

JOEL KOOPMAN

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 (*projected May 2014*)

Dissertation Title: *Striving for Justice: A Politically Motivated Investigation of Supervisor Adherence to Justice Rules* (proposal defended May 2013)

Advisory Committee: Dr. Brent A. Scott (Chair)

Dr. John R. Hollenbeck

Dr. Donald E. Conlon

Dr. Russell E. Johnson

University of Florida – Hough Graduate School of Management, Gainesville, Florida

M.A., International Business (2009)

University of Florida – Warrington College of Business, Gainesville, Florida

B.S. Business Administration (2007)

PUBLICATIONS

Koopman, J., Howe, M., Johnson, R. E., Tan, J., & Chang, C-H. (2013). A Framework for Developing Word Fragment Completion Tasks. *Human Resource Management Review*, 23, 242-253.

Uhlmann, E. L., Leavitt, K., Menges, J. I., **Koopman, J.**, Howe, M., & Johnson, R. E. (2012). Getting Explicit about the Implicit: A Taxonomy of Implicit Measures and Guide for their Use in Organizational Research. *Organizational Research Methods*, 15, 553-601.

Dimotakis, N., Scott, B. A., & **Koopman, J.** (2011). An Experience Sampling Investigation of Workplace Interactions, Affective States, and Employee Well-Being. *Journal of Organizational Behavior*, 32, 572-588.

MANUSCRIPTS UNDER REVIEW

Ilies, R., Lim, S., **Koopman, J.**, Christoforou, P., & Arvey, R. (revise-and-resubmit, 1st round). Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home: An Experience-Sampling Study. *Journal of Management*.

Koopman, J., Howe, M., Hollenbeck, J. R., & Sin, H.P. (under review). Bootstrapping in Applied Psychology: Small Samples and Misplaced Confidence in Bootstrapped Confidence Intervals. *Journal of Applied Psychology*.

MANUSCRIPTS IN PROGRESS

Koopman, J., Scott, B. A., Matta, F., & Conlon, D. E. (in progress). A Proactive Model of Organizational Justice: Flattery Will Get You Everywhere. Final stages, target: *Organizational Behavior and Human Decision Processes*.

- Lee, S. M., **Koopman, J.**, Hollenbeck, J. R., Lanaj, K., & Wang, L. (in progress). The Team Descriptive Index (TDI): A Multidimensional Scaling Approach for Team Description. Final stages, target: *Academy of Management Discoveries*.
- Koopman, J.**, Lanaj, K., & Scott, B. A. (in progress). Doing Good, Feeling Bad. A Daily Investigation of the Dark Side of Interpersonal Citizenship Behavior. Writing phase, target: *Academy of Management Journal*.
- Gamache, D. L., Schwab, A., Shamsie, J. & **Koopman, J.** (in progress). The Best Defense is a Good Offense: Responding to Innovative Strategy in the National Football League. Writing phase, target: *Organization Science*.
- Koopman, J.**, Matta, F., Scott, B. A., & Conlon, D. E. (in progress). Within-Group Variance in Justice Perceptions: A Multi-Level Examination of Supervisor Characteristics and Justice Rule Adherence. Data analysis phase, target: *Journal of Applied Psychology*.
- Dimotakis, N., **Koopman, J.**, Tepper, B. J., & Almeda, M. L. (in progress). Abusive Supervision, Negative Emotions, and Workplace Deviance: A Multi-Study Examination of Non-Linear and Mediated Effects. Data analysis phase, target: *Organizational Behavior and Human Decision Processes*.
- Matta, F., **Koopman, J.**, Scott, B. A., & Conlon, D. E. (in progress). The Injustice of Uncertainty: A Daily Investigation of Fairness Perceptions and Employee Well-Being. Data collection phase, target: *Academy of Management Journal*.

BOOK CHAPTERS

- Wilson, K. S., Conlon, D. E. & **Koopman, J.** (2011). Fairness and Consumer Behavior: A WWJD (What Would Justice Do?) Analysis. In M. A. Rahim (Ed.), *Current Topics In Management* (Vol. 15, pp. 63-91). New Brunswick, NJ: Transaction Publishers.
- Koopman, J.**, Howe, M., & Hollenbeck, J. R. (in progress). Pulling the Sobel Test Up By Its Bootstraps. In C. E. Lance and R. J. Vandenberg (Eds.), *More Statistical and Methodological Myths and Urban Legends*. New York: Routledge.

RESEARCH INTERESTS

Organizational Justice
Daily Studies of Employee Well-Being
Research Methodology

CHAired SYMPOSIA

- Koopman, J.** & Scott, B. A. Changing the Conversation in the Justice Literature. Symposium at the 2013 Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, Texas.

CONFERENCE PRESENTATIONS

- Koopman, J.**, Matta, F., Scott, B. A. & Conlon, D. E. A Proactive Model of Organizational Justice: Flattery Will Get You Everywhere. Part of the symposium: Changing the Conversation in the Justice Literature, J. Koopman & B. A. Scott (Chairs), presented at the 2013 Annual Meeting of the Society for Industrial and Organizational Psychology,

Houston, Texas.

Koopman, J., Howe, M., Hollenbeck, J. R., & Sin, H. P. Bootstrapping with Small Samples: Misplaced Confidence in Bootstrapped Confidence Intervals. Poster presented at the *2013 Annual Meeting of the Society for Industrial and Organizational Psychology*, Houston, Texas.

Dimotakis, N., Simon, L., & **Koopman, J.** Shades of Gray: An Affect-Based Framework of Extra-Role Behavior. Part of the symposium: Expanding New Frontiers of OCB Research: Context Matters, T. N. Bauer & J. Rineer (Chairs), presented at the *2012 Annual Meeting of the Society for Industrial and Organizational Psychology*, San Diego, California.

McNamara, G., Conlon, D. E., **Koopman, J.**, & Dulebohn, J. H. Examining the Neural Foundations of Escalation of Commitment. Part of the symposium: Strategic Management Meets Neurosciences: Problems and Opportunities, S. Brusoni & D. Leureiro-Martinez (Chairs), presented at the *2011 Annual Meeting of the Academy of Management*, San Antonio, Texas.

Best Symposium Award Finalist

Christoforou, P., Arvey, R., **Koopman, J.**, Dimotakis, N., & Ilies, R. A Daily Diary Study of the Effects of Organization-Based Self-Esteem on Job and Life Satisfaction Through Positive Energetic Arousal. Part of the symposium: Positive Occupational Health Psychology: A Series of Diary Studies, A. B. Bakker & D. Xanthopoulou (Chairs), presented at the *2011 Annual Meeting of the European Association of Work and Organizational Psychology*, Maastricht, Netherlands.

Ilies, R., Lim, S., **Koopman, J.**, Christoforou, P., & Arvey, R. Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home. Part of the symposium: Workplace Incivility, L. Cortina (Chair), presented at the *2011 International Conference on Occupational Stress and Health*, Orlando, Florida.

Dimotakis, N., **Koopman, J.**, & Scott, B. A. An Experience Sampling Investigation of Workplace Interactions, Affect, and Well-Being. Poster presented at the *2010 Annual Meeting of the Society for Industrial and Organizational Psychology*, Atlanta, Georgia.

TEACHING

INSTRUCTOR RATING

Primary Instructor

Human Resource Management (Summer 2012) <i>25 undergraduate students</i>	4.63/5
Organizational Behavior (Summer 2011) <i>25 undergraduate students</i>	4.42/5
Organizational Behavior (Summer 2010) <i>23 undergraduate students</i>	4.65/5

Recitation Section Instructor

Human Resource Management (Spring 2012) <i>107 undergraduate students (section ratings: 4.44, 4.56, 4.59)</i>	4.56/5
Human Resource Management (Fall 2011) <i>113 undergraduate students (section ratings: 4.44, 4.34, 4.34)</i>	4.37/5
Human Resource Management (Spring 2011) <i>112 undergraduate students (section ratings: 4.12, 3.88, 3.84)</i>	3.94/5

Human Resource Management (Fall 2010)
117 undergraduate students (section ratings: 3.76, 3.87, 4.06)

3.90/5

PROFESSIONAL ACTIVITIES

Ad-hoc Reviewer

Human Resource Management Review (2011)

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

Academy of Management Annual Meeting, OB Division (2011-present)

'Outstanding Reviewer Award' – OB Division (2011)

LETTERS OF RECOMMENDATION

For professional letters of recommendation, please contact:

Brent A. Scott
Associate Professor
Michigan State University
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