

## **Ozias A. Moore, PhD**

Assistant Professor

Department of Management

College of Business and Economics

Lehigh University

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### **ACADEMIC APPOINTMENT**

**Lehigh University, Bethlehem, PA**

**College of Business and Economics, Department of Management**

Assistant Professor of Management, August 2016–Present

### **EDUCATION**

**PhD Cornell University, Ithaca, NY**

Industrial and Labor Relations School, Department of Human Resource Studies

Area of Focus: Human Resource Studies

Minor Areas: Organizational Behavior and Statistics

**MS Cornell University, Ithaca, NY**

Industrial and Labor Relations School, Department of Human Resource Studies

Thesis: *The Anticipation of 360 Degree Feedback: Consequences for Conformity*

**MSE University of Pennsylvania, Philadelphia, PA**

The School of Engineering and Applied Science

Co-sponsored by the Wharton School of Business

Area of Focus: Technology Management

*Alfred Fitler Moore Fellow in Management of Technology*

**BS University of Pittsburgh, Pittsburgh, PA**

Business Administration, Minor: Finance

### **REFEREED JOURNAL ARTICLES**

\*Liu, Y. C., McLeod, P. L., & **Moore, O. A.** (2015). Personality and small groups: An interdisciplinary perspective. *Small Group Research*, 46, 536-575, doi: 10.1177/1046496415599662 (\*Authorship is alphabetical, the authors contributed equally to this paper)

Dragoni, L., Oh, I., Tesluk, P. E., **Moore, O. A.**, VanKatwyk, P., & Hazucha, J. (2014). Developing leaders' strategic thinking through global work experience: The moderating role of cultural distance. *Journal of Applied Psychology*, 99, 867-882. doi:10.1037/a0036628

### **BOOK CHAPTERS (INVITED) AND OTHER PUBLICATIONS**

Bell, B. S., & **Moore, O. A.** (2018). Learning, training, and development in organizations: Emerging trends, recent advances, and future directions. In N. Anderson, D. Ones, H. Sinangil, & C. Viswesvaran (Eds.), *Handbook of industrial, work & organizational psychology* (2nd ed.).

Susskind, A. M., **Moore, O. A.**, & Kacmar, K. M. (2018). Organizational downsizing: How communication networks connect with employee performance. *Cornell Hospitality Report*, 18(4), 3-12.

**Moore, O. A.**, Susskind A. M., & Livingston, B. A. (2016). Do you look like me? How bias affects Affirmative Action in hiring. *Cornell Hospitality Report*, 16(27), 3-9.

Wright, P. M., **Moore, O. A.**, & Stewart, M. (2012). HR in the C-suite: Center for Advanced Human Resource Studies (CAHRS) chief human resource officer survey results. *Cornell/CAHRS Chief HR Officer Survey*.

Wright, P. M., Stewart, M., & **Moore, O. A.** (2011). The 2011 Cornell/CAHRS chief HR survey: Building organizational, functional, and personal talent. *Cornell/CAHRS Chief HR Officer Survey*.

### CONFERENCE PROCEEDINGS

**Moore, O. A.**, Rapp T. L., Haas, M., & Mortensen, M. (2018). Towards an understanding of dynamic teams and its effects. *Academy of Management Proceedings* 2018(1).

**Moore, O. A.**, Haas, M., & O'Leary, M. B. (2017). Multi-level Perspectives on Multiple Team Membership. *Academy of Management Proceedings* 2017(1).

### ARTICLES IN REVIEW PROCESS

Susskind, A. M., **Moore, O. A.**, & Crawford, W. S., Margolin, D. B. (*Preparing 1<sup>st</sup> revision at Academy of Management Journal*)

Mistry, Sal, Kirkman, B. L., **Moore, O. A.**, & Hanna, A. A. (Under review at *Academy of Management Journal*)

*\*Titles removed to facilitate the blind-review process*

### MANUSCRIPTS IN PREPARATION (WRITING STAGE)

**Moore, O. A.**, Susskind, A. M., & Livingston, B. A. Extending our understanding of evaluator-applicant evaluation bias on snap hiring decisions of frontline employees. Target journal: *Journal of Personality and Social Psychology*.

Goncalo, J. A., & **Moore, O. A.** A Matching hypothesis of idea endorsement: Bias in the evaluation of creative ideas. Target journal: *Academy of Management Discoveries*.

**Moore, O. A.**, Munley, V. G., Garvey, E., & McConnell, M. An examination of self-versus team identification and its implication for self-selection into cooperative team learning. Target journal: *Journal of Organizational Behavior*.

**Moore, O. A.**, Bell, B. S., & Roberson, Q. M. Individual and contextual influences on the transfer of diversity training. Target journal: *Academy of Management Review*.

**Moore, O. A.**, & Bell, B. S. Theorizing about enhancing the effectiveness of project teams. Target journal: *Academy of Management Review*.

**Moore, O. A.** & Goncalo, J. A. The hidden consequences of 360-degree feedback: Are your teammates increasing your propensity to conform? Target journal: *Human Resource Management Review*.

## MANUSCRIPTS IN PREPARATION (DATA ANALYSIS STAGE)

**Moore, O. A.** A multi-method examination of the effects of multiple team membership on team processes and outcomes for individuals and teams. Target journal: *Academy of Management Journal*.

## MANUSCRIPTS IN PREPARATION (PLANNING STAGE)

Dragoni, L. Oh, I-S., **Moore, O. A.**, VanKatwyk, P., & Hazucha, J. Enhancing the effect of the accumulation of work experience: The role of broadening experiences across three levels of leaders. Target journal: *Journal of Applied Psychology*.

Wright, P., **Moore, O.**, & Stewart, M. The roles of the Chief HR Officer: Exploring sex differences. Target journal: *Journal of Management*.

## REFEREED CONFERENCE / SYMPOSIA PRESENTATIONS

Mistry, S., Kirkman, B. L., Hanna, A. A., & **Moore, O. A.** (2018, August). The downside of belonging to multiple teams: Examining the effects of primary team identification and number of team memberships on identity strain and turnover. Paper presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

Susskind, A. M., **Moore, O. A.**, & Kacmar, K. M. (2018, May). Layoff survivor' workplace communication networks and performance during an organizational downsizing: A mediated longitudinal analysis. Paper presented at the 68<sup>th</sup> Annual Conference of the International Communication Association, Prague, Czech Republic.

Mistry, S., Kirkman, B. L., Hanna, A. A., & **Moore, O. A.** (2018, April). Multi-teaming: Linking primary team identification and number of teams to fragmented identification and turnover. Paper presented at the 33<sup>rd</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

**Moore, O. A.** & Bell, B. S. (2017, August). An examination of the mediating effects of team emergent states on the relationship between multiple team membership status and project team satisfaction. Paper presented in a Presenter Symposium at the Annual Meeting of the Academy of Management, Atlanta, GA.

**Moore, O. A.** & Bell, B. S. (2017, July). Theorizing about enhancing the effectiveness of project teams. Paper presented at the Interdisciplinary Network of Group Research Annual Conference, St. Louis, MO.

Susskind, A. M., **Moore, O. A.**, & Kacmar, M. (2016, October). Layoff survivors' reactions: A longitudinal examination of communication networks and performance. Paper presented at the Annual Meeting of the Southern Management Association, Charlotte, NC.

**Moore, O. A.**, Susskind, A. M., & Livingston, B. A. (2016, April). The impact of race similarity effects on hiring decisions: Integrating expectancy violation theory. Paper presented at the 13<sup>th</sup> Annual Yale Bouchet Conference on Diversity & Graduate Education at Yale University, New Haven, CT.

McLeod, P. L., Liu, Y. C., & **Moore, O. A.** (2015, July). What do communication scholars have against personality? A call for interdisciplinary integration. Paper presented at the Annual Conference of Interdisciplinary Network for Group Research, Pittsburgh, PA.

**Moore, O. A.,** Susskind, A. M., & Way, S. A. (2014, November). Do as I do, not as I say: A look at bias in hiring among human resource professionals. Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.

**Moore, O. A.,** Bell, B. S., & Roberson, Q. (2012, April). Individual and contextual influences on the transfer of diversity training. Paper presented at the 27<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, San Diego, CA.

Dragoni, L., Oh, I-S., **Moore, O. A.,** VanKatwyk, P., & Tesluk, P. E. (2012, April). Global work experience: Does it make for more effective leaders? In L. Dragoni (Chair), *Building global leaders: What does it take?* Symposium conducted at the 27th Annual Society of Industrial and Organizational Psychology Conference, San Diego, CA.

Dragoni, L., Oh, I-S., **Moore, O. A.,** VanKatwyk, P., & Tesluk, P. E. (2011, October). Global work experience: Does it make for more effective leaders? Paper presented at the People and Organizations Conference, Wharton Business School, University of Pennsylvania, Philadelphia, PA.

**Moore, O. A.,** & Wright, P. M. (2011, September). The roles of the CHRO: Exploring time spent and sex differences. Paper presented at the European Doctoral Workshop in Industrial Relations and HR at the London School of Economics, London, UK.

**Moore, O. A.,** & Stewart, M. (2011, August). The roles of the CHRO: Exploring time spent and sex differences. Paper presented at the 71<sup>st</sup> Annual Meeting of the Academy of Management, HR Division, San Antonio, TX.

## **INVITED PRESENTATIONS & OTHER ACADEMIC PRESENTATIONS**

**Moore, O. A.,** (2017, December). Multi-teaming: Linking primary team identification and number of teams to fragmented identification and turnover. Social Cognition Area Research Seminar, Lehigh University, Department of Psychology, Bethlehem, PA.

**Moore, O. A.** (2017, November). Multi-teaming: Linking primary team identification and number of teams to fragmented identification and turnover. OB/HR Research Seminar, Temple University, Fox School of Business, Philadelphia, PA.

**Moore, O.A.** (2017, April). Working in groups and teams: How to survive and thrive. Center for Supply Change Research, Spring Symposium, Lehigh University, College of Business and Economics, Bethlehem, PA.

**Moore, O. A.,** (2016, November). Multiple team membership: The mediating role of team processes. Management Department Research Seminar, Lehigh University, College of Business and Economics, Bethlehem, PA.

**Moore, O. A.** (2012, March). Individual and contextual influences on the transfer of diversity training. Paper presented at Cornell University, ILR School, Ithaca, NY.

**Moore, O. A.,** & Wright, P. M. (2011, March). The roles of the CHRO: Exploring time spent and sex differences. Paper presented at Cornell University, ILR School, Ithaca, NY.

## **CHAired OR FACILITATED SYMPOSIA AND WORKSHOPS**

**Moore, O.A** & Rapp, T. (Symposium Co-chair, 2018, August). Multi-level perspectives on multiple team membership. Presenter Symposium conducted at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

**Moore, O. A** (Symposium Chair, 2017, August). Toward an understanding of dynamic team composition and its effects. Presenter Symposium conducted at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta GA.

**Moore, O. A.,** Wright, P. M., Foulkes, F., & Lawler, E. E. (2012, August). The state of the chief human resource officer (CHRO): Advancing research and effectiveness. Professional Development Workshop (PDW) conducted at the 72<sup>nd</sup> Annual Meeting of Academy of Management, HR Division, Boston, MA.

## **DISSERTATION**

**Moore, O. A. (2016):** An examination of the team-level effects of multiple team membership on team processes and outcomes: Assessing the mediating role of team processes and the moderated mediated role of team member overlap, task resemblance, and project team characteristics. *Committee:* Bradford S. Bell (Chair), Jack A. Goncalo, Elizabeth A. Mannix, and Poppy L. McLeod.

## **RESEARCH AWARDS AND GRANTS**

### **Research Related**

2018 Air Force Institute of Technology Research Grant: \$25,000  
2018 Lehigh University, Eugene Mercy, Jr. President & Provost's Fund for Faculty Development: \$1,500  
2017 Lehigh University, Eugene Mercy, Jr. President & Provost's Fund for Faculty Development: \$1,000  
2017 Lehigh University College of Business and Economics, Travel Grant: \$1,000  
2016 Cornell University ILR School, Dissertation Grant: \$7,500  
2016 SIOP, Lee Hakel Graduate Student Scholarship Award: \$3,500  
2016 Cornell Edward A. Bouchet Graduate Honor Society Inductee  
2015–2016 Provost's Diversity Fellow, Cornell University  
2015 Cornell University ILR School Dissertation Award: \$1,000  
2015 INGRoup Consortia Award: \$500  
2014 National Academy of Human Resources Ram Charan Paper Contest, 2<sup>nd</sup> Place Winner: \$10,000  
2014 Southern Management Association Consortia Award: \$500  
2014 Experimental Psychology and Organizations (ExPO) Lab Grant: \$500  
2013 Cornell University Experimental Psychology and Organizations (ExPO) Laboratory Grant: \$500  
2012 Cornell University ILR School Research Grant: \$500  
2011 Cornell University ILR School Research Fellowship: \$2,000  
2011 Cornell Center for Advanced Human Resource Studies (CAHRS) Research Grant: \$8,620

### **Teaching Related**

2018 Top 40 Undergraduate Business School Professors, Poets & Quants  
2018 Lehigh University, College of Business and Economics, Teaching Excellence Award  
2017 Teagle Foundation LVAIC Hybrid Learning Grant: \$3,000  
2014 Cornell Office of Academic Diversity Initiatives (OADI) Graduate Teaching & Mentoring Award  
2014 Cornell University ILR School Founders Fund Teaching Grant: \$650

## RESEARCH POSITIONS

Graduate Research Assistant to Professor Bradford S. Bell (2012–2013 & 2014–2016)  
Cornell University, ILR School, Ithaca, NY

Graduate Research Assistant to Professor Patrick M. Wright (2010–2012)  
Cornell University, ILR School, Ithaca, NY

## TEACHING EXPERIENCE

Lehigh University, College of Business and Economics, Bethlehem, PA Spring 2019  
Managing Talent, MGT 416  
Instructor for graduate departmental required course  
Section 10: (5.0 scale): *tbd*

Lehigh University, College of Business and Economics, Bethlehem, PA Spring 2019  
Managing and Leading People in Organizations, MGT 143  
Instructor for two student sections of an undergraduate departmental required course  
Section 10: (5.0 scale): *tbd*  
Section 11: (5.0 scale): *tbd*

Lehigh University, College of Business and Economics, Bethlehem, PA Fall 2017  
Managing and Leading People in Organizations, MGT 143  
Instructor for three student sections of an undergraduate departmental required course  
Section 10: (5.0 scale): 4.85  
Section 11: (5.0 scale): 4.57  
Section 12: (5.0 scale): 4.57

Lehigh University, College of Business and Economics, Bethlehem, PA Spring 2017  
Managing and Leading People in Organizations, MGT 143  
Instructor for three student sections of an undergraduate departmental required course  
Section 11: (5.0 scale): 4.83  
Section 15: (5.0 scale): 4.58  
Section 16: (5.0 scale): 4.07

Lehigh University, College of Business and Economics, Bethlehem, PA Spring 2017  
Graduate / MBA Independent Study  
Instructor of an independent study graduate course

Cornell University, ILR School, Ithaca, NY Spring 2014  
Work Groups and Teams, HR 4603  
Instructor of an upper-level elective course for junior and senior undergraduate students using original lesson plans and teaching materials  
*Course rating (5.0 scale): 4.45*  
*Instructor rating (5.0 scale): 4.50*

Cornell University, ILR School, Ithaca, NY Fall 2013  
Human Resource Management, HR 2600  
Teaching assistant for two student sections of an undergraduate departmental required course (250 students; one of five TAs)  
*Section 1 TA rating (5.0 scale): 4.82*  
*Section 2 TA rating (5.0 scale): 4.51*

Cornell University, ILR School, Ithaca, NY  
Human Resource Management, HR 2600  
Guest lecturer for an undergraduate required course  
March 12, 2015

Cornell University, ILR School, Ithaca, NY  
Business Ethics, HR 6590  
Guest lecturer for an upper-level elective course for graduate students  
February 13, 2012

Cornell University, ILR School, Ithaca, NY  
Business Ethics, HR 4663  
Guest lecturer for an upper-level undergraduate elective course  
September 12, 2011

Cornell University, ILR School, Ithaca, NY  
Business Ethics, HR 4663  
Guest lecturer for an upper-level undergraduate elective course  
November 2, 2010

### **RESEARCH INTERESTS**

Dynamic Team Composition  
Multi-team Membership  
Team Dynamics and Team Processes  
Group Creativity and Group Decision-making

### **TEACHING INTERESTS**

Organizational Behavior  
Human Resource Management  
Work Groups and Teams  
Group Dynamics

### **RESEARCH-RELATED ADVISING**

**Committee Member**, Yung Ching Yang, Undergraduate Honors Thesis, Lehigh University, Department of Psychology, College of Arts and Sciences (2017–2018)

### **SERVICE ACTIVITIES**

#### ***Editorial Review Board Member***

*Journal of Management Studies* (2018–present)

#### ***Ad hoc Journal Reviewer***

*Organization Science* (2018–present)

*Journal of Management Studies* (2017–present)

#### ***Ad hoc Conference Reviewer***

Academy of Management Annual Meeting (2011–present)

Interdisciplinary Network for Group Research (2011–present)

Society for Industrial and Organizational Psychology (SIOP), (2016–present)

Southern Management Association Annual Meeting (2014–present)

### ***College Committees and Service***

*Nominations Committee Member*, Lehigh University, College of Business and Economics, Elected, 2018 – present

*Advisory Board Member*, Center for Supply Chain Research, Lehigh University, College of Business and Economics, Invited, 2018 – present

*Speaker*, LEAD Business, Summer Business Institute, Lehigh University, College of Business and Economics, Summers 2017 & 2018

*CBE Preview Day*, CBE faculty panel member, 2018 - present

### ***Department Committees and Service***

*Management Department, Hiring Committee Member*, Assistant Professor in Supply Chain Management, tenure track position, Lehigh University, 2018 – present

*Management Department, Hiring Committee Member*, Professor of Practice in Management, Organizational Behavior and Leadership, Lehigh University, 2018 – present

*Management Department, Hiring Committee Member*, Frank L. Magee Professorship in Entrepreneurship, tenure track position, Lehigh University, 2018

Co-chair, *Management Department, Research Seminar Series Planning Committee*, Lehigh University, 2017 – present

### ***Other University Service***

*Speaker*, Symposium on Teaching and Learning, Lehigh University, Center for Innovation in Teaching and Learning, Invited, April 2018

*Peer Mentor*, Mandela Washington Fellows, Lehigh University, Office of International Affairs, Iacocca Institute, Summer 2017

*Lehigh University Representative*, PhD Project Annual Meeting, November 2016

### ***Other Conference Service Activities***

*Faculty Presenter*, Management Doctoral Student Association, PhD Project, 2016, 2017, 2018

*Mentor*, INGRoup Peer Mentor Program, 2015

*Mentor*, AOM, Adopt-a-Member Program, 2013

## **PROFESSIONAL DEVELOPMENT**

Wharton Organizational Behavior Junior Faculty Conference	November 2018
AOM OB Division Junior Faculty Consortium	August, 2018
AOM RM-CARMA Division Junior Faculty Consortium	August 2018
Micro-OB Research Conference, Cornell University	May 2018
Lerner Management Research Summit, University of Delaware	February 2018
Wharton Organizational Behavior Junior Faculty Conference	November 2017
AOM HR Division Junior Faculty Consortium	August 2017
Lehigh University Phase I and II New Faculty Orientation	August 2016 & January 2017
Lehigh University's Interdisciplinary Networking Committee (INC)	2016-2017



SIOP Junior Faculty Consortium, Anaheim, CA	April 2016
INGRoup Doctoral Consortium, Pittsburgh, PA	July 2015
Colman Leadership Program for PhD Students, Cornell University	June 2015
Future Faculty Development Program, Virginia Tech	January 2015
Early Career Development Workshop, Washington University, St. Louis	June 2014
AOM HR Doctoral Consortium, Philadelphia, PA	August 2014
SMA, Doctoral Consortium, Late-Stage Cohort, Savannah, GA	November 2013
PhD Project, Management Doctoral Student Association Conference	2010–2015

## PROFESSIONAL ASSOCIATIONS

Member, The Academy of Management (HR, OB, and Research Methods Divisions) (2010–Present)  
 Member, The Interdisciplinary Network for Group Research (INGRoup) (2015–Present)  
 Member, Southern Management Association (SMA) (2014–Present)  
 Member, The Society for Industrial and Organizational Psychology (SIOP) (2011–Present)  
 Member, Edward A. Bouchet Graduate Honor Society (2016–Present)  
 Member, Project Management Institute (PMI) (2005–Present)

## CERTIFICATIONS

Project Management Institute (PMI): Project Management Professional (PMP®), License No. 223406  
 IBM Certified Six Sigma Green Belt

## MEDIA INTERVIEWS

Invited guest on *Talk of the Town - WVBR 93.5 FM*, "Working in Groups and Teams: How to Survive and Thrive!" – May 10, 2014  
<http://wvbr.com/podcasts/480>

## RESEARCH IN THE NEWS

*Lehigh Business*, Issue No. 3, Fall 2018 “The Changing Nature of Work”  
<https://www1.lehigh.edu/news/improving-organizational-and-team-effectiveness>

*Lehigh Business*, Issue No. 3, Fall 2017 “Improving Organizational and Team Effectiveness”  
<https://www1.lehigh.edu/news/improving-organizational-and-team-effectiveness>

*The TechRepublic* February 23, 2017: “How to create an introvert friendly workplace: 10 tips”  
<http://www.techrepublic.com/article/how-to-create-an-introvert-friendly-workplace-10-tips/>

*Hotel News Resource* December 6, 2016: “Do You Look Like Me? How Bias Effects Affirmative Action in Hiring” <https://www.hotelnewsresource.com/article92263.html>

## NON-ACADEMIC WORK EXPERIENCE

*Pfizer Pharmaceuticals Inc.*, New York, NY, 2007–2010  
 Senior Director, Global Technology and Services Delivery

*IBM Corporation*, Armonk, NY, 1998–2007  
 Senior Manager, Global Sales & Distribution (2005–2007)  
 Manager, Enterprise Transformation (2002–2005)  
 Manager, Business Deployment & Reengineering (1998–2002)

*Westinghouse Electric Corporation*, Pittsburgh, PA, 1993–1998  
Senior Financial Analyst (1997–1998)  
Senior Procurement Analyst (1993–1997)

## REFERENCES

Bradford S. Bell (Former Chair/Advisor)  
Associate Professor of HR Studies and  
Director of ILR Executive Education  
Cornell University, ILR School  
162 Ives Hall Faculty Building  
Ithaca, NY 14853-3901  
Tel: (607) 254-8054  
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Jack A. Goncalo  
Professor of Business Administration and A Robert & Helen P Seass Fellowship  
Department of Business Administration, Organizational Behavior  
The University of Illinois at Urbana-Champaign  
350 Wohlers Hall  
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Poppy L. McLeod  
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Cornell University, College of Agriculture and Life Sciences  
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Corinne Post  
Scott Hartz '68 Professorship  
Professor of Management and Management Department Chair  
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621 Taylor Street  
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Email: cgp208@lehigh.edu