

FADEL KHALIL MATTA

OB/HRM Doctoral Candidate | Broad College of Business | Michigan State University
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EDUCATION

Michigan State University – Broad College of Business, East Lansing, Michigan
Ph.D., Organizational Behavior and Human Resource Management (expected May 2016)

Dissertation: *The gift and the curse of LMX social comparisons: When they help and when they hurt, “literally”*

Advisory Committee: Dr. Brent A. Scott (Chair)
Dr. Donald E. Conlon
Dr. John R. Hollenbeck
Dr. Russell E. Johnson
Dr. Linn Van Dyne

University of Notre Dame – Mendoza College of Business, Notre Dame, Indiana
Master of Business Administration (2011)

Loyola University Chicago – Quinlan School of Business, Chicago, Illinois
Bachelor of Business Administration (2006)

REFEREED PUBLICATIONS

Matta, F. K., Scott, B. A., Colquitt, J. A., Koopman, J., & Passantino, L. (in press). Is consistently unfair better than sporadically fair? An investigation of justice variability and stress. *Academy of Management Journal*.

Koopman, J., **Matta, F. K.**, Scott, B. A., & Conlon, D. E. (2015). Ingratiation and popularity as antecedents of justice: A social exchange and social capital perspective. *Organizational Behavior and Human Decision Processes*, 131, 132–148.

Matta, F. K., Scott, B. A., Koopman, J., & Conlon, D. E. (2015). Does seeing “eye to eye” affect work engagement and OCB? A role theory perspective on LMX agreement. *Academy of Management Journal*, 58, 1686-1708.

Matta, F. K., Erol-Korkmaz, T. H., Johnson, R. E., & Bıçaksız, P. (2014). Significant work events and counterproductive work behavior: The role of fairness, emotions, and emotion regulation. *Journal of Organizational Behavior*, 35, 920-944.

BOOK CHAPTERS

Scott, B. A., **Matta, F. K.**, Koopman, J. (in progress). Within-person approaches to the study of organizational citizenship behaviors: Antecedents, consequences, and boundary conditions. In P. M. Podsakoff, S. B. MacKenzie, & N. P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*. New York: Oxford University Press.

Matta, F. K., & Van Dyne, L. (2015). Leader–member exchange and performance: Where we are and where we go from here. In T. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader-Member Exchange* (pp. 157-174). New York: Oxford University Press.

REVISE AND RESUBMITTED MANUSCRIPTS

- Wilson, K. S., DeRue, D. S., **Matta, F. K.**, Howe, M., Conlon, D. E. (revise-and-resubmit, under 4th review). [Personality similarity in negotiations.] *Journal of Applied Psychology*.
- Tepper, B. J., Dimotakis, N., Lambert, L. S., Goo, W., Koopman, J., & **Matta, F. K.** (revise-and-resubmit, 1st round). [Transformational leadership as a dynamic phenomenon.] *Academy of Management Journal*.
- Mannor, M. J., **Matta, F. K.**, Block, E., Steinbach, A., & Davis, J. H. (revise-and-resubmit, 1st round). [Experiential breadth and new venture evaluation.] *Journal of Management*.

MANUSCRIPTS UNDER REVIEW

- Koopman, J., Scott, B. A., **Matta, F. K.**, & Conlon, D. E. (under review). [Substitutes for justice enactment.] *Academy of Management Journal*.
- Tepper, B. J., Conway, J., Rogelberg, S., & Pitts, V., Dimotakis, N., Koopman, J., & **Matta, F. K.** (under review). [Counterproductive work behavior and negative affect.] *Journal of Applied Psychology*.
- Wilson, K. S., Baumann, H. M., **Matta, F. K.**, Ilies, R., Kossek, E., (under review). [Employee and significant other family-to-work conflict]. *Academy of Management Journal*.
- Scott, B. A., **Matta, F. K.**, Hollenbeck, J. R., & Johnson, R. E. (under review). [Leaders and the management of emotion.] *Organizational Behavior and Human Decision Processes*.

CURRENT RESEARCH PROJECTS

- Matta, F. K.** & Van Dyne, L. (in progress). When LMX differentiation helps and when it hurts: A social comparison theory and social comparison emotions perspective. Finalizing for submission, target: *Academy of Management Review*.
- Matta, F. K.**, Hollenbeck, J. R., Slesman, D. J., Oh, J., Lin, S., Conlon, D. E. (in progress). When rotated leadership results in no leadership: Rotated leadership in multiteam systems. Writing phase, target: *Academy of Management Journal*.
- Lanaj, K., Kim, P. H., Koopman, J., & **Matta, F. K.** (in progress). The effects of being mistrusted at work and at home. Writing phase, target: *Academy of Management Journal*.
- Matta, F. K.**, Scott, B. A., Lin, S., & Koopman, J. Does it matter that supervisors are fair for the right reasons? Writing phase, target: *Journal of Applied Psychology*.
- Lin, S., Scott, B. A., & **Matta, F. K.** (in progress). The dark and bright side of transformational leader behavior: A conservation of resources perspective. Writing phase, target: *Journal of Applied Psychology*.
- Porck, J. P., **Matta, F. K.**, Hollenbeck, J. R., Oh, J., Lee, S. M, & Lanaj, K. (in progress). Social identification and multiteam systems: A multilevel longitudinal investigation of alternative identities. Writing phase, target: *Academy of Management Journal*.
- Van Dijk, D., Kark, R., **Matta, F. K.**, Johnson, R. E. (in progress). The effects of leadership behavior on collective regulatory states and creativity. Writing phase, target: *Journal of Applied Psychology*.

- Yu, A., **Matta, F. K.**, Cornfield, B. (in progress). A meta-analytic investigation of leader-member exchange differentiation and workgroup effectiveness. Writing phase, target: *Journal of Applied Psychology*.
- Rofcanin, Y., **Matta, F. K.**, & Bakker, A. B. (in progress). Weekly I-deals, coworker support and work performance: The role of emotional intelligence. Writing phase, target: *Journal of Applied Psychology*.
- Koopman, J., Lin, S., & Connors, A., **Matta, F. K.**, Johnson, R. E. (in progress). The effects of justice social comparisons on performance the next day: The role of envy and ego depletion. Writing phase, target: *Academy of Management Journal*.
- Connors, A., Lin, S., **Matta, F. K.**, Koopman, J., Johnson, R. E. (in progress). The effects justice needs on workplace attitudes and behaviors. Data analysis phase, target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

- Lin, S. & **Matta, F. K.** (2016). The dark and bright side of transformational leader behavior: A conservation of resources perspective. In K. Lanaj & N. Wellman (Chairs), *The Ebbs and Flows of Leadership: Exploring Within-Person Variation in Leader Behavior*. Symposium presented at the Academy of Management Annual Conference. Anaheim, CA.
- Koopman, J., Lin, S., Connors, A. L., Johnson, R. E., & **Matta, F. K.** (2016). Everyone is treated more fairly than me: An ego depletion perspective on justice social comparison. In S. Lin, A. L. Connors & J. Koopman (Chairs), *Justice is All Around Us: The Role of Coworkers, Employees, and Daily Justice*. Symposium presented at the Academy of Management Annual Conference. Anaheim, CA.
- Koopman, J., **Matta, F. K.**, Scott, B. A., Conlon, D. E., & Dennerlein, T. (2016). Categorization theory and substitutes for justice enactment: The role of ethical leadership. In B. Barros-Rivera & J. Koopman (Chairs), *Catching the Fifth Wave: The Next Stage of Organizational Justice Research*. Symposium presented at the Academy of Management Annual Conference. Anaheim, CA.
- Wilson, K. S., Baumann, H. M., Ilies, R., Kossek, E., & **Matta, F. K.** (2016). Misery loves company: An investigation of employee and significant other similarity in family-to-work conflict. Paper presented at the Work and Family Researchers Network Conference. Washington, D.C.
- Tepper, B. J., Dimotakis, N., Lambert, L. S., Goo, W., Koopman, J., & **Matta, F. K.** (2015). Examining follower responses to transformational leadership from a dynamic person-environment fit perspective. In N. Wellman, B. D. Crane, & R. W. Quinn (Chairs), *Leading Today But Not Tomorrow: Exploring Within-Person Fluctuations In Leadership Behavior*. Symposium presented at the Academy of Management Annual Conference. Vancouver.
- Lee, S. M., Farh, C. I. C., **Matta, F. K.** (2015). Building heart: Leader contributions to the dynamics of team affective identification. In C. Zhang, D. S. DeRue, & S. J. Ashford (Chairs), *Time in the Spotlight: Exploring Multiple Approaches to the Role of Time in Organizational Behavior*. Symposium presented at the Academy of Management Annual

Conference. Vancouver.

- Matta, F. K.**, Scott, B. A., Koopman, J., & Lin, S. (2015). Does the perceived motive for just treatment matter for employees? In J. A. Colquitt & K. P. Zipay (Chairs), *New Directions in Justice: Forming and Reacting to Overall Fairness*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- Matta, F. K.**, Scott, B. A., Koopman, J., Colquitt, J. A. (2014). Does variability in fairness matter beyond the mean? An uncertainty management approach to justice variability. In D. B. Whiteside & L. J. Barclay (Chairs), *New Insights into the Antecedents, Boundary Conditions, and Processes Underlying the Enactment of Justice*. Symposium presented at the Academy of Management Annual Conference. Philadelphia, PA.
- Koopman, J., **Matta, F. K.**, Scott, B. A., & Conlon, D. E. (2014). Don't forget the target while focusing on the actor. In J. A. Colquitt & R. Bobocel (Chairs), *Expanding the Boundaries of the Justice Literature*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Matta, F. K.**, Koopman, J., Scott, B. A., & Conlon, D. E. (2014). Self-verification and LMX congruence: Does seeing eye-to-eye affect motivation? Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Matta, F. K.**, Howe, M., Wilson, K. S., DeRue, D. S., & Conlon, D. E. (2013). Dyadic agreeableness and its effects on conflict climates in negotiations. Paper presented at the International Association for Conflict Management Annual Conference. Tacoma, WA.
- Koopman, J., **Matta, F. K.**, Scott, B. A., & Conlon, D. E. (2013). A proactive model of justice: Just a favor away. In J. Koopman & B. A. Scott (Chairs), *Changing the Conversation in the Justice Literature*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology. Houston, TX.
- Mannor, M. J., **Matta, F. K.**, Block, E., Steinbach, A., & Davis, J. H. (2012). The liability of breadth? Biased evaluations of experience breadth in threatening vs. opportunistic environments for new ventures. Paper presented at the Academy of Management Annual Conference. Boston, MA. (**Included in Conference Best Paper Proceedings**)

RESEARCH INTERESTS

Leader-Member Exchange, Organizational Justice, Social Comparison, Mood and Emotion

TEACHING

INSTRUCTOR RATING

<i>Human Resource Management</i> Management 315 (Summer 2015) – 26 students	4.48/5.00
<i>Organizational Behavior</i> Management 325 (Summer 2014) – 21 students	4.21/5.00

SERVICE

Michigan State University

Management Department Subject Pool Coordinator (2012-2014)

Led "Working Well with Faculty" session for 1st year Ph.D. students (2013-2014)

Academy of Management

Discussant – Halfway There, But Now What? Advice for Pre-dissertation Doctoral Students (2016)

Discussant – HR Division Doctoral Consortium (2016)

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Ad-hoc Reviewer

Academy of Management Journal (2014-present)

Academy of Management Review (2015-present)

Human Relations (2014-present)

Organizational Behavior and Human Decision Processes (2013-present)

Grant Reviewer

Research Grants Council (RGC) of Hong Kong (2014-present)

Conference Reviewer

Academy of Management Annual Meeting, OB Division (2012-present)

International Association of Conflict Management Annual Conference (2013)

Affiliations

Academy of Management

Society for Industrial & Organizational Psychology

Beta Gamma Sigma (Honors Society)

Phi Kappa Phi (Honors Society)

AWARDS AND GRANTS

Robert P. Poland Dissertation Grant (\$4,000), Michigan State University (2015)

Outstanding Reviewer Award, Academy of Management Annual Meeting, OB Division (2014)

Dean's Award, Mendoza College of Business, University of Notre Dame (2011)

Notre Dame MBA Fellowship (\$50,000), University of Notre Dame (2009-2011)

MEDIA MENTIONS

Matta, F. K., Scott, B. A., Colquitt, J. A., Koopman, J., & Passantino, L. (in press). Is consistently unfair better than sporadically fair? An investigation of justice variability and stress. *Academy of Management Journal*.

Media coverage by: [ABA Journal](#), [ANI News](#), [BigNewsNetwork.com](#), [Business Insider](#), [Business News Daily](#), [Business Standard](#), [CanIndia](#), CBS Radio Detroit, [Chicago Tribune](#), [DBusiness](#), [Economic Times](#), [Elite Daily](#), [Free Press Journal](#), Harvard Business Review, [Headlines & Global News](#), [Human Resources Executive Online](#), [IANS](#), [IBC World News, Inc.](#), [Men's Health](#), [MSU Today](#), [NDTV](#), [New Kerala](#), [New York Post](#), [Newsroom America](#), [Omaha World-Herald](#), [Phys.org](#), [Psych Central](#), [Real Simple](#),

[Science Codex](#), [Siasat Daily](#), [Stuff.co.nz](#), [The Health Site](#), [Times of India](#), [Washington Post](#), [Web India](#), [Wonder Woman](#)

Matta, F. K., Scott, B. A., Koopman, J., & Conlon, D. E. (2015). Does seeing “eye to eye” affect work engagement and OCB? A role theory perspective on LMX agreement. *Academy of Management Journal*, 58, 1686-1708.

Media coverage by: [Business News Daily](#), [Community Table](#), [Daily Mail](#), [Economic Times](#), [Examiner](#), [Fox News](#), [Forbes](#), [Futurity](#), [Hans India](#), [Human Resources Online](#), [Lifehacker](#), [Medical Daily](#), [Men’s Health](#), [Michigan Radio](#), [MSN Lifestyle](#), [MSU Today](#), [Newsroom America](#), [New York Magazine](#), [People Management](#), [Psych Central](#), [Radio New Zealand](#), [Science Blog](#), [Science Daily](#), [Shiny Shiny](#), [Silicon India](#), [The British Psychological Society](#), [The News Reports](#), [Times of India](#), [U.S. News & World Report](#), [Yahoo News](#)

WORK EXPERIENCE

Sintokogio, Ltd – *Consulting Intern*, Nagoya, Japan (2010)

Chicago Fire Soccer – *Account Executive*, Bridgeview, IL (2007-2009)

LETTERS OF RECOMMENDATION

For professional letters of recommendation, please contact:

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