

KLODIANA LANAJ

Curriculum Vitae, 07/09/13

Department of Management
Warrington College of Business Administration
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EDUCATION

Michigan State University, Eli Broad Graduate School of Management

Ph.D. in Business Administration - Organizational Behavior and Human Resource Management
(2013)

Advisor: John R. Hollenbeck

Committee Members: Lin Van Dyne, Russell E. Johnson, Frederick P. Morgeson

Dissertation Title: Application of Ego Depletion Theory to Leader Helping: The Dark Side of Reactive Helping

American University in Bulgaria

Bachelor of Arts in Business Administration, Bachelor of Arts in Journalism - Mass Communication (2004)

ACADEMIC APPOINTMENTS

Assistant Professor of Management, Warrington College of Business Administration, University of Florida (2013 to present)

RESEARCH INTERESTS

Leadership, team processes and performance, self-regulation

REFEREED JOURNAL PUBLICATIONS

Lanaj, K., Hollenbeck, J.R., Ilgen, D.R., Barnes, C.M., & Harmon, S.J. (2013). The double-edged sword of decentralized planning in multiteam systems. *Academy of Management Journal*, 56, 735-757.

Lanaj, K., Chang, C.-H., & Johnson, R. E. (2012). Regulatory focus and work-related outcomes: A meta-analysis. *Psychological Bulletin*, 138(5), 998-1034.

Johnson, R. E., Venus, M., **Lanaj, K.**, Mao, C., & Chang, C.-H. (2012). Leader identity as an antecedent of the frequency and consistency of transformational, consideration, and abusive leadership behaviors. *Journal of Applied Psychology*, 97(6), 1262-1272.

Johnson, R. E., Chang, C.-H., Meyer, T., **Lanaj, K.**, & Way, J. D. (2012). Approaching success or avoiding failure? Examining approach and avoidance motives in the work domain. *European Journal of Personality*.

MANUSCRIPTS UNDER REVIEW AND BEING REVISED

Lanaj, K., Johnson, R. E., & Barnes, C.M. Beginning the workday yet already depleted? Consequences of late-night smartphone use and sleep, *Revise and Resubmit, Organizational Behavior and Human Decision Processes*.

Johnson, R. E., **Lanaj, K.**, & Barnes, C.M. The good and bad of being fair: Effects of procedural and interactional justice behaviors on actors' regulatory resources, *Revise and Resubmit, Journal of Applied Psychology*.

Lanaj, K., & Hollenbeck, J.R. Leadership over-emergence in self-managing teams: The role of gender and countervailing biases. *Revise and Resubmit, Academy of Management Journal*.

WORKING MANUSCRIPTS

Koopman, J., **Lanaj, K.**, & Scott, B. A. Doing good, feeling bad: A daily investigation of the dark side of citizenship behavior. *Writing stage*.

Lanaj, K., Johnson, R.E., Lee, S. The benefits of transformational leadership for leaders: A daily investigation of transformational behaviors and need fulfillment. *Revising for submission*

Lanaj, K. Application of ego depletion theory to leader helping: The dark side of reactive helping. *Data analysis phase*.

BOOK CHAPTERS AND OTHER PUBLICATIONS

Johnson, R. E., **Lanaj, K.**, Tan, J. A., & Chang, C.-H. (2012). *Putting our trust in fairness: Justice and regulatory focus as triggers of trust and cooperation*. In L. L. Neider & C. A. Schriesheim (Eds.), *Research in Management*, Vol. 9 (pp.1-28). Hartford, CT: Information Age Publishing.

Venus, M., Mao, C., **Lanaj, K.** & Johnson, R. E. (2012). Collectivistic leadership requires a collective identity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.5, 432-436.

CONFERENCE PAPERS AND PRESENTATIONS

Lanaj, K., & Johnson, R.E. (2013, August). *Within-person depleting and replenishing effects of justice behaviors*. Paper presented at the 73rd Academy of Management Annual Meeting. Orlando, FL.

Johnson, R. E., **Lanaj, K.**, & Barnes, C. M. (2013, April). Within-person depleting and replenishing effects of justice behaviors. In J. Greenberg (Chair), *Moderating established justice*

effects: New twists and varied contexts. Paper presented at the 28th Annual Society for Industrial and Organizational Psychology Conference, Houston, TX.

Lanaj, K., Johnson, R. E., & Barnes, C. M. (2012, August). *Beginning the workday already depleted? Consequences of late-night smartphone use and sleep quantity.* Paper presented at the 72nd Academy of Management Annual Meeting, Boston, MA.

❖ Selected for the Best Paper Proceedings of the 2012 Academy of Management Meeting

Johnson, R. E., **Lanaj, K.**, & Barnes, C. M. (2012, April). Predictors of intra-individual justice behaviors. In J. A. Colquitt & M. D. Baer (Chairs), *Affective and cognitive perspectives on fairness.* Paper presented at the 27th Annual Society for Industrial and Organizational Psychology Conference, San Diego, CA.

Hollenbeck, J.R., Lee, S., **Lanaj, K.**, Koopman, J. (2012, July). *The team descriptive index (TDI): Operationalizing the multidimensional scaling approach to team description.* Paper presented at the 2012 INGroup Conference, Chicago, IL.

Venus, M., Mao, C., **Lanaj, K.**, Johnson, R. E., & Chang, C.-H. (2012, April). *Relations of leader identity with leader behavior and effectiveness.* Poster presented at the 27th Annual Society for Industrial and Organizational Psychology Conference, San Diego, CA.

Lanaj, K., Chang, C.-H., & Johnson, R. E. (2011, August). *Regulatory focus and work-related outcomes: A meta-analysis.* Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

Lanaj, K., Hollenbeck, J.R., Ilgen, D.R., Barnes, C.M., & Harmon, S.J. (2011, April). *The double-edged sword of empowered planning: Application of structural empowerment theory to multiteam systems.* Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Spitzmuller, M., Van Dyne, L., Wagner, D.T., & **Lanaj, K.** (2010, August). *Consequences of helping on helper performance.* Paper presented at the Academy of Management, Montreal, CA. August.

Spitzmuller, M., Van Dyne, L., & **Lanaj, K.** (2009, August). *Consequences of helping on psychological well-being – The role of the social context of helping.* Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.

INVITED TALKS

Lanaj, K. (October, 2012). *Leadership and self-regulation: An integrated approach.* University of Minnesota, Carlson School of Management.

Lanaj, K. (January, 2013). *Application of ego depletion theory to leader helping: The dark side of reactive helping.* University of Florida, Warrington College of Business Administration.

Lanaj, K. (January, 2013). *Application of ego depletion theory to leader helping: The dark side of reactive helping.* University of Southern California, Marshall School of Business.

PROFESSIONAL EXPERIENCE

- 2008 - 2013 Graduate Research Assistant, Department of Management, Michigan State University
- 2004 - 2006 Credit Risk Analyst and Project Manager, Raiffeisen Bank Albania

TEACHING EXPERIENCE

- Teaching assistant for *Leadership & Team Management* (elective MBA class), Spring 2008, Michigan State University
- Instructor, *Managing Human Resources and Organizational Behavior* (undergraduate class), Summer 2008, Michigan State University
- Instructor, *Managing Human Resources and Organizational Behavior* (undergraduate class), Summer 2009, Michigan State University
- Teaching assistant for *Developing High-Impact Leaders* (executive MBA course), May 2010 – June 2013, Michigan State University.
- Teaching assistant *Leadership & Team Building* (core MBA class), Fall 2009 – Spring 2013, Michigan State University

SCHOLARSHIPS AND AWARDS

- 2000-2004 - Open Society Scholarship, George Soros Foundation, American University in Bulgaria

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Society for Industrial and Organizational Psychologists (SIOP)

REVIEWING

Organizational Behavior and Human Decision Processes
Academy of Management (AoM) Annual Meeting