CURRICULUM VITA

**MEREDITH F. BURNETT, Ph.D.**

#### EDUCATION

Doctor of Philosophy (Ph.D.), Robert H. Smith School of Business, University of Maryland,

College Park, Maryland, December, 2006

Master of Business Administration (MBA), School of Business and Industry, Florida A&M

University, Tallahassee, Florida, December, 1993

# Bachelor of Science in Finance, School of Business, Florida State University, Tallahassee, Florida, April 1992

# FULL-TIME ACADEMIC EXPEREINCE

Academic/Research Duties:

* Teach students about how individuals and groups act within the organizations where they work
* Develop students into subject matter experts on organizational decision making and problem solving
* Maintain a genuine interest in the progress and development of each student
* Maintain accurate records of academic standing of each student
* Meet with classes as regularly scheduled
* Attend all meetings of the University faculty and the faculty of the school
* Identify organizational problems, appropriate data collection method, conducted field studies, and reported the results to organizational stakeholders
* Compute descriptive statistics (e.g. means, standard deviations), correlations, analysis of variance, t-tests, and reliabilities using SPSS statistical software package
* Deliver formal presentations to colleagues about study plans and findings.
* Keep abreast of Human Resource Management/Organizational Behavior disciplines through continuing study, research, and participation in the activities of the Academy of Management
* Serve as a manuscript reviewer for top-tier journals

#### Professorial Lecturer, Department of Management, Kogod School of Business, American University, Washington, D.C., August 2017 – Present

#### Assistant Teaching Professor, Department of Management, School of Business, George Washington University, Washington, D.C., August 2013 – August 2014

#### Visiting Assistant Professor, Department of Management, School of Business, George Washington University, Washington, D.C., August 2012 – August 2013

#### Assistant Professor, Management & International Business, Alvah H. Chapman, Jr. Graduate School of Business, Florida International University, Miami, FL, August 2007 – May 2012

Research Assistant, Management & Organization Department, Smith School of Business, University of Maryland, College Park, MD, June, 2002—June, 2007

# APPLIED TEST ASSESSMENT EXPERIENCE

HR Test Editor, The American Institutes for Research, Washington, DC, 2015-Present

Test Development Duties:

* Write and edit high-quality field test items that adhere to the content specifications and are able to survive field testing based on established statistics and criteria
* Review items to ensure they meet established guidelines and use appropriate language for a global examinee population
* Support all steps in the situational judgment test scoring validation process
* Evaluate flagged field test and operational items based on established statistical criteria
* Identify and resolve potential problems related to cueing, content appropriateness, key accuracy, and formatting to ensure the technical accuracy of operational and field test items in published forms
* Address any requests and questions from the client, its commission charged with determining changes to exam content and structure, or project management

**NON-ACADEMIC EXPEREINCE**

Healthcare Representative, Pfizer, Incorporated, New York, NY, 1996—2000

Duties:

* Educated physicians of the benefits to patients of prescribing Diflucan, Trovan, Zyrtec, Zoloft, Cardura, Glucotrol XL, and Aricept
* Designed and implemented programs to increase awareness of Pfizer products

## Territory Counselor, Shell Oil Products Company, Houston, TX, 1994—1996

Duties:

* Recruited new dealers
* Counseled 30 independent gasoline dealers in the areas of price, image, customer service, and employee selection and development
* Assisted incoming dealers with navigating the process of owning a new station

# PROFESSIONAL ACCOMPLISHMENTS

# Articles

Hewlin, P. F., Dumas, T. L., & Burnett, M. F. 2017. If your boss has a lot of integrity, you may be more likely to compromise yours. Harvard Business Review. Retrieved from https://hbr.org/2017/04/if-your-boss-has-a-lot-of-integrity-you-may-be-more-likely-to-compromise-yours.

## Hewlin, P. F., Dumas, T. L., & Burnett, M. F. 2016. To thine own self be true?: Facades of conformity, values congruence, and the magnifying impact of leader integrity. Academy of Management Journal, 60(1), 178-199.

## Burnett, M.F., Chiaburu, D.S., Shapiro, D.L., & Li, N. 2015. Revisiting How and When Perceived Organizational Support Enhances Taking Charge: An Inverted U-shaped Perspective. Journal of Management, 41(7), 1805-1826.

Gilbert, G.R., Burnett, M.F., Phau, I., & Haar, J. 2010. Does Gender Matter? A review of work-related gender commonalities. Gender in Management: An International Journal, 25(8), 676-699.

Gilbert, G.R., Leartsurawat, W., & Burnett, M.F. 2010. The Psychological Work Preferences of Business Students. Journal of Career Assessment, 18(2), 189-206.

Burnett, M.F., Williamson, I.O., Bartol, K.M. 2009. The Moderating Effect of Personality on Employees’ Reactions to Procedural Fairness and Outcome Favorability. Journal of Business and Psychology, 24(4), 469-484.

Williamson, I.O., Burnett, M.F., Bartol, K.M. 2009. The Interactive Effect of Collectivism and Organizational Rewards on Affective Organizational Commitment. Cross Cultural Management: An International Journal, 16(1), 28-43.

**Proceedings**

Stevens, C.K., Dragoni, L., & Burnett, M.F. 2010. Effects of Familiarity on Employer Inferences and Preferences. Academy of Management Best Paper Proceedings.

Burnett, M.F., Xia, W., Burnett, G.G., & Shapiro, D.L. 2010. Who Cares about Creative Contributions to Electronic Knowledge Sharing Databases? Effects of Top Management Openness, Affective Commitment, In-Role Behavior, Technological Adequacy and Job Security. Hawaii International Conference on System Sciences (HICSS) Proceedings.

Burnett, M.F., Williamson, I.O., Bartol, K.M. 2005. Personality as a determinant of employees’ reactions to justice and organizational reward perceptions: A cognitive affective perspective. Academy of Management Best Paper Proceedings.

**Chapters in Books**

Burnett, M., & Von Glinow, M.A. 2010. Total Rewards in the International Context. In Anne-Wil Harzing & Ashly Pennington, International Human Resource Management (3rd Edition, pp. 468-504). Los Angeles, CA: Sage.

**PRESENTED PAPERS AND LECTURES**

Stevens, C.K., Dragoni, L., & Burnett, M.F. (2014). How Do Job Seekers Evaluate Unfamiliar Organizations? Society for Industrial and Organizational Psychology, Inc. (SIOP) Annual Conference. Honolulu, HI.

Fernandez, W.G.D., & Burnett, M.F. (2012). Board diversity, voluntary initiatives, and CSR towards employee stakeholders, Academy of Management Conference, Boston, USA.

Stevens, C.K., Dragoni, L., & Burnett, M.F. (2010). Effects of Familiarity on Employer Inferences and Preferences. Academy of Management Conference. Montreal, Canada.

Burnett, M.F., & Shapiro, D.L. (2010). Group and Organizational Antecedents of Employee Knowledge Sharing Communications. Society for Industrial and Organizational Psychology, Inc. (SIOP) Annual Conference. Atlanta, Georgia.

Burnett, M.F., Xia, W., Burnett, G.G., & Shapiro, D.L. (2010). Who Cares about Creative Contributions to Electronic Knowledge Sharing Databases? Effects of Top Management Openness, Affective Commitment, In-Role Behavior, Technological Adequacy and Job Security. Hawaii International Conference on System Sciences (HICSS). Kauai, Hawaii.

Gilbert, G.R., Leartsurawat, W., & Burnett, M.F. (2009). The Psychological Work Preferences of Business Students. Working Paper presented at the Academy of Management National Conference, 2009, Chicago, Illinois.

Hewlin, P. F., Dumas, T. L., Burnett, M. F., & Hewlin, J. A. (2009). The swoon effect: An empirical investigation of misfit, facades of conformity, and charismatic leadership. Working Paper presented at the Academy of Management National Conference, 2009, Chicago, Illinois.

Gilbert, G.R., Burnett, M.F., Haar, J., & Phau, I. (2009). Psychological Work Preferences: Does Gender Matter? Symposium presented at the Academy of International Business National Conference, 2009, San Diego, California.

Gilbert, G.R., Burnett, M.F., Haar, J., & Phau, I. (2009). Building Effective Teams: Does Gender Matter? Working Paper presented at the Academy of Management National Conference, 2009, Chicago, Illinois.

Gilbert, G.R., Burnett, M.F., Farrow, D., & Perry, C. (2008). Employee Work Preferences and Job Performance: A Cross national Application. Symposium presented at the Academy of International Business National Conference, 2008, Milan, Italy.

Gilbert, G.R., Phau, I., & Burnett, M.F. (2008). Examining Work Preferences between Australian and American Business Associates: Implications for Global Managers. Working Paper presented at the Management Faculty of Color Annual Meeting, 2008, Melbourne, Australia.

Burnett, M.F., Shapiro, D.L. (2007). When do employees “take charge” in coworker-targeted vs. organizationally-targeted ways?: An empirical test. Working Paper presented at the Academy of Management National Conference, 2007, Philadelphia, Pennsylvania.

Burnett, M.F., Williamson, I.O., Bartol, K.M. 2005. Personality as a determinant of employees’ reactions to justice and organizational reward perceptions: A cognitive affective perspective. Symposium presented at the Academy of Management National Conference, 2005, Honolulu, Hawaii.

Williamson, I.O., Burnett, M.F., Bartol, K.M. 2005. The role of ethnicity on job search: An exploration of processes and outcomes. Symposium presented at the Academy of Management National Conference, 2005, Honolulu, Hawaii.

Stevens, C.K., Dragoni, L., Collins, C.J., Burnett, M.F. 2005. Images of unfamiliar organizations: How does familiarity influence job seekers’ evaluations and decisions to apply? Symposium presented at the Academy of Management National Conference, 2005, Honolulu, Hawaii.

Williamson, I.O., Burnett, M.F., Bartol, K.M. 2002. Individual differences as predictors in job preferences and job search behavior. Symposium presented at the Academy of Management National Conference, 2003, Seattle, WA.

Tesluk, P.E., Dragoni, L., Burnett, M.F. 2002. Development and Success of Management and Leadership Talent in a Netcentric Economy. Symposium presented at the Academy of Management National Conference, 2002, Denver, CO.

# WORKS IN PROGRESS

**Manuscripts Submitted to Journals for Consideration**

Fernandez, W.G.D., & Burnett, M.F (2014). Women in the boardroom and community stakeholder performance: A cognitive perspective.

This study takes a cognitive approach to explain the impact of women directors on corporate attention to community stakeholders. By integrating insights from upper echelons and signaling theories, we explore how cognitive processes interact with firm indicators to influence the attention and priorities of boards. Using a panel of S&P 500 firms observed from 2001-2010, we predict and find that the number of women on the board is positively related to firms' corporate attention to community stakeholders. Further, we find that stakeholder-related signals from the firm including voluntary initiative membership and deviation from prior financial performance moderate the aforementioned relationship. Taken together, our findings suggest that directors’ perceptions about firm indicators interact with directors’ cognitive biases to decide where boards, and ultimately firms, focus their attention.

**Research in Progress**

Burnett, M.F., Xia, W., Burnett, G.G., & Shapiro, D.L. The joint effects of perceived in role behavior and reward instrumentality in predicting top management openness and organizationally-targeted taking charge.

This study examines the processes leading employees to more versus less frequently engage in change-oriented behaviors via electronic databases and/or LISTSERVs— hereafter called organizationally-targeted taking charge. As predicted, we found that more frequent organizationally-targeted taking charge tended to be reported by employees who perceived more top management openness to employees’ taking charge. Furthermore, the tendency for greater levels of top management openness to be reported by employees who perceived organizationally-targeted taking charge to be an in-role performance behavior was stronger when employees more strongly perceived taking charge-rewards and recognition instrumentality. Theoretical and practical implications are discussed.

Burnett, M.F., Burnett, G.G., Jain, N.K., & Raghunath, S. The impact of team level constructs on knowledge sharing and learning behaviors.

The study examines the team level mechanisms that are involved in knowledge sharing and team learning behaviors. We examine the impact that individual (i.e., personality), team (i.e., identity), and organizational (i.e., rewards) factors have on team learning and the effects of specific types of technology on these relationships using employees working on teams within three organizations located in Bangalore, India. Currently in data entry phase.

Williamson, I.O., Burnett, M.F., Bartol, K.M. The role of ethnicity on job search: An exploration of processes and outcomes.

This paper examines whether there are differences in how ethnic groups navigate the job market and how these variations influence job search outcomes. We examine these issues through the use of a nationally representative longitudinal survey of college graduates from four U.S. universities. Results suggest that there are significant differences in the way that members of different ethnic groups look for jobs. Currently in data analysis phase.

#### OFFICES HELD IN PROFESSIONAL SOCIETIES

Ph.D. Project Management Doctoral Student Association, President/Student Liaison, 2004—2005

Academy of Management – Co-chair Mentoring Committee, 2008-2010

Academy of Management – AOM Connect Committee Member, 2010 - present

City of Takoma Park Personnel Appeals Board, 2012 - 2013

#### MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

## Academy of Management, 2000—present

Organizational Behavior Teaching Society, 2005- present

Ph.D. Project Management Doctoral Student Association, 2001—present

Society for Human Resource Management, 2007-present

Personnel Testing Council Metropolitan Washington, 2015 - present

**Teaching History**

Graduate

1. Managing Human Capital (MBAD 6262): Summer, 2014
2. Managing Human Capital (MBAD 6262): Summer, 2014
3. Organizations and Leadership (MBAD 6261): Summer, 2014
4. Organizations and Leadership (MBAD 6261): Summer, 2014
5. Managing Human Capital (MBAD 6262): Spring, 2014
6. Managing Human Capital (MBAD 6262): Fall, 2013
7. Managing Human Capital (MBAD 6262): Fall, 2013
8. Managing Human Capital (MBAD 6262): Fall, 2013
9. Performance Management (MGT6257): Spring, 2013
10. Rewards Systems Management (MAN6336): Spring, 2010
11. Rewards Systems Management (MAN6336): Spring, 2009
12. Rewards Systems Management (MAN6336): Fall, 2008 (Jamaica)
13. Human Resource Management Metrics (MAN6316): Spring, 2008
14. Human Resource Management Metrics (MAN6316): Fall, 2007 (Jamaica)

Undergraduate

1. Human Resource Management (BADM 3101): Spring, 2014
2. Human Resource Management (BADM 3101): Fall, 2013
3. Human Resource Management (BADM 3101): Fall, 2013
4. Human Resource Management (BADM 3101): Spring, 2013
5. Human Resource Management (BADM 3101): Spring, 2013
6. Human Resource Management (BADM 3101): Fall, 2012
7. Human Resource Management (BADM 3101): Fall, 2012
8. Compensation and Benefits (MAN4330): Spring, 2012
9. Human Resource Management (MAN4301): Spring, 2012 (online)
10. Compensation and Benefits (MAN4330): Fall, 2011 (online)
11. Human Resource Management (MAN4301): Fall, 2011
12. Compensation and Benefits (MAN4330): Spring, 2011
13. Human Resource Management (MAN4301): Spring, 2011 (online)
14. Compensation and Benefits (MAN4330): Fall, 2010 (online)
15. Human Resource Management (MAN4301): Fall, 2010
16. Compensation and Benefits (MAN4330): Spring, 2010 (online)
17. Compensation and Benefits (MAN4330): Spring, 2009 (hybrid)
18. Compensation and Benefits (MAN4330): Fall, 2008 (online)
19. Human Resource Management (MAN4301): Fall, 2008 (online)
20. Compensation and Benefits (MAN4330): Spring, 2008
21. Compensation and Benefits (MAN4330): Fall, 2007 (online)
22. Human Resource Management (MAN4301), Fall, 2007 (online)