

**Mark A. Maltarich, Ph.D.**  
**Curriculum Vitae**

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Columbia, SC 29208

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**RESEARCH INTERESTS**

Multilevel Issues in Human Resources  
Multilevel Theory and Methods  
Group and Team process

**EDUCATION**

PhD (2009), University of Wisconsin-Madison

Major: Organizational Behavior; Minor: Research Methods

Dissertation: *A first examination of the effects of conscious and subconscious goals and conscious and subconscious goal commitment on performance.*

MBA (1998), DePaul University (with distinction); Concentration: Entrepreneurship

BA (1994), Northwestern University; Major: Psychology

**ACADEMIC WORK EXPERIENCE**

2019 - Present – University of South Carolina, Darla Moore School of Business, Associate Professor

2013 - 2019 – University of South Carolina, Darla Moore School of Business, Assistant Professor

2008 - 2013 – Saint Ambrose University, College of Business, Assistant Professor

**TEACHING INTERESTS**

Organizational Behavior; Human Resources; Groups and Teams; Research Methods

**REFEREED PUBLICATIONS**

Meister, A., Thatcher, S. M. B., Park, J., & Maltarich, M. A. (in press). Toward a temporal theory of faultlines and subgroups. *Journal of Management Studies*.

Maltarich, M. A., Reilly, G., & DeRose, C. (in press). An expanded theory of dismissal rates and unit performance, with empirical evidence. *Journal of Applied Psychology*.

Bliese, P. D., Maltarich, M. A., Hendricks, J.L., Hofmann, D. A., & Adler, A. B. (2019). Improving the measurement of group-level constructs by optimizing between-group differentiation. *Journal of Applied Psychology*, 104(2): 293-302.

Nyberg, A.J., Maltarich, M. A., Abdulsalam, D., Essman, S. M., & Cragun, O. (2018). Collective pay for performance: A cross-disciplinary review and meta-analysis. *Journal of Management*, 44(6): 2433-2472.

Maltarich, M. A., Kukenberger, M., Reilly, G., & Mathieu, J. E. (2018). Conflict in teams: Modeling early and late conflict states and the interactive effects of conflict processes. *Group and Organization Management*, 43(1): 6-37.

Bliese, P. D., Maltarich, M. A., & Hendricks, J. L. (2018). Back to basics with mixed-effects models: Nine take-away points. *Journal of Business and Psychology*, 33(1): 1-23.

- Maltarich, M. A., Nyberg, A. J., Reilly, G., Abdulsalam, D., & Martin, M. (2017). Pay-for-performance, sometimes: An interdisciplinary approach to integrating economic rationality with psychological emotion to predict individual performance. *Academy of Management Journal*, 60(6): 2155-2174.
- Maltarich, M. A., Greenwald, J., & Reilly, G. (2016). Team-level goal orientation: An emergent state and its relationships with team inputs, process, and outcomes. *European Journal of Work and Organizational Psychology*, 25(1): 68-88.
- Reilly, G., Nyberg, A. J., Maltarich, M. A., & Weller, I. (2014). Human capital flows: Using CET theory to explore the process by which turnover, hiring, and job demands affect patient satisfaction. *Academy of Management Journal*, 57(3): 766-790.
- Ployhart, R.E., Nyberg, A. J., Reilly, G., & Maltarich, M. A. (2014). Human capital is dead; long live human capital resources! *Journal of Management*, 40(2): 371-398.
- Maltarich, M. A., Reilly, G., & Nyberg, A. J. (2011). Objective and subjective overqualification: Distinctions, relationships, and a place for each in the literature. *Industrial and Organizational Psychology*, 4(2): 236-239.
- Maltarich, M. A., Nyberg, A. J., & Reilly, G. (2010). A conceptual and empirical analysis of the cognitive ability – voluntary turnover relationship. *Journal of Applied Psychology*, 95(6): 1058-1070.
- Jain, S., George, G., & Maltarich, M. A. (2009). Academics or entrepreneurs? University scientists' commercialization activity as role identity transformation. *Research Policy*, 38(6): 922-935.

## **RESEARCH UNDER REVIEW AND IN PROGRESS**

- Abdulsalam, D., Maltarich, M. A., Nyberg, A. J., Reilly, G., & Martin, M. (under second review). Unintended consequences of pay-for-performance changes: A two-phase longitudinal model. Under review at *Journal of Applied Psychology*.
- Maltarich, M. A., Thatcher, S. M. B., Schepker, D. J., & Park, J. (invited for revision). Perceived faultlines in group dynamics: An individual-level perspective." Invited for revise and resubmit to *Small Group Research*.
- Nyberg, A. J., Maltarich, M. A., Reilly, G., & Pieper, J. R. (under review). Collective turnover response to a shared unit-level shock: A three-phase model integrating the unfolding model of turnover with context emergent turnover theory. Under review at *Academy of Management Journal*.
- Maltarich, M. A., Bliese, P. B., & Carpenter, N. C. (in preparation). Theory, measurement, and adjustments of relationships between shared group properties. Modeling complete, finishing revision of draft. Targeted for *Journal of Applied Psychology*.
- Maltarich, M. A. (in preparation). A theoretical approach to causation over time. Draft complete, revision pending friendly review. Targeted for *Academy of Management Review*.

## INVITED TALKS, CONFERENCE PRESENTATIONS & PARTICIPATION

- Inelmen, K. O., & Maltarich, M. A. (2018). What really fuels trust? Cross-cultural differences in the antecedents of trust and helping behavior. *International Society for the Study of Work and Organizational Values*. Trieste, Italy.
- Maltarich, M. A. (2017). Greatest hits. Invited presentation to the Research Happy Hour, *Darla Moore School of Business*, University of South Carolina, Columbia, SC.
- Park, J., Maltarich, M. A., Thatcher, S. M. B., & Schepker, D. J. (2017). The dynamic nature of activated faultlines: Does task allocation matter? *Academy of Management*. Atlanta, GA.
- Abdulsalam, D., Maltarich, M. A., Reilly, G., Martin, M., & Nyberg, A. J. (2017). When collective equity creates value slippage: Effects of human capital resource homogeneity. *Academy of Management*. Atlanta, GA.
- Park, J., Maltarich, M. A., & Meister, A. (2017). The temporal dynamics of faultlines in groups. *Academy of Management*. Atlanta, GA.
- Maltarich, M.A. (2017). Choosing projects wisely. Presentation as part of the HR Division middle-level doctoral student consortium PDW. *Academy of Management*. Atlanta, GA.
- Maltarich, M. A. (2016). Simulations, computational models, and agent-based models. Invited presentation to the *Doctoral Student Collaboration Zone*, Department of Management, University of South Carolina, Columbia, SC.
- Nyberg, A. J., Maltarich, M. A., Abdulsalam, D., & Cragun, O. (2016). Multilevel pay theory. *Academy of Management*. Anaheim, CA.
- Maltarich, M.A. (2016). Choosing projects wisely. Presentation as part of the HR Division middle-level doctoral student consortium PDW. *Academy of Management*. Anaheim, CA.
- Maltarich, M. A., & Schepker, D. J. (2015). Public databases and IRB process in management research. Invited presentation to the *Doctoral Student Collaboration Zone*, Department of Management, University of South Carolina, Columbia, SC.
- Maltarich, M. A. (2015). Firm-level goal setting strategy. Invited presentation at *Arnold School of Public Health*, University of South Carolina, Columbia, SC.
- Maltarich, M. A. (2015). Compensation strategy: The role of threshold and forgiveness in pay for performance systems. Invited Presentation at *Ludwig Maximilians-Universität*, Munich, Germany.
- Maltarich, M.A., Reilly, G., Ployhart, R., & Nyberg, A. (2013). A multi-component conceptualization of the human capital resource. *Strategic Management Society*. Atlanta, GA.
- Maltarich, M. A., Reilly, G., & Souder, D. (2012). The interactive human capital resource: Performance gains from the configuration and bundling of human capital. *Strategic Management Society*. Prague, Czech Republic.

- Reilly, G., Maltarich, M. A., & Nyberg, A. (2012). Beyond motivation: A theory of firm level goal setting strategy. *Strategic Management Society*. Prague, Czech Republic.
- Maltarich, M. A., Reilly, G. P., & Kukenberger, M. (2012). The emergence and management of conflict influences in teams. *Academy of Management*. Boston, MA.
- Maltarich, M. A., Nyberg, A. J., Reilly, G. P., & Weller, I. (2012). The relationships of unit level turnover, hiring, and job demands with unit performance. *Academy of Management*. Boston, MA.
- Maltarich, M. A., & Ciuchta, M. P. (2012). Informal and formal opportunities: The role of entrepreneurial motivation. *Academy of Management*. Boston, MA.
- Maltarich, M. A. (2012). The “Goldilocks” goal in formal and real organizations. *Association for Psychological Science*. Chicago, IL.
- Maltarich, M. A. (2011). Facilitator, Cross-Divisional Paper Session: Job embeddedness, employment, and managerial performance. *Academy of Management*. San Antonio, TX.
- Maltarich, M.A., Reilly, G., & Mathieu, J. E. (2011). Inputs, process, and outcomes as antecedents of an emergent state. *Society for Industrial & Organizational Psychology*. Chicago, IL.
- Maltarich, M. A., Reilly, G., & Mathieu, J. E. (2010). Seeding of our (dis)content: Compositional influences on team conflict – performance relationships. *Academy of Management*, Montreal, Canada.
- Jain, S., George, G., & Maltarich, M.A. (2006). Building legitimacy for novel technologies: The case of human embryonic stem cells. *Academy of Management*, Atlanta, GA.
- Nyberg, A.J., & Maltarich, M.A. (2006). Ability mismatch: Are performance gains offset by increased risk of voluntary turnover? *Association for Psychological Science*, New York, NY.
- George, G., & Maltarich, M.A. (2005). Academic entrepreneurship: Entrepreneurial intent and motivation of scientists. *Babson Kauffman Entrepreneurship Research Conference*, Babson Park, MA.
- George, G., Maltarich, M.A., & Jain, S. (2005). Academic entrepreneurship: Entrepreneurial intent and the disclosure of university inventions. *Academy of Management*. Honolulu, HI.
- Maltarich, M.A., & Nyberg, A.J. (2005). Beyond performance: The impact of intelligence on job tenure. *Academy of Management*. Honolulu, HI.

## **BOOK CHAPTERS**

- Welsch, H.P., & Maltarich, M.A. (2004). Emerging patterns of entrepreneurship: Distinguishing attributes of an evolving discipline. In Welsch, H.P. (Ed.). *Entrepreneurship: The way ahead*. New York: Routledge.

## **ACADEMIC HONORS & ACCOMPLISHMENTS**

- Academy of Management Journal Best Reviewer Nomination, 2019

Academy of Management, OB Division, Outstanding Reviewer Award, 2014  
Invited to St. Ambrose University Honors Program Faculty, 2012.  
Henry C. Naiman Excellence in Teaching Award. UW-Madison, 2007.  
Attended OB/OT doctoral student consortium, Academy of Management, 2007.  
Attended Entrepreneurship PhD Seminar at Case Western Reserve University, 2005.

## **TEACHING EXPERIENCE**

### University of South Carolina, Darla Moore School of Business

#### Graduate Teaching

*Consulting and Organizational Development*

*Competing through People*

#### Undergraduate Teaching

*Organizational Behavior*

### Saint Ambrose University

#### Doctoral Seminars

*Organizational Behavior*

*Human Resources*

*Entrepreneurship*

*Organizational Culture*

*Teams*

*Organizational Change*

*Case Research*

*Training and Development*

#### Undergraduate Teaching

*Principles of Management*

*Entrepreneurship*

### University of Wisconsin-Madison

#### Instructor

*Organizational Behavior*

*Managing Change and Organizational Effectiveness*

## **ACADEMIC AFFILIATIONS**

#### Academy of Management

Organizational Behavior Division

Research Methods Division

Entrepreneurship Division

#### American Psychological Association

#### Society for Industrial and Organizational Psychology

#### Association for Psychological Science

#### Strategic Management Society

## **UNIVERSITY SERVICE**

### University of South Carolina

Essay Reader, Top Scholars Admissions, 2016-2019

Faculty Advisor, USC Club Equestrian Team, 2017-Present

Mentor, Freshman Top Scholars Program, 2016-2017

Faculty Co-Advisor, USC SHRM, 2015-Present

Guest Speaker, Arnold School of Public Health, September, 2015

Honors Thesis Director, 2014  
Facebook Live Interviewee, 2018  
Caucus Member, Faculty Senate, 2015-Present  
Member, Student Academic Grievance Committee, 2015-2017  
Member, MHR Graduate Program Committee, 2016-Present  
Presenter, Doctoral Student Collaboration Zone, 2015, 2016  
Organizer, Management Department Speaker Series, 2015-2016  
Member, MHR Committee, 2013-2014  
Member, Management Doctoral Committee, 2014-Present  
Attendee, Riegel & Emory Annual Advisory Board Meeting  
Affiliated Faculty Member, Center for Executive Succession, 2014- Present  
Management Department Hiring Committee, 2014  
Management Department Hiring Committee, 2013  
Volunteer Interviewer, MHR Program Mock Career Fair 2013  
Panelist, MHR Assessment Center 2013-Present  
Member, MHR Admissions Committee, 2013-2014  
Guest Presenter, Honors Program, 2013

#### Saint Ambrose University

University Strategic Planning Committee, 2012-2013  
Ambrose Hall Renovation Advisory Committee, 2012-2013  
DBA Admissions and Retention Committee, 2012-2013  
Institutional Review Board, 2010-2013  
Undergraduate Advising (about 25 students), 2009-2013  
Doctoral Faculty Council, 2008-2013  
Managerial Studies Hiring Committee, 2012  
Finance Hiring Committee, 2010  
Incoming Freshman Advising (3 days), 2010  
DBA Hiring Committee, 2009-2010

#### **ACADEMIC & PROFESSIONAL SERVICE**

Editorial Board Member, *Journal of Applied Psychology*, 2016-Present  
Editorial Board Member, *Academy of Management Journal*, 2017-Present  
Ad Hoc Reviewer, *Organizational Research Methods*  
Ad Hoc Reviewer, *Journal of Business Venturing*  
Ad Hoc Reviewer, *Journal of Management Studies*  
Ad Hoc Reviewer, *Journal of Managerial Psychology*  
Ad Hoc Reviewer, *Production and Operations Management*  
Ad Hoc Reviewer, *Academy of Management Review*  
Ad Hoc Reviewer, *Journal of Management*  
Ad Hoc Reviewer, *Minerva*  
Invited Presenter, Academy of Management HR Division Doctoral Consortium  
Invited Reviewer, SMS Special Conference 2013-2014  
Reviewer, Academy of Management Annual Meetings, 2006 - Present  
Reviewer, Midwest Academy of Management Conference, 2010 - 2013  
Reviewer, SIOP Conference, 2009  
Reviewer, Southern Management Association Conference, 2008

## **COMMUNITY SERVICE**

Volunteer, Harvest Hope Food Bank, 2019

Coach, First Lego League - Knights of the FROG Table, 2015-2017

Representative, PhD Project, 2016

Member, PhD Pipeline Opportunity Program, 2014-2015

Interviewee on Workplace Satisfaction, *WLTX*, 2014

Interviewee on Seasonal Hiring, *Carolina News*, 2013

## **PROFESSIONAL WORK EXPERIENCE**

1998-2003 - General Manager, Binny's Beverage Depot, Chicago, IL

1996-1997 - Finance Intern, Unitrin, Inc., Chicago, IL

1994-1996 - Psychiatric Services Coordinator, Albany Care Nursing Home, Evanston, IL