

FADEL KHALIL MATTA

OB/HRM Doctoral Candidate | Broad College of Business | Michigan State University
Phone: (574) 309-0417 | Email: matta@broad.msu.edu

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. (conditionally accepted). 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 3rd 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*.

MANUSCRIPTS UNDER REVIEW

- Koopman, J., Scott, B. A., **Matta, F. K.**, & Conlon, D. E. (under review). [Substitutes for justice enactment.] *Academy of Management Journal*.
- Scott, B. A., **Matta, F. K.**, Hollenbeck, J. R., & Johnson, R. E. (under review). [Leaders and the management of emotion.] *Organization Science*.
- Mannor, M. J., **Matta, F. K.**, Block, E., Steinbach, A., & Davis, J. H. (under review). [Experiential breadth and new venture evaluation.] *Management Science*.

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*.
- Wilson, K. S., Baumann, H. M., **Matta, F. K.**, Ilies, R., Kossek, E., (in progress). Misery loves company: An investigation of employee and significant other similarity in family-to-work conflict. Finalizing for submission, target: *Journal of Applied Psychology*.
- Matta, F. K.**, Hollenbeck, J. R., Sleesman, D. J., Oh, J., Lin, S., Conlon, D. E. (in progress). When shared leadership results in no leadership: Shared 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*.
- 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*.
- 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

- 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

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|--------------------------------------------------------------------------------|-----------|
| <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

Management Department Subject Pool Coordinator (2012-2014)
Led "Working Well with Faculty" session for 1st year Ph.D. students (2013-2014)

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

Business News Daily – 11/28/14
Community Table – 12/2/14

Daily Mail – 11/23/14
Economic Times – 11/23/14
Examiner – 11/23/14
Fox News – 9/15/15
Forbes – 11/29/14
Futurity – 11/24/14
Hans India – 1/11/15
Human Resources Online – 11/25/14
Lifehacker – 12/16/14
Medical Daily – 11/22/14
Men's Health – 12/2/14
Michigan Radio – 11/24/14
MSN Lifestyle – 11/23/14
MSU Today – 11/21/14
Newsroom America – 11/24/14
New York Magazine – 11/24/14
People Management – 1/2/15
Psych Central – 11/22/14
Radio New Zealand – 11/24/14
Science Blog – 11/21/14
Science Daily – 11/21/14
Shiny Shiny – 11/24/14
Silicon India – 11/23/14
The British Psychological Society – 12/9/14
The News Reports – 11/24/14
The Times of India – 11/25/14
U.S. News & World Report – 11/28/14
Yahoo News – 11/23/14

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:

Brent A. Scott
Associate Professor
Michigan State University
scott@broad.msu.edu
(517) 432-7725

Donald E. Conlon
Professor of Management
Michigan State University
conlon@broad.msu.edu
(517) 884-1680

John R. Hollenbeck
Professor of Management
Michigan State University
jrh@msu.edu
(517) 355-2413