.J., Harvey, P., & Booth, S.L. (2010). Who abuses their coworkers? An examination of personality and situational variables. *Journal of Social Psychology, 150*, 608-627.
- Harvey, P., & Harris, K.J. (2010). Frustration-based outcomes of entitlement and the influence of supervisor communication. *Human Relations, 63*, 1639-1660.
- Wheeler, A.R., Harris, K.J., & Harvey, P. (2010). Moderating and mediating the HRM effectiveness – intent to turnover relationship: The roles of supervisors and job embeddedness. *Journal of Managerial Issues, 2*, 182-196.
- Harvey, P., Summers, J.K., & Martinko, M.J. (2010). Attributional influences on the outcome-aggression relationship: A review and extension of past research. *International Journal of Organizational Theory and Behavior, 2*, 174-201.
- Harvey, P., & Victoravich, L.M. (2009). The influence of forward-looking antecedents, uncertainty and anticipatory emotions on project escalation. *Decision Sciences, 40*, 759-782.
- Harvey, P., & Martinko, M.J. (2009). An empirical examination of the role of attributions in psychological entitlement and its outcomes. *Journal of Organizational Behavior, 30*, 459-476.

- Harris, K.J., Harvey, P., & Kacmar, K.M. (2009). Do social stressors impact everyone equally? An examination of the moderating impact of core-self evaluations. *Journal of Business and Psychology, 24*, 153-164.
- Martinko, M.J., Breaux, D., Summers, J.K., Martinez, A.D., & Harvey, P. (2009). Hurricane Katrina and attributions of responsibility: An object lesson on the actor–observer bias. *Organizational Dynamics, 38*, 52-63.
- Harris, R.B., Harris, K.J., & Harvey, P. (2008). An examination of the impact of the supervisor on the relationship between job strains and turnover intentions for computer workers. *Journal of Applied Social Psychology, 38*, 2108-2131.
- Harvey, P., Harris, K.J., & Martinko, M.J. (2008). The mediated influence of hostile attributional style on turnover intentions. *Journal of Business and Psychology, 22*, 333-343.
- Douglas, S.C., Kiewitz, C., Martinko, M.J., Harvey, P., Kim, Y., & Chun, J. (2008). Cognitions, emotions and evaluations: An elaboration likelihood model for workplace aggression. *Academy of Management Review, 33*, 425-451.
- Harris, K.J., Harris, R.B., & Harvey, P. (2007). A test of competing models of the relationship between perceptions of politics, perceived organizational support, and individual outcomes. *Journal of Social Psychology, 147*, 631-655.
- Martinko, M.J., Harvey, P., & Douglas, S.C. (2007). The role, function, and contributions of attribution theory to leadership: A review. *Leadership Quarterly, 18*, 561-585.
- Harvey, P., Stoner, J., Hochwarter, W., & Kacmar, C. (2007). Coping with abusive supervisors: The neutralizing effects of ingratiation and positive affect on negative employee outcomes. *Leadership Quarterly, 18*, 264-280.
- Harvey, P., Harris, K.J., Harris, R.B., & Wheeler, A.R. (2007). Attenuating the effects of social stress: The impact of political skill. *Journal of Occupational Health Psychology, 12*, 105-115.
- Harris, K.J., Harvey, P., Harris, R.B., & Brouer, R.L. (2007). Deviant workplace behavior: An examination of the justification process. *Journal of Applied Sciences Research, 3*, 1921-1928.
- Harvey, P., Martinko, M.J., & Douglas, S.C. (2006). Causal reasoning in dysfunctional leader-member interactions. *Journal of Managerial Psychology, 21*, 747-762.
- Martinko, M.J., Douglas, S.C., & Harvey, P. (2006). Understanding and managing workplace aggression. *Organizational Dynamics, 35*, 117-130.

Harvey, P., Martinko, M.J., & Gardner, W. (2006). Promoting authentic behavior in organizations: An attributional perspective. *Journal of Leadership and Organizational Studies*, 12, 1-11.

Harvey, P., & Dasborough, M.T. (2006). Consequences of employee attributions in the workplace: The role of emotional intelligence. *Psicothema*, 18 (supplement – special issue on emotional intelligence), 145-151.

Reprinted in S. Sanyal (Ed.) (2009). *Emotions at work*. Kolkata, India: IBS Research Centre.

### **Editorial/Invited Journal Articles**

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Harvey, P., & Dasborough, M. T. (2018). A bounty of riches, a threat to objectivity? Maintaining the double-blind peer-review process amid rising submission levels. *Journal of Organizational Behavior*, 39, 817-819.

Harvey, P. (2017). Emancipation through emotion regulation at work. *Academy of Management Learning and Education*, 16, 623-632.

Harvey, P., & Dasborough, M.T. (2017). From IRIOP to the JOB Annual Review: The past and future of a venerable outlet. *Journal of Organizational Behavior*, 38, 159-162.

Dasborough, M.T., Harvey, P., & Martinko, M.J. (2011). An introduction to attributional influences in organizations. *Group and Organization Management*, 36, 419-426.

### **Chapters in Edited Books**

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Harvey, P., & Dasborough, M.T. (2018). Talking About Schadenfreude: Sharing Versus the Social Function. In D. Lindebaum, & D. Geddes (Eds.), *Social Functions of Emotion and Talking About Emotion at Work* (pp. 211-231). Camberly, UK: Edward Elgar.

Dasborough, M.T., & Harvey, P. (2017). Attributions. In R. Griffin (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.

Harvey, P., Butler, F., & Brees, J. (2016). Propensity to perceive abusive supervision: Development of an affective trait-based measure. In N. Ashkanasy, M.J. Martinko, & R. Bennett (Eds.), *Understanding the High Performance Workplace: The Line Between Motivation and Abuse. SIOP Frontier Series* (pp. 191-204). New York, NY: Routledge/Taylor and Francis.

Brees, J., Mackey, J., & Martinko, M., Harvey, P. (2014). Damage control after breaches of ethical conduct: An attributional approach to accounting for unethical behavior. In S. Valentine (Ed.), *Organizational Ethics and Stakeholder Well-Being in the Business Environment* (pp. 95-113). Charlotte, NC: Information Age Publishing.

- Brouer, R.L., Wallace, A.S., & Harvey, P. (2011). When good resources go bad: The applicability of conservation of resources theory to psychologically entitled employees. In P. Perrewe & D. Ganster (Eds.), *Research in Occupational Stress and Well Being: Vol. 4* (pp. 109-150). Bingley, UK: Emerald.
- Harvey, P., & Martinko, M.J. (2010). Attribution theory and motivation. In N. Borkowski (Ed.), *Organizational behavior in health care, 2<sup>nd</sup> edition* (pp. 147-164). Boston: Jones and Bartlett.
- Harvey, P., & Dasborough, M.T. (2009). Consequences of employee attributions in the workplace: The role of emotional intelligence. In S. Singh (Ed.), *Emotions at work* (pp. 201-219). Hyderabad, India: Icfai University Press.
- Harvey, P., Martinko, M.J., & Douglas, S.C. (2009). Causal perceptions and the decision to speak up or pipe down. In J. Greenberg and M. Edwards (Eds.), *Violence and silence in organizations* (pp. 63-82). Bingley, UK: Emerald.
- Harvey, P., & Martinko, M.J. (2009). Attribution theory and motivation. In N. Borkowski (Ed.), *Organizational behavior, theory and design in health care* (pp.143-158), Boston: Jones and Bartlett.
- Harvey, P., Martinko, M.J., & Borkowski, N. (2008). A re-examination of the attribution-emotion-behavior framework in the context of unethical behavior. In W. Zerbe, C. Hartel, & N. Ashkanasy, (Eds.), *Research on emotion in organizations: Vol. 4. Emotions, ethics, and decision-making* (pp. 259-283). West Yorkshire, UK: Emerald.
- Martinko, M.J., Douglas, S.C., Harvey, P., & Gundlach, M.J. (2007). Understanding and managing organizational deviance: A causal reasoning perspective. In S. Gilliland, D. Steiner, and D. Skarlicki (Eds.), *Research in social issues in management: Managing social and ethical issues in organizations*. (pp. 253-294). Charlotte, NC: Information Age Publishing.
- Martinko, M.J., Douglas, S.C., & Harvey, P. (2006). Attribution theory in industrial and organizational psychology: A review. In G.P. Hodgkinson and J.K. Ford (Eds.), *International review of industrial and organizational psychology, Vol. 21*. (pp. 127-187). Chichester, UK: Wiley.
- Martinko, M.J., Douglas, S.C., Harvey, P., & Joseph, C. (2005). Managing organizational aggression. In R. Kidwell and C. Martin (Eds.), *Managing organizational deviance* (pp. 237-260). Thousand Oaks, CA: Sage.

### **Funded Research**

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Harvey, P. Psychological versus narcissistic entitlement in the workplace. *Funded by University of New Hampshire Paul College Summer Research Awards Program*. Amount: \$1,335.

Harvey, P. (2010). An investigation of managerial strategies for alleviating workplace entitlement problems. *Funded by University of New Hampshire Faculty Fellowship Grant*. Amount: \$5750.

### **Conference Presentations/Proceedings**

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Brouer, R.B., Butler, F., Harvey, P., Lynn, W.M. (2023). Tipping in the Workplace: A Live Podcast with experts and local restaurateurs featuring a discussion on the business and student engagement aspects of podcasts. *Presented at the Southern Management Association conference*. St. Petersburg, FL.

Laird, M.D., Zboja, J., Narayan, A., Victoravich, L., Harvey, P. (2019). The moderating effects of entitlement on the WFC-Job Satisfaction Relationship. *Presented at the Midwestern Academy of Management conference*. Omaha, NE.

Harvey, P., & Laird, M.D. (2017). Managing Psychological Entitlement Through Accountability. *Presented at the Southern Management Association Conference*. St. Petersburg, FL.

Martinko, M.J., Mackey, J., & Harvey, P. (2017). Person predictors of counterproductive work behavior: Actor and target perspectives. *Presented at the Society for Industrial and Organizational Psychology*. Philadelphia, PA.

EGgebeen, S., Bentley, J., Badawy, R., & Harvey, P. (2017). Leading and managing employees with toxic selves in the modern workplace. *Panel discussion presented at the Society for Industrial and Organizational Psychology*. Philadelphia, PA.

Harvey, P., & Dasborough, M.T. (2016). Schadenfreude in the workplace. D. Lindebaum and D. Geddes (Chairs), The motion and the talk about the emotion. *Symposium presented at the EMONET conference*. Rome, Italy.

Harvey, P. (2015). Challenges and solutions for measuring attributions with the Organizational Attribution Style Questionnaire. M. Martinko (Chair), Measuring attributions: A panel symposium. *Symposium presented at the Southern Management Association Conference*. St. Petersburg, FL.

Brouer, R.L., Badawy, R.L., Ramia, J., & Harvey, P. (2015). Leader-member exchange and empowering behavior in moderating the psychological entitlement-counterproductive Work Behavior Relationship. *Presented at the Southern Management Association Conference*. St. Petersburg, FL.

Harvey, P., Butler, F., & Brees, J. (2015). Propensity to perceive abusive supervision: Development of an affective trait-based measure. *Presented at the Academy of Management conference*. Vancouver, BC.

- Harvey, P. & Butler, F. (2015). Measuring the propensity to perceive abusive supervision. S. Bailey (Chair), Reconsidering the subordinate's perspective in abusive supervision. *Symposium presented at the Society for Industrial and Organizational Psychology*. Philadelphia, PA.
- Harvey, P., & Butler, F. (2014). Arriving at the tipping point: Sooner or later? N. Ashkanasy (Chair), High performance work practice or abusive supervision: Where's the boundary? *Symposium presented at the Academy of Management conference*. Philadelphia, PA.
- Harvey, P., & Harris, K.J. (2014). Dodging the bullet: Displaced abusive supervision among politically skilled subordinates. K. Graham (Chair), Developments on Supervisor and Subordinate Antecedents of Abusive Supervision. *Symposium presented at the Academy of Management conference*. Philadelphia, PA.
- Harvey, P., & Martinko, M.J. (2013). Psychological entitlement and perceptions of abusive supervision. C. Tumlison (Chair), Psychological Entitlement in the Workplace. *Symposium presented at the Academy of Management conference*. Orlando, FL.
- Harvey, P., Badawy, R., Brouer, R., & Martinko, M.J. (2013). Managing the entitled employee. A. Carnes (Chair), Psychological Entitlement: Clarifying the Construct, its Effects, and Managing Entitled Employees. *Symposium presented at the Academy of Management conference*. Orlando, FL.
- Harvey, P., & Martinko, M.J. (2013). Perceptions of abusive supervision among entitled employees. N. Ashkanasy (Chair), Abusive Supervision: Causes and Consequences. *Symposium presented at the Australia Industrial and Organisational Psychology conference*. Perth, Australia.
- Martinko, M.J., Harvey, P., Brees, J., & Mackey, J. (2013). Leadership as an attribution. *Presented at the Australia Industrial and Organisational Psychology conference*. Perth, Australia.
- Brees, J., Mackey, J., Martinko, M.J., & Harvey, P. (2012). The mediating role of perceptions of abusive supervision in the relationship between personality and aggression. *Southern Management Association Conference Proceedings*. Presented at the Southern Management Association conference. Ft. Lauderdale, FL.
- Harvey, P. (2012). An attributional perspective on psychological entitlement. M.B. Eberly (Chair), Pushing the Boundaries of Attribution Theory: How Attributions Inform Relationships at Work. *Symposium presented at the Academy of Management conference*. Boston, MA.
- Brees, J., Martinko, M.J., & Harvey, P. (2012) Subordinates' individual differences and perceptions of abusive supervision. *Presented at the Academy of Management conference*. Boston, MA.



- Harvey, P., Laird, M.D., Burnett, J., & Harris, K. (2012). The Effect of Accountability, Entitlement, and Tenure on Job Satisfaction. *Presented at the Society for Industrial and Organizational Psychology*. San Diego, CA.
- Harvey, P., & Sohl, J. (2011). Attribution style differences among entrepreneurs. *Presented at the International Council for Small Business conference*. Stockholm, Sweden.
- Harvey, P., Martinko, M.J., & Brees, J. (2011). Toward a theory of workplace entitlement: A social learning and attributional perspective. *Presented at the Academy of Management conference*. San Antonio, TX.
- Victoravich, L.M., & Harvey, P. (2011). Mood effects on resource allocation decisions. *Presented at the Society for Industrial and Organizational Psychology conference*. Chicago, IL.
- Westerlaken, K., & Harvey, P. (Co-Chairs). (2010). Workplace entitlement: I deserve it, give it to me or else! *Symposium presented at the Academy of Management conference*. Montreal, Quebec.
- Victoravich, L.M., & Harvey, P. (2010). The effects of mood, presence of a bonus, and project payout patterns on project funding decisions. *Presented at the American Accounting Association, Accounting Behavior and Organizations mid-year meeting*. Denver, CO.
- Becker-Blease, J.R., Harvey, P., Sohl, J. (2010). The sources of legitimacy for new venture investors. *Presented at the Small Business and Entrepreneurship Conference*. London, England.
- Harvey, P., & Laird, M.D. (2010). Coping consequences of workplace entitlement. *Presented at the Academy of Management conference*. Montreal, Canada.
- Martinko, M.J., & Harvey, P. (2010). A research agenda for an attributional perspective of followership. *Presented at the Academy of Management conference*. Montreal, Canada.
- Harvey, P., & Laird, M.D. (2010). Too much of a good thing? Inflated self-perceptions in the workplace. *Presented at the European Conference on Positive Psychology*. Copenhagen, Denmark.
- Victoravich, L.M., & Harvey, P. (2010). Antecedents to Escalation of Commitment: A Meta-Analysis. *Presented at the Society for Industrial and Organizational Psychology conference*. Atlanta, GA.
- Harvey, P., Harris, K.J., Gillis, W.E., & Martinko, M.J. (2009). Negative perceptual and behavioral outcomes of psychological entitlement. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. Asheville, NC.

- Martinko, M.J., Sikora, D., Harvey, P., & Moss., S. (2009). The relationship between attribution styles, LMX, and perceptions of abusive supervision. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference.* Asheville, NC.
- Harvey, P., & Harris, K.J. (2009). Frustration-based outcomes of entitlement and the influence of supervisor communication. *Presented at the Academy of Management conference.* Chicago, IL.
- Martinko, M.J., Harvey, P., & Sikora, D., & Douglas, S.C. (2009). Abusive supervision: Perception or reality? *Academy of Management Conference Best Papers Proceedings. Presented at the Academy of Management conference.* Chicago, IL.
- Harvey, P. (2009). Understanding and managing workplace entitlement. *Proceedings of the 8<sup>th</sup> Australia Industrial and Organisational Psychology conference. Presented at the Australia Industrial and Organisational Psychology conference.* Sydney, Australia. (**Best Paper Award**)
- Harvey, P., & Dasborough, M.T. (2009) Schadenfreude in the workplace. *Presented at the Australian Industrial and Organisational Psychology conference.* Sydney, Australia.
- Booth, S.L., Harris, K.J., & Harvey, P. (2009). Personality, situation, and person-situation interaction predictors of coworker abuse. *Presented at the Society for Industrial and Organizational Psychology conference.* New Orleans, LA.
- Harvey, P., & Victoravich, L.M. (2009). A mediated model of project completion stage and decision-making experience. *Presented at the Society for Industrial and Organizational Psychology conference.* New Orleans, LA.
- Harvey, P., Buckless, A., Pescosolido, A.T., Harris, K.J., & Kacmar, K.M. (2009). Shaping ethicality perceptions and employee outcomes with leader political skill. *Presented at the Society for Industrial and Organizational Psychology conference.* New Orleans, LA.
- Harvey, P., Harris, K.J., & Kacmar, K.M. (2008). A cross-level examination of the influence of hindrance and challenge stress on employee behavior and performance. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference.* St. Petersburg, FL.
- Harvey, P., & Dasborough, M.T. (2008). The path from employee hostility and envy to the secret pleasures of schadenfreude and pride. *Presented at the Academy of Management conference.* Anaheim, CA.
- Harvey, P., Martinko, M., & Borkowski, N. (2008). Re-examining the attribution-emotion-behavior framework in the context of unethical behavior. *Presented at the Academy of Management conference.* Anaheim, CA.

- Harris, K.J., Harvey, P., Kacmar, K.M. (2008). Abusive reactions to coworker conflict: Implications for subordinates of frustrated managers. *Presented at the Society for Industrial and Organizational Psychology conference*. San Francisco, CA. **(Included in all-conference "Top Poster" session)**
- Harvey, P., & Victoravich, L.M. (2008). Emotional attachment and the escalation of commitment to failing projects. *Presented at the Society for Industrial and Organizational Psychology conference*. San Francisco, CA.
- Victoravich, L.M., & Harvey, P. (2008). Project-specific factors, perceptions of project success and commitment escalation. *Presented at the Society for Industrial and Organizational Psychology conference*. San Francisco, CA.
- Dasborough, M.T., Harvey, P., & Stillman, P. (2008). Follower undermining of leaders in the workplace. *Presented at the Society for Industrial and Organizational Psychology conference*. San Francisco, CA.
- Harvey, P. (2007). An attributional and elaboration-likelihood perspective on psychological entitlement and its outcomes. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. Nashville, TN.
- Moss, S.E., Martinko, M.J., Harvey, P., & Thomson, N.F. (2007). The relationship between attribution styles and job search behavior. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. Nashville, TN.
- Harris, K.J., & Harvey, P. (2007). Abusive supervision across organizational levels: An emotional and social contagion perspective. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. Nashville, TN.
- Harvey, P., Martinko, M.J., & Borkowski, N. (2007). Unethical behavior among physicians and students: Testing an attributional and emotional framework. *Presented at the 2007 Academy of Management conference*. Philadelphia, PA.
- Martinko, M.J., Harvey, P., & Douglas, S.C. (2007). The role, function, and contributions of attribution theory to leadership: A review. *Presented at the 2007 Academy of Management conference*. Philadelphia, PA.
- Harvey, P., Harris, K.J., & Harris, R.B. (2007). The interactive influence of abusive supervision and political skill on individual outcomes: A social exchange perspective. *Presented at the Society for Industrial and Organizational Psychology conference*. New York, NY.
- Harvey, P., Dasborough, M.T., & Harris, R.B. (2007). Attributional influences on leadership perceptions and organizational commitment. *Presented at the Society for Industrial and Organizational Psychology conference*. New York, NY.

- Wheeler, A.R., Harris, K.J., & Harvey, P. (2007). Moderating and mediating the HRM effectiveness – intent to turnover relationship: The roles of supervisors and job embeddedness. *Presented at the Society for Industrial and Organizational Psychology conference*. New York, NY.
- Harvey, P. (2006). Justifying unethical behavior: The role of actor and observer attributions. *Presented at the 2006 Academy of Management conference*. Atlanta, GA.
- Martinko, M.J., Moss, S., & Harvey, P. (2006). The effects of culture and attribution styles on leader-member relationships. *Presented at the 2006 Academy of Management conference*. Atlanta, GA.
- Harvey, P., & Martinko, M.J. (2006). Attributions and emotions in the justification of deviant behavior. *Presented at the 2006 Academy of Management conference*. Atlanta, GA.
- Harvey, P., Harris, K.J., Harris, R.B., & Wheeler, A.R. (2006). Attenuating the effects of social stress: The impact of political skill. *Southern Management Association Conference Proceedings. Presented at the 2006 Southern Management Association conference*. Clearwater, FL.
- Harvey, P., Martinko, M.J., & Summers, J.K. (2006). Attributional influences on workplace aggression: An extension of past research. *Southern Management Association Conference Proceedings. Presented at the 2006 Southern Management Association conference*. Clearwater, FL.
- Laird, M.D., & Harvey, P. (2006). Attribution style and the negative feedback–politics perception relationship. *Presented at the Society for Industrial and Organizational Psychology conference*. Dallas, TX.
- Harvey, P., Stoner, J., & Hochwarter, W. (2006). Self-Presentation and positive affect as buffers against abusive supervision. *Presented at the Society for Industrial and Organizational Psychology conference*. Dallas, TX.
- Harvey, P., Harris, K.J., & Kacmar, K.M. (2006). Social stressors, core self-evaluations, and work outcomes. *Presented at the Society for Industrial and Organizational Psychology conference*. Dallas, TX.
- Harvey, P., & Stoner, J. (2005). The interactive effect of abusive supervision and fit on stress. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. Charleston, SC.
- Harvey, P., Martinko, M.J., & Gardner, W. (2005). Promoting authenticity in organizations: An attributional perspective. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. Charleston, SC.

- Harvey, P. (2005). Attributional bias and the justification of unethical behavior. *Presented at the Academy of Management conference*. Honolulu, HI.
- Harvey, P. (2005). Hostile attribution style as a predictor of stress and turnover. *Presented at the Society for Industrial and Organizational Psychology conference*. Los Angeles, CA. **(Finalist for John Flanagan Best Student Paper Award)**
- Harvey, P., & Royle, T.R. (2005). Creativity and role conflict: Social self-efficacy as a moderator. *Presented at the Society for Industrial and Organizational Psychology conference*. Los Angeles, CA.
- Harvey, P., & Martinko, M.J. (2004). The role of culturally based attributional bias in predicting expatriate failure. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. San Antonio, TX.
- Harvey, P., & Dasborough, M.T. (2004). Consequences of member attributions in the workplace: The role of emotional intelligence. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. San Antonio, TX. **(Best Doctoral Student Paper Award)**
- Harvey, P., & Anthony, W.P. (2004). Inter-organizational tacit knowledge transfer: The evolution of the no-kill animal shelter movement - An exploratory study. *Southwestern Academy of Management Conference Proceedings. Presented at the Southwestern Management Association conference*. Orlando, FL.
- Martinko, M.J., Harvey, P., & Douglas, S.C. (2003). Conceptual and empirical confounds in the organizational sciences: An analysis and discussion. *Southern Management Association Conference Proceedings. Presented at the Southern Management Association conference*. Clearwater, FL.
- Harvey, P. (2003). Perceived control in inflexible situations: A proposed study. *Institute of Behavioral and Applied Management Conference Proceedings. Presented at the Institute of Behavioral and Applied Management conference*. Tampa, FL.

#### **Additional Conference Presentations**

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- Fisk, G., & Harvey, P. (Coordinators). (2015). Psychological entitlement at work: Coping with and managing difficult employees. *Society for Industrial and Organizational Psychology Roundtable Discussion*. Philadelphia, PA.
- Turnipseed, D., & Harvey, P. (Coordinators). (2007). Advancing the Scholarship and Practice of Real Management: Perspectives from Regional Executives. *Academy of Management Conference Professional Development Workshop*. Philadelphia, PA.
- Turnipseed, D. & Harvey, P. (Coordinators). (2006). Advancing the Scholarship and Practice of Real Management: Perspectives from Regional Executives. *Academy of Management Conference Professional Development Workshop*. Atlanta, GA.

Turnipseed, D. & Harvey, P. (Coordinators). (2006). Offshoring and the Emerging Global Labor Market: Perspectives from McKinsey & Company. *Academy of Management Conference Professional Development Workshop*. Atlanta, GA.

### **Invited Presentations**

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- “Entitlement and Generation Y” – US National Passport Center, Portsmouth, NH December 19, 2013.
- “Navigating the intergenerational workplace” – Mt. Washington Valley Economic Council, sponsored by Laconia Savings Bank. Conway, NH. April 26, 2011.
- “Psychological entitlement: Prima Donnas (and Dons) in the workplace” – Greater Nashua Human Resource Association, sponsored by McCane Company. Nashua, NH. April 12, 2011.
- “Understanding and managing workplace entitlement” – Dean’s advisory council, University of New Hampshire. Durham, NH. April 29, 2010
- “Seasonal employment and the entitled worker” – Mt. Washington Valley Economic Council, sponsored by Northway Bank. Conway, NH. September 11, 2009.
- “Perceptual and emotional aspects of psychological entitlement” – Griffith University. Brisbane, Australia. July 2, 2009.
- “Volunteerism and Generation Y: Recruiting and motivating members of the ‘me’ generation” – New Hampshire Governor’s Conference on Volunteerism. Concord, NH. May 11, 2009
- “Cultivating and Maintaining Quality Employees – The Challenges and Opportunities of Generation Y” - Greater Rochester Chamber of Commerce, sponsored by Holy Rosary Credit Union. Rochester, NH. October 12, 2008.

### **Select Media Appearances**

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#### Television/Radio

NH Public Radio – May 21, 2014  
BBC Radio “Five Live” show – May 25, 2010  
BBC Radio2 – May 25, 2010  
Radio New Zealand – May 25, 2010  
SIRIUS Radio “Judith Reagan Show” – May 19, 2010  
Fox News – May 14, 2010  
WMUR (New Hampshire) – April 30, 2010  
NPR Morning Edition – December 5, 2008  
WCTV (Tallahassee, FL) – December 16, 2006

#### Newspaper/Internet

Fortune – Sept 27, 2016  
Forbes – Dec 9, 2015  
Time – Feb 17, 2014  
New York Times – Dec 20, 2013  
NBC News – Nov 11, 2013  
USA Today – Sept 7, 2013  
US News & World Report – Feb 13, 2013

Forbes – Feb 7, 2013  
UK Telegraph – May 26, 2010  
ABC News – June 4, 2009  
MSNBC – September 15, 2008

## **Teaching Experience**

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### University of New Hampshire

ADMN912: Organizational Behavior (MBA)  
ADMN952: Organizations, Leadership and Environments (MBA)  
ADMN611/575: Organizational Behavior  
MGT614: Organizational Leadership and Structure  
ADMN898: Managing Perceptions in the Workplace (MBA)  
ADMN400: Introduction to Business  
MGT755: International Management

### Semester at Sea

SEMS3500-101: Organizational Behavior  
SEMS3500-102: International Management  
SEMS3055-103: International Business Ethics

### Corvinus University (Budapest, Hungary)

BUS498: Cross-cultural Business Ethics

### Florida State University

MAN3240: Organizational Behavior  
MAN4605: Cross-cultural Management  
MAN4391: Human Resource Management  
MAN4701: Business Ethics  
MAN4320: Staffing  
INP3303: Business Psychology

### State University of New York – Binghamton (Teaching Assistant)

MGMT540: Strategic Management

### Dissertation Committee Member

- 2012 – Jeremy Brees, Florida State University

### Faculty Advisor – Global Innovation-to-Market Competition

- 2013 – São Paulo, Brazil
- 2012 – Stockholm, Sweden (3<sup>rd</sup> place, Energy division)

### Honors Thesis Advisor

- 2012 – Choe Shannon: “Perception and reaction: The role of personality in the relationship between organizational justice and workplace behaviors”
- 2008 – Caroline McCarthy: “Entrepreneurial machines: Universities provide the tools, students provide the fuel”

- 2008 – Anne Buckless: “The impact of political skill on subordinate stress and commitment levels” (published in the *Journal of Leadership and Organizational Studies*)

### **Awards/Recognition**

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- Endowed Chair: James R. Carter Professorship, 2017
- Outstanding Associate Professor: University of New Hampshire, 2017
- Citation of Excellence: Emerald Group Publishing, 2016
- Outstanding Reviewer Award: Journal of Organizational Behavior, 2014
- UNH Faculty Fellowship summer research grant, 2010, 2016
- Outstanding Reviewer Award: Academy of Management conference (MOC Division), 2010, 2007
- University of New Hampshire Whittemore School of Business and Economics Outstanding Researcher Award, 2009
- Best Paper Award – Australia Industrial and Organizational Psychology conference, 2009
- Emerald Management Reviews Citation of Excellence, 2008
- Featured Top Poster – Society for Industrial and Organizational Psychology conference, 2008
- Outstanding Reviewer Award – Academy of Management conference (OB Division), 2007
- Finalist for Outstanding Practitioner Oriented Publication in Organizational Behavior Award – Academy of Management OB Division, 2007
- Finalist for John Flanagan Best Student Paper Award – Society for Industrial and Organizational Psychology conference, 2005
- Best Doctoral Student Paper Award – Southern Management Association conference (OB/OT/OD Track), 2004
- Best Reviewer Award – Southern Management Association conference (OB/OT/OD Track), 2004

### **Editorial/Review Activity**

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#### Co-Editor

Journal of Organizational Behavior – Annual Review Issue (2016-2019)

#### Associate Editor

Journal of Organizational Behavior (2015-2020)  
Group & Organization Management (2017-2019; 2022-)

#### Guest Editor

Group and Organization Management – Special Issue on Attributional Influences in Organizations (2011, Volume 36, Issue 4)

#### Editorial Board Member

Journal of Organizational Behavior  
Journal of Leadership and Organizational Studies  
Group and Organization Management  
Human Relations



### PDW Chair

Academy of Management Practice Theme Committee (2005-2007)

### Ad-hoc Reviewer

Academy of Management Review  
Cornell Hotel and Restaurant Administration Quarterly  
Human Relations  
International Journal of Stress Management  
Journal of Applied Social Psychology  
Journal of Business Ethics  
Journal of Business Research  
Journal of Management Studies  
Journal of Managerial Issues  
Journal of Occupational and Organizational Psychology  
Leadership Quarterly  
Management Science  
MIT Sloan Management Review  
Organizational Behavior and Human Decision Processes  
Organizational Psychology  
Personnel Review  
Psychological Reports

### **Other Professional Service**

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#### University of New Hampshire Committees

- Chair: Undergraduate Curriculum/Assurance of Learning Committee (2015-)
- Interim Chair: Policies and Procedures Committee (2016)
- Co-Chair: Faculty Search Committee (2013, 2015)
- Paul College Promotion and Tenure Committee Member (2012-2013, 2015-2016)
- Paul College Policies and Procedures Committee Member (2015-)
- Department Tenure Committee Member for Devkamal Dutta (2012)
- Workload Policy Committee (2010-2011)
- WSBE Curriculum Committee (2008-2009)

#### Best Paper Award Committee Member:

Southern Management Association: Best student paper evaluation committee (2008)

### **Business Experience**

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- University of New Hampshire Executive Development Program (2015-)
- Financial Analyst and Recruiter, United Technologies Corp., Pratt & Whitney Division, East Hartford, CT (1999-2001)
- Co-Owner/Manager, Premier Painting, Wareham, MA (1996-1998)