

**NED WELLMAN**  
Assistant Professor of Management

10/14/2016

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**EDUCATION**

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**University of Michigan, Stephen M. Ross School of Business**  
PhD in Business Administration (Management and Organizations), 2013.

**Dissertation:** *Leadership Construction in Hierarchical Groups.*

**Committee:** Susan J. Ashford (chair), Wayne E. Baker, Katherine A. Burson, D. Scott DeRue, and Jane E. Dutton.

**University of North Carolina at Chapel Hill**  
BA in Psychology, minor in Business Administration, 2005, *Summa cum laude.*

**PUBLICATIONS**

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**Refereed Journals**

Huang, G.-h., Wellman, N., Ashford, S. J., Lee, C., & Wang, L. (2016). Deviance and exit: The organizational costs of job insecurity and moral disengagement. *Journal of Applied Psychology, Advance online publication.*

Wellman, N., Mayer, D. M., Ong, M., & DeRue, D. S. (2016). When are do-gooders seen as bad? Legitimate power, role expectations, and reactions to moral objection in organizations. *Journal of Applied Psychology.*

*Press coverage by Harvard Business Review, Arizona State University*

Wellman, N., & Spreitzer, G. M. (2011). Crafting scholarly life: Strategies for creating meaning in academic careers. *Journal of Organizational Behavior, 32*(6), 927-931.

DeRue, D. S., Nahrgang, J. D., Wellman, N., & Humphrey, S. E. (2011). Trait and behavioral theories of leadership: An integration and meta-analytic test of their relative validity. *Personnel Psychology, 64*(1), 7-52.

DeRue, D. S., & Wellman, N. (2009). Developing leaders via experience: The role of developmental challenge, learning orientation, and feedback availability. *Journal of Applied Psychology*, 94(4), 859-875.

### **Book Chapters**

Quinn, R. E., & Wellman, N. (2011). Seeing and acting differently: Positive change in organizations. In K. S. Cameron & G. M. Spreitzer (Eds.), *The Oxford handbook of Positive Organizational Scholarship* (pp. 751-762). New York: Oxford University Press.

### **MANUSCRIPTS UNDER REVIEW**

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Ashford, S. J., Wellman, N., Sully deLuque, M., DeStobbeleir, K. E., & Woolan, M. Topic: CEO feedback seeking and firm performance. *1<sup>st</sup> round revise and resubmit at Journal of Organizational Behavior*.

Ong, M., Mayer, D. M., Tost, L. P., & Wellman, N. Topic: Corporate social responsibility and organizational citizenship behavior. *2<sup>nd</sup> round revise and resubmit at Organizational Behavior and Human Decision Processes*.

Wellman, N. Topic: Group-level leadership emergence. *1<sup>st</sup> round revise and resubmit at Academy of Management Review*.

Wellman, N., Schinoff, B., Zhao, H. H., Huang, G. H., Lee, C., & Niu, X. Y. Topic: Leadership ego-networks. *Under 1<sup>st</sup> review at Journal of Applied Psychology*.

### **CONTRACTS AND GRANTS**

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LePine, J. A., Wellman, N., & Newton, D. (2014). Understanding and preventing crew member task entrainment (NASA). \$906,414 over three years to understand and combat astronaut difficulties in switching between independent and interdependent tasks.

Johnston, E. W., Wald, D., Vinze, A. S., Wellman, N., & Segal, E. (2014). Promoting empathy and collaborative decision making for natural resource management (National Science Foundation). \$490,938 over three years to study the role of power and perspective taking in promoting collaborative behavior in resource-management dilemmas.

Lee, C., Huang, G. H., & Wellman, N. (2014). Being proactive when feeling insecure? The role of proactive personality on the relationships between job insecurity and employee voice, feedback seeking, political behavior, and leadership skill development (Hong Kong Research Grants Council). \$52,618 over three years to study the relationship between job insecurity and proactivity.

### **TEACHING**

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**Arizona State University**

Courses Taught

MGT 430 – Negotiations (Undergraduate)

- Average student evaluation 6.7/7.0

MGT 530 – Negotiations (Masters)

- Average student evaluation 6.5/7.0

**University of Michigan**

Courses Taught

MO300 – Behavioral Theory of Management

**CHAired SYMPOSIA**

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Lanaj, K., & Wellman, N. (2016). *The ebbs and flows of leadership: Exploring within-person variation in leader behavior*. Symposium conducted at the Academy of Management Annual Meeting, Anaheim.

Farh, C. I. C., & Wellman, N. (2015). *Climbing the social hierarchy of groups: When, how, and to what ends?* Symposium conducted at the Academy of Management Annual Meeting, Vancouver.

Wellman, N., Crane, B. D., & Quinn, R. W. (2015). *Leading today but not tomorrow: Exploring within-person fluctuations in leadership behavior*. Symposium conducted at the Academy of Management Annual Meeting, Vancouver.

Wellman, N. (2012). *Making new connections: Leadership and social networks in organizations*. Symposium conducted at the Academy of Management Annual Meeting, Boston (*Showcase Symposium*).

Wellman, N., & Ashford, S. J. (2011). *Am I a leader? Exploring leadership identity construction in organizations*. Symposium conducted at the Academy of Management Annual Meeting, San Antonio.

Wellman, N., & Ashford, S.J. (2010). *All for one or one for all? New directions in shared leadership research*. Symposium conducted at the Academy of Management Annual Meeting, Montreal.

**REFEREED CONFERENCE PRESENTATIONS (\* = PRESENTER)**

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\*Newton, D., LePine, J. A., Wellman, N., Kim, J. K., & Bush, J. T. (2016). *Residual engagement and its implications to subsequent engagement and effectiveness*. Paper to be presented at the Academy of Management Annual Meeting, Anaheim.

\*Wellman, N., Crane, B., & Quinn, R. E. (2016). *Becoming transformational: An empirical test of the fundamental state of leadership theory*. Paper to be presented at the Academy of Management Annual Meeting, Anaheim.

- Wellman, N., \*Schinoff, B., Huang, G. H., & Niu, X. Y. (2016). *The benefits of being holey: The nature and effects of employees' leadership ego-networks*. Paper presented at the Academy of Management Annual Meeting, Anaheim.
- \*Newton, D., LePine, J. A., Wellman, N., & Kim, J. K. (2016). *Residual engagement and the cost of switching from team to individual tasks*. Paper presented at the INGRoup Conference, Helsinki.
- Wellman, N., \*Newton, D., LePine, J. A., & Waldman, D. A. (2016). *Team composition and dynamic leadership emergence*. Paper presented at the SIOP Annual Conference, Anaheim.
- Wellman, N., Crane, B., & \*Quinn, R. E. (2015). *Leadership moments: A state-based exploration of informal leadership in groups*. Paper presented at the Academy of Management Annual Meeting, Vancouver.
- Wellman, N., \*Newton, D., & LePine, J. A. (2015). *Filling the void: Laissez-faire supervision and group members' informal leadership behavior*. Paper presented at the Academy of Management Annual Meeting, Vancouver.
- \*Wellman, N., Mayer, D. M., DeRue, D. S., & Grace, K. (2014). *When are do-gooders seen as bad? How formal leadership positions and role expectations influence perceptions of moral rebels*. Paper presented at the Academy of Management Annual Meeting, Philadelphia.
- Ashford, S. J., \*Wellman, N., Sully deLuque, M., DeStobbeleir, K. E., & Woolan, M (2013). *Proactive behavior and collective outcomes: CEO feedback seeking and firm performance*. Paper presented at the Academy of Management Annual Meeting, Orlando.
- \*Wellman, N. (2012). *Leadership construction in clinical nursing units: Formal hierarchy, group leadership structures, and patient care outcomes*. Paper presented at the Academy of Management Annual Meeting, Boston.
- \*Wellman, N. (2012). *An inconvenient truth? Formal hierarchy and the development of shared leadership networks*. Paper presented at the Academy of Management Annual Meeting, Boston.
- \*Wellman, N., Ashford, S. J., DeRue, D. S., & Sanchez-Burks, J. (2011). *To lead or not to lead? Leadership structure schemas and informal leadership in hierarchical groups*. Paper presented at the Academy of Management Annual Meeting, Montreal.
- \*Wellman, N., Ashford, S. J., & Sanchez-Burks, J. (2010). *Keeping us honest: The pros and cons of alternative leadership structure schemas*. Paper presented at the Academy of Management Annual Meeting, Montreal.

DeRue, D. S., Nahrgang, J. D., \*Wellman, N., & Humphrey, S. E. (2009). *Trait and behavioral theories of leadership: A meta-analytic test of their relative validity*. Paper presented at the Academy of Management Annual Meeting, Chicago.

\*Wellman, N. (2009). *Corporate social responsibility and the nature of managerial work*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans.

DeRue, D. S., Nahrgang, J. D., \*Wellman, N., & Humphrey, S. E. (2009). *Trait and behavioral theories of leadership: A meta-analysis*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans.

\*DeRue, D. S., & Wellman, N. (2008). *Leadership development and the lessons of experience*. Paper presented at the Academy of Management Annual Meeting, Anaheim.

## **AWARDS**

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- Academy of Management Journal Outstanding Reviewer Award (2016)
- Nominated for Proquest 2013 Distinguished Dissertation Award (one of 59 nominees from the University of Michigan)
- Clarence J. Hicks Fellowship (for academic achievement in Management and Organizations), 2012.
- Dr. Eric G. Flamholtz Fellowship (for academic and research accomplishments), 2011.
- Gladys D. and Walter R. Stark Graduate Scholarship (for academic achievement), 2011.
- Rackham Graduate Student Research Grant (\$3,000), 2011.
- Outstanding Reviewer (Organizational Behavior Division), Academy of Management, 2010, 2011.

## **SERVICE**

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### **Editorial Board**

- Academy of Management Journal (2015-present)
- Journal of Applied Psychology (2016-present)

### **Ad-hoc Reviewer**

- Academy of Management Review
- Organizational Behavior and Human Decision Processes
- Personnel Psychology

### **Volunteer Reviewer**

- Academy of Management Annual Meeting, 2008-2012
- Society for Industrial and Organizational Psychology Annual Conference, 2009

### **Academy of Management Organizational Behavior Division Most Innovative Student Paper Award**

- Selection committee member (2015, 2016)

**Making Connections Committee/Scientific Affairs Committee, Academy of Management  
Organizational Behavior Division**

- Member (2011-2016)
- Co-organizer of the “Halfway there, but now what? Career advice for pre-dissertation doctoral students” PDW (2011-2016)
  - Presented on “Understanding and Preparing for the Job Market” (2015, 2016)

**Arizona State University**

- Coordinator, Management Department Research Laboratory (2016-present)
- Co-Coordinator, Management Department Brown Bag Series (2016-present)

**Professional Associations**

- Academy of Management (2008-Present)
- Society for Industrial and Organizational Psychology (2008-Present)

**PROFESSIONAL EXPERIENCE**

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**Deloitte Consulting, Human Capital Analyst (2005-2007)**

- Configured and implemented HR module of SAP enterprise resource planning software
- Developed and administered SAP training and change management sessions