

Anthony J. Nyberg, Ph.D.
Distinguished Moore Fellow
Email: anthony.nyberg@moore.sc.edu

Office

Management Department,
Darla Moore School of Business, University of South Carolina
1014 Greene Street, Columbia, SC 29208 USA
Tel 803.777.5974

RESEARCH INTERESTS

Strategic human capital resources, compensation, employee movement, executive succession, and board decision making

FORMAL EDUCATION

Ph.D. (2008) Management and Human Resources, University of Wisconsin, Madison.
Major area: Strategic Human Resources; Advisor: Barry Gerhart
CFA (1999) *Certified Financial Analyst* Designation
MBA (1993) Tulane University, New Orleans, LA
BA (1989) Major – Philosophy and Mathematics. St. John’s College, Annapolis, MD.

ACADEMIC WORK EXPERIENCE

University of South Carolina, Darla Moore School of Business, Distinguished Moore Fellow (2019-present)
University of South Carolina, Darla Moore School of Business, Professor (2016-present)
University of South Carolina, Moore Research Fellow (2014 – 2019)
University of South Carolina, Darla Moore School of Business, Associate Professor (2012-2016)
University of South Carolina, Darla Moore School of Business, Assistant Professor (2008-2012)

Visiting Positions

Visiting Professor, Bocconi University, Milan, Italy (2017)
Visiting Professor, Copenhagen Business School, Copenhagen, Denmark (2017)
Ludwig-Maximilians-Universität München – Organizations Fellow (2014-2015)

Administrative Positions

Director, University of South Carolina, Darla Moore School of Business, *Riegel & Emory Human Resource Research Center* (2017-2020)
Director, University of South Carolina, Darla Moore School of Business, *Master of Human Resources Program* (2016-2019)
Research Director, University of South Carolina, Darla Moore School of Business, *Center for Executive Succession* (2013-2018)
Officer Track, Academy of Management, Human Resources Division (elected by division membership).
Professional Development Workshop (PDW) Chair (2017- 2018); Program Chair (2018-2019); Division Chair-Elect (2019-2020); Division Chair (2020-2021); Past Division Chair (2021-2022)
Executive Committee Member – Representative at Large. Academy of Management, Human Resources Division (elected by division membership) (elected, 2014 – 2017)
Executive Committee Member - Representative-at-Large, Strategic Human Capital Interest Group, Strategic Management Society (elected, 2012-2014)
Executive Committee Member – Faculty Advisor, PhD Project Management Doctoral Student Association (2009-2013)

TEACHING EXPERIENCE

Subjects: Negotiations; Compensation; Strategic Human Resources; Methods; Research Writing; Culture
Levels: Doctoral; Executive; Professional MBA; MBA; Masters; Undergraduate; International

PEER REVIEWED PUBLICATIONS

Weller, I, Hymer, C., Nyberg, A.J., & Ebert, J. (2019). How matching creates value: Cogs and wheels for human capital resources research. *Academy of Management Annals*.

Schepker, D.J., Nyberg, A.J., Ulrich, M. & Wright, P.M. (2018). Planning for Future Leadership: Procedural Rationality, Formalized Succession Processes, and CEO influence in Chief Executive Officer Succession Planning. *Academy of Management Journal*.

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*.

Wright, P.M. & Nyberg, A.J., & (2018). Academic research meets practice: Why controversial results are not controversial. *The Journal of the Iberoamerican Academy of Management*.

Nyberg, A.J., Reilly, G.P., Essman, S.S., & Rodrigues, J. (2017). Human capital resources: A call to retire settled debates and to start a few new debates. *The International Journal of Human Resource Management*.

Maltarich, M., Nyberg, A.J., Reilly, G.P., 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*.

Conroy, S., Yoon, Y. J., Bamberger, P., Gerhart, B., Gupta, N., Nyberg, A., Park, S., Park, T., Shaw, J., & Sturman, M. C. (2017). Past, Present and Future Compensation Research Perspectives. *Compensation & Benefits Review*.

Nyberg, A.J., Pieper, J.R., & Trevor, C.O. (2016). Pay-For-Performance's Effect on Future Employee Performance: Integrating Psychological and Economic Principles toward a Contingency Perspective. *Journal of Management*.

[2017 HR Division Scholarly Achievement Award for Best Published Manuscript in 2016]

Cragun, O., Nyberg, A.J., & Wright, P.M. (2016). CEO Succession: What we know and where to go? *Journal of Organizational Effectiveness: People and Performance*

Call, M., Nyberg, A.J., Ployhart, R.E., & Weekley, J. (2015). The Dynamic nature of collective turnover and unit performance: The impact of time, quality, and replacements. *Academy of Management Journal*

Nyberg, A.J., & Wright, P.M. (2015). 50 Years of Human Capital Research: Assessing what we know; Exploring where we go. *Academy of Management Perspectives*.

Call, M., Nyberg, A.J., Thatcher, S. (2015). Stargazing: An integrative conceptual review, theoretical reconciliation, and extension for star employee research. *Journal of Applied Psychology*

Reilly, G.P., Nyberg, A.J., Maltarich, M., & Weller, I. (2014). Human capital flows: Using CET theory to explore the process by which turnover, hiring, and job demands affect unit performance. *Academy of Management Journal*, 57: 766-790.

- Ployhart, R.E., Nyberg, A. J., Reilly, G.P., & Maltarich, M.A. (2014). Human capital is dead. Long live human capital resources. *Journal of Management*, 40(2): 371-398.
- Nyberg, A. J., Moliterno, T. P., Hale, D. H., & Lepak, D. P. (2014). Resource-based perspectives on unit-level human capital: A review and integration. *Journal of Management*, 40(1): 316-346.
- Nyberg, A.J. & Ployhart, R.E. (2013). Context-emergent turnover (CET) theory: A theory of collective turnover. *Academy of Management Review*, 38(1): 109-131.
- Maltarich, M. A., Reilly, G.P., & Nyberg, A. J. (2011). Objective and subjective overqualification: Distinctions, relationships, and a place for each in the literature. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4(2): 236-239.
- Maltarich, M.A., Nyberg, A.J. & Reilly, G.P. (2010). A conceptual and empirical analysis of the cognitive ability-voluntary turnover relationship. *Journal of Applied Psychology*, 95(6): 1058-1070.
(author order is alphabetical – all authors contributed equally)
- Nyberg, A.J., Fulmer, I.S., Gerhart, B., & Carpenter, M. (2010). Agency theory revisited: CEO return and shareholder interest alignment. *Academy of Management Journal*, 53(5): 1029 - 1049.
[2011 HR Division Scholarly Achievement Finalist for Best Published Manuscript]
- Nyberg, A.J. (2010). Retaining your high performers: Moderators of the performance-job satisfaction-voluntary turnover relationship. *Journal of Applied Psychology*, 95(3): 440-453.
- Nyberg, A.J. & Trevor, C.O., (2009). After layoffs, help survivors be more effective. *Harvard Business Review*, 87(6): 15.
(Selected for Reprint in summer 2010 print issue of HBR OnPoint)
- Stajkovic, A. D., Lee, D., & Nyberg, A.J., (2009). Collective efficacy, group potency, and group performance: Meta-analytic syntheses of their relationships, and test of a mediation model. *Journal of Applied Psychology*, 94(3): 814-828.
- Trevor, C. O. & Nyberg, A.J., (2008). Keeping your headcount when all about you are losing theirs: Downsizing, voluntary turnover rates, and the moderating role of HR practices. *Academy of Management Journal*, 51(2): 259-276.
[2009 HR Division Scholarly Achievement Award for Best Published Manuscript in 2008]

CHAPTERS, PROCEEDINGS and INVITED ON-LINE ARTICLES

- Nyberg, A.J.; Abdulsalam, D.; Weller, I. (updated 2019) "Human Capital Pipelines." In Oxford Bibliographies in Management. Ed. Ricky Griffin. New York: Oxford University Press (original 2016).
- Wright, P.M., Nyberg, A.J., Ployhart, R.E (2018). "A Research Revolution in SHRM: New Challenges and New Research Directions" *In* Research in Personnel and Human Resources Management. Published online: 09 Jul 2018; 141-161.
- Nyberg, A.J., Schepker, D.J., Wright, P., & Cragun, O. (2016). Succession planning: Talent management's forgotten, but critical tool. Invited to appear in the Oxford Handbook of Talent Management.
- Wright, P., Schepker, D., Nyberg, A. and Ulrich, M. (2016) Choosing the Next CEO: Assessment Practices and Challenges. In Wright, P., Ulrich, D., Antoine, R., & Sartain, E.. View from the Top: Leveraging

Human and Organization Capital to Create Value. Alexandria, VA: Society for Human Resource Management. 205-214.

Nyberg, A.J. & Ulrich, M.D. (2015). Renaissance HR., In D. Ulrich, W. Schiemann, & Libby Sartain (Eds.), *The Rise of HR: Wisdom from 68 Global Leaders*. 2015. Published by HRCI

Schepker, D., Ulrich, M., Nyberg, A.J., & Wright, P.M. (2015). Board Processes and CEO Succession Planning. In John Humphreys (Ed.), *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Ployhart, R. E. & Nyberg, A.J. (2015). The Strategic Value of Talent: From Anecdote to Evidence. In P. Wright, D. Ulrich, R. Antoine, & L Sartain (Eds.), *View from the Top: Managing Human Capital for Competitive Advantage*

Wright, P., Schepker, D.J., Nyberg, A.J., Ulrich, M. (2014). Choosing the Next CEO: Assessment Practices and Challenges. In P. Wright, D. Ulrich, R. Antoine, & L Sartain (Eds.), *View from the Top: Managing Human Capital for Competitive Advantage*

Nyberg, A.J. & Trevor, C.O. (2009), After layoffs, help survivors. Harvard Business Publishing, Tuesday, March 3, 2009.
http://blogs.harvardbusiness.org/hbreditors/2009/03/after_layoffs_help_survivors.html

Nyberg, A.J., Gerhart, B., & Smithey Fulmer, I., (2006). Performance matters: The relationship between CEO wealth creation and firm performance. In K. Mark Weaver (Ed.), *Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

ACADEMIC CONFERENCE & INVITED PRESENTATIONS

Nyberg, A.J. 2019. *Lessons Learned*. Copenhagen Business School, Copenhagen, Denmark.

Nyberg, A.J. 2019. *AMJ An insider's perspective on writing*. Universidad Adolfo Ibanez Business School, Santiago, Chile.

Nyberg, A.J. 2019. *AMJ From Inside and Out*. IIM Ahmedabad, India.

Nyberg, A.J., Beatty, A., Bell, B., & Park, T. 2019. Pay-for-Performance Issues in the Global Context. SIOP, Washington, DC

Nyberg, A.J. 2019. *Lessons from the Board Room*. Wharton.

Nyberg, A.J. 2019. *Observations from writing, reviewing and editing at AMJ*. Wharton.

Nyberg, A.J. 2019. *PFP i-deals & Coworkers*. UBC Sauder School of Business, Vancouver.

Shaw, J. Nyberg, A.J., & Leslie, L. 2019. *Publishing HRM Research in Academy of Management Journal*. 3rd HR Division International Conference, Dublin Ireland

Nyberg, A.J., 2019. *Developing a Research Pipeline*. 3rd HR Division International Conference, Dublin Ireland

Nyberg, A.J., 2018. *A (short) negotiations primer (or) Insights to help you improve your career*. Women in Business Council (WIBC). Columbia, SC

- Essman, S., Nyberg, A.J. & Schepker, D.J. 2018. *Unraveling the CEO compensation-CEI succession paradox*. Strategic Management Society Meeting, Paris, France
- Nyberg, A.J. 2018. Integrating Micro/Macro Perspectives on Human Capital Motivation. Strategic Management Society Meeting, Paris, France
- Nyberg, A.J. 2018. From the back lines: Experiences as author and associate editor. Essec Business School, Paris France
- Nyberg, A.J. *Going Through the Motions? Making Meaningful Use of Negotiations, Motions, and Experts in Federal Court: A Guide to Navigating the Trial Process*. American Bar Association Judicial Division's National Conference of Federal Trial Judges and the South Carolina Federal Bar Association. Greenville, SC.
- Nyberg, A.J., Essman, S., & Weller, I. 2018 *Compensation Plan Implementation and Change: Consequences for Individuals, Teams, and Firms*. Academy of Management Meetings, Chicago, IL
- Nyberg, A.J., 2018 *CEO PFP – what should we pay for?* at Copenhagen Business School/Mercer Executive Performance and Rewards – From Theory into Practice, Copenhagen Business School.
- Nyberg, A.J., & Reilly, G.P. 2018. *A pay system model for turning human capital resources into action*. Strategic Human Capital Resources Conference, College Station, Maryland.
- Nyberg, A.J., 2017 *Unintended Consequences: The spillover effects of PFP changes*. at European Institute for Advanced Studies in Management: 6th Reward Management Conference. Brussels Belgium.
- Nyberg, A.J., 2017 *New ways of seeing collective pay*. Invited Keynote Presentation at European Institute for Advanced Studies in Management: 6th Reward Management Conference. Brussels Belgium.
- Cragun, O. Nyberg, A.J., Essman, S., Abdulsalam, D. 2017. Motivating human capital resources through collective pay: A meta-analysis and theoretical extension. Strategic Management Society, Houston, TX
- Nyberg, A.J., 2017 *AMJ – Unconventional Strategies for Managing Human Capital Diversity*. Strategic Management Society, Houston, TX
- Nyberg, A.J., 2017 *AMJ – Editor's Panel*. Editor's Panel at Strategic Management Society, Houston, TX
- Nyberg, A.J., 2017 *Performance Management and Performance Appraisal*. Invited presentation at Danish Industries Master HR class.
- Nyberg, A.J., 2017 *Searching for Process in CEO Succession*. Invited presentation at Copenhagen Business School
- Nyberg, A.J., 2017 *The Story of CEO Succession*. Invited presentation at Bocconi study days (2017).
- Nyberg, A.J. 2017 *Collective Pay – The Time is Now*. Invited Key Note Speaker. Rewards, Motivation, Creativity, and Innovation: Meeting of the Minds and the Theories presented by the 6th Symposium of the Centre for Leadership and Innovation at The Hong Kong Polytechnic University
- Nyberg, A.J. 2016. Strategic Human Capital Resources – where are we now? Where should we go? 2016 Strategic Management Society, Munich.
- Weller, I. & Nyberg, A.J. 2016. Matching Talent through Internal Mobility. 2016 Strategic Management Society, Berlin.

- Nyberg, A.J., Maltarchi, M., Abdulsalam, D., & Cragun, O. 2016. Multilevel Pay Theory. Academy of Management Meetings, Anaheim.
- Schepker, D., Nyberg, A.J., Ulrich, M., & Wright, P.M. 2015. Reconciling Tensions: Board and CEO Influences on CEO Succession Planning Processes. 2015 Strategic Management Society, Denver.
- Schepker, D., Ulrich, M., Nyberg, A.J., & Wright, P.M. 2015. Board Processes and CEO Succession Planning. 2015 Academy of Management Conference, Vancouver.
- Weller, I. & Nyberg, A.J. 2015. Talent Matching as a Dynamic Capability: Integrating Economic and Strategic Human Resource Management Perspectives. 2015 Strategic Management Society, Denver.
- Nyberg, A.J. 2015. CEO Succession: What we know, what we don't know and an early attempt to begin filling-in the gaps. Invited Presentation at Ljubljana University (FELU), Ljubljana, Slovenija.
- Weller, I. & Nyberg, A.J. 2015. Talent Matching as a Dynamic Capability: Integrating Economic and Strategic Human Resource Management Perspectives. Invited Presentation Univerita Commerciale Luigi Bocconi, Milan, Italy.
- Nyberg, A.J. 2015. Research Retrospective: A Year of Free Thought. Invited Presentation at Ludwig Maximillians-Universitat, Munchen, Germany.
- Cragun, O., Thatcher, S. & Nyberg, A.J. 2015. The Impact of Pay on Faultline Salience. 2015 Society for Industrial and Organizational Psychology (SIOP). Philadelphia.
- Nyberg, A.J. 2014. Executive Succession: Theoretical integration or How to embarrass oneself when dabbling in new research areas. Invited Presentation at Freie Universitat, Berlin Germany.
- Cragun, O. & Nyberg, A.J. 2014. CEO Succession: A 20 Year Review and Typology. 2014 Academy of Management Meetings, Philadelphia.
- Maltarchi., M., Reilly, G.P., Ployhart, R.E., & Nyberg, A.J.. 2013. A multi-component conceptualization of the human capital resource. 2013 Strategic Management Society, Atlanta.
- Call, M., Ployhart, R.E., & Nyberg, A.J. 2013. Collective turnover: who leaves, when did they leave, and who did they leave behind? 2013 Academy of Management Meetings, Orlando.
- Kehoe, R., Call, M., Nyberg, A.J., Lepak, D. 2012. Stargazing under a single sky: A review, integration, and agenda for research on star employees. 2012 Strategic Management Society, Prague.
- Maltarchi., M., Reilly, G.P., & Nyberg, A.J. 2012. Beyond motivation: A theory of firm level goal setting strategy. 2012 Strategic Management Society, Prague.
- Maltarchi., M., Nyberg, A.J., Reilly, G.P., & Weller, I. 2012. The relationships of unit level turnover, hiring, and job demands with unit performance. 2012 Academy of Management Meetings, Boston.
- Nyberg, A.J., Maltarchi., M., Reilly, G.P., & Weller, I. 2012. Unit-level turnover: The process by which turnover, hiring, and job demands affect unit performance. LMU, Munich, Germany (Invited Seminar).
- Nyberg, A.J., Reilly, G.P., & Weller, I. 2011. A Bridge to Somewhere: A multi-level theoretical approach and empirical examination of collective turnover and subsequent group performance. Strategic Management Society Annual International Conference, Miami.

- Nyberg, A.J., Pieper, J.R., & Trevor, C.O. 2010. Employee Performance as a Function of an Integrative Pay-for-Performance Framework. LMU, Munich, Germany (Invited Seminar).
- Nyberg, A.J., Ployhart, R.E., A Multilevel Model of Turnover: Nature, Antecedents, and Consequences Across Levels of Analysis. 2010 People and Organizations Conference, Wharton School, Philadelphia.
- Nyberg, A.J., Ployhart, R.E., A Multilevel Model of Turnover: Nature, Antecedents, and Consequences Across Levels of Analysis. 2010 Strategic Management Society Annual International Conference, Rome.
- Nyberg, A.J., Pieper, J.R., & Trevor, C.O. Employee Performance as a Function of an Integrative Pay-for-Performance Framework. 2010 Academy of Management Meetings, Montreal.
- Smithy Fulmer, I., & Nyberg, A.J. How Does Executive Pay Affect Workers?: An Analysis of Employee Relations and Productivity. 2010 Academy of Management Meetings, Montreal.
- Nyberg, A.J., The Paradox of High Performance: Evaluating varying influences of high performer turnover. 2009. Academy of Management Meetings, Chicago, IL.
- Nyberg, A.J. Scholarly Achievement Award Winner talk for the HR Division Doctoral Consortium. 2009 Academy of Management Meetings, Chicago, IL (Invited).
- Nyberg, A.J., Performance and Turnover: An Argument for Including Both Employee Perceptions and Objective Measures. 2007 Academy of Management Meetings, Philadelphia, PA.
- Nyberg, A.J., Gerhart, B. & Smithy Fulmer, I Correcting misconceptions about CEO pay for performance: An alternative approach for evaluating alignment between CEO return and shareholder return. 2007 7th Annual Transatlantic Doctoral Conference at London Business School, London, England.
- Nyberg, A.J., Gerhart, B. & Smithy Fulmer, I., Performance Matters: the relationship between CEO wealth creation and firm performance. 2006 Academy of Management Meetings, Atlanta, GA.
- Nyberg, A.J. & Maltarich, M.A., Job Mismatch: voluntary turnover and its relationship with GMA. 2006 American Psychological Society Meetings, New York, NY.
- Maltarich, M.A. & Nyberg, A.J. Beyond Performance: The Impact of Intelligence on Voluntary Turnover. 2005 Academy of Management Meetings, Honolulu, HI.

TECHNICAL REPORTS

- Wright, P., Schepker, D., Nyberg, A., Cragun, O., & Hymer, C. (2017). CFO and CHRO Succession: Comparing and Contrasting the Roles.
- Wright, P., Nyberg, A, Schepker, D., Cragun, O., & Hymer, C. (2017). Inside the C-Suite: The CEO, the Board, and the ELT.
- Wright, P., Nyberg, A, Schepker, D., Cragun, O., & Hymer, C. (2017). Diversity in CEO Succession Pools: Present State, Past Obstacles, and Future Solutions.
- Wright, P., Nyberg, A., Schepker, D, Cragun, O., & Ulrich, M. (2016). The Changing Chief Human Resources Officer Role: Results of the 2016 HR@Moore Survey of Chief HR Officers.

Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Ulrich, M. (2016). Current Practices in CEO Succession: Results of the 2016 HR@Moore Survey of Chief HR Officers.

Wright, P., Call, M., Nyberg, A., Schepker, D., and Ulrich, M. (2015) The Chief HR Officer Role: Results of the 2015 HR@Moore Survey of Chief HR Officers.

Wright, P., Schepker, D., Nyberg, A., Call, M., and Ulrich, M. (2015). C-Suite Succession Failures: Causes, Effects, and Prevention.

Wright, P., Call, M., Ulrich, M., Schepker, D., and Nyberg, A. (2015). Building the CSuite Talent Pipeline.

Wright, P., Nyberg, A., Schepker, D., & Ulrich, M. (2014) CHRO Succession: Results of the 2014 HR@Moore Survey of Chief HR Officers.

Wright, P., Schepker, D., Nyberg, A., & Ulrich, M. (2014) CEO Successor Assessment and Onboarding: Results of the 2014 HR@Moore Survey of Chief HR Officers.

Wright, P., Ulrich, M., Nyberg, A., Schepker, D. (2014) The Impact of the PPACA on Employment Strategies: Results of the 2014 HR@Moore Survey of Chief HR Officers.

Wright, P., Nyberg, A., Schepker, D., & Ulrich, M. (2013) The Critical Role of the CHRO in CEO Succession: Results of the 2013 HR@Moore Survey of Chief HR Officers.

TEACHING EXPERIENCE

University of South Carolina

Compensation (required course in the Masters of Human Resources Program).

Principles of Management – Honors College

Negotiations (Undergraduate, MHR Students, Professional MBA, Executive Education).

Decision Making (MHR Students, Executive Education)

Doctoral Seminar – Methods

Doctoral Seminar – Issues in Organizational Behavior

Doctoral Seminar – Compensation

Doctoral Seminar – Composition Fundamentals

Ludwig-Maximilians-Universität München

Doctoral Seminar – Basic Readings

University of Wisconsin

Instructor, Human Resource Management

Instructor, Negotiations

Introduction to Management—People Program (Summers 2004, 2005, 2006, 2007, & 2008).

This is an intensive course for minority students who are high-school juniors.

Teaching Assistant, 3 MBA Entrepreneurship Classes

ACADEMIC AFFILIATIONS

Academy of Management

Strategic Management Society

American Psychological Association

Association for Psychological Science

Society for Industrial and Organizational Psychology, Inc.

HONORS, GRANTS and AWARDS

- 2017 HR Division Scholarly Achievement Award [Peer review award “presented to the author(s) of the most significant article in human resource management published in recognized journals and research annuals that are generally available to Division members in 2016.”]
- 2017 Management Doctoral Student Association (The PhD Project) “Spirit Circle” Award
- 2017 Riegel & Emory HR Center Research Grant
- 2016 Outstanding Reviewer, *Academy of Management Journal*
- 2016 SPARC Graduate Research Grant
- 2016 Riegel & Emory HR Center Research Grant
- 2015 Early Career Achievement Award from the Human Resources Division of the Academy of Management
- 2015 “Best Interdisciplinary Paper” award (with Ingo Weller & Dee Abduulsalam) presented by the Strategic Management Society Strategic Human Capital Interest Group
- 2015 Organizations Fellow - Ludwig-Maximilians-Universität München
- 2015 Riegel & Emory HR Center Research Grant
- 2014 Outstanding Reviewer, *Academy of Management Journal*
- 2014 KPMG Foundation - MDSA Spirit Circle Award
- 2014 Business Partnership Foundation - Moore Research Fellow
- 2014 USC Breakthrough Rising Star Award - one of 14 faculty selected for excellence in research from across all University of South Carolina colleges
- 2014 Riegel & Emory HR Center Research Grant
- 2013 Academy of Management HR Division’s Best Student Convention Paper Award – co-author
- 2013 Riegel & Emory HR Center Research Grant
- 2012 Featured Scholar, University of South Carolina, October 2012
- 2012 PMBA Curriculum Innovation Grant
- 2012 Riegel & Emory HR Center Research Grant
- 2011 Finalist for the HR Division Scholarly Achievement Award [Peer review award “presented to the author(s) of the most significant article in human resource management published in recognized journals and research annuals that are generally available to Division members in 2010.”]
- 2011 Riegel & Emory HR Center Research Grant
- 2010 Riegel & Emory HR Center Research Grant
- 2009 HR Division Scholarly Achievement Award [Peer review award “presented to the author(s) of the most significant article in human resource management published in recognized journals and research annuals that are generally available to Division members in 2008.”]
- 2009 Ralph Alexander Dissertation Award, HR Division, Academy of Management
- 2009 Riegel & Emory HR Center Research Grant
- 2008 The PhD Project Management Doctoral Students Association Promising young Leader
- 2008 Riegel & Emory HR Center Research Grant
- 2007 Management & Human Resources Ph.D. Student Excellence in Teaching Award
- 2007 Dean’s Travel Award
- 2007 PhD Research Competition Selection Committee Award
- 2006 Dean’s Travel Award
- 2006 Vilas Travel Grant
- 2005 Kaufman Foundation Fellowship
- 2005 Dean’s Travel Award
- 2004 CIBER

ACADEMIC and PROFESSIONAL SERVICE AND ACTIVITIES

Editorial

- Associate Editor, *Academy of Management Journal* (2016-2019)
- *Academy of Management Journal* 2013 Best Article Award Committee (2014)
- Editorial Review Board, *Academy of Management Journal*. (2011- current)
- Consulting Editor (CE) on the Editorial Board *Journal of Applied Psychology* (2014-2016, 2018 – current)
- Editorial Review Board, *Journal of Management*. (2014 – current)
- Editorial Review Board, *Africa Journal of Management* (2014-2017)
- Principal Reviewer *Journal of Applied Psychology* (2012-2013)
- Editorial Review Board, *International Journal of Human Resource Management*. (2013-2015)
- *Academy of Management Review* 2010 Best Article Award Committee (2011)
- Ad Hoc Reviewer for *Academy of Management Review*
- Ad Hoc Reviewer for *Academy of Management Discoveries*
- Ad Hoc Reviewer for *Personnel Psychology*
- Ad Hoc Reviewer for *Strategic Management Journal*
- Ad Hoc Reviewer for *ILR Review Journal*
- Ad Hoc Reviewer for *Organization Science*
- Ad Hoc Reviewer for *Small Business Economics (SBEJ)*
- Ad Hoc Reviewer for *European Management Review*
- Ad Hoc Reviewer for *Academy of Management Perspectives*
- Ad Hoc Reviewer for *Human Resource Management Review*
- Reviewer for the Academy of Management Conference (AOM)
- Reviewer for the Strategic Management Society Conference (SMS)
- Reviewer for the Society for Industrial & Organizational Psychology Conference (SIOP)

Academic Community

- Three-year Officer Track, Strategic Management Society, Strategic Human Capital Interest Group (elected by membership). Roles include: Associate Program Chair (2018-2019); Program Chair (2019 – 2020); Chairperson (2020-2021)
- Five-year Officer Track, Academy of Management, Human Resources Division (elected by division membership). Roles include: Professional Development Workshop (PDW) Chair (2017-2018); Program Chair (2018-2019); Division Chair-Elect (2019-2020); Division Chair (2020-2021); Past Division Chair (2021-2022)
- Member, External Graduate Program Review Team, Centre for Industrial Relations and Human Resources, University of Toronto, 2018.
- SHRM Foundation Dissertation Grant Award committee (2015)
- Executive Committee, HR Division, Academy of Management (2014-2017)
- Practice Liaison committee, HR Division, Academy of Management (2015-2017)
- Middle-stage doctoral student committee, HR Division, Academy of Management (2015 – 2017)
- Academy of Management HR Division Emerging Scholar in Employee Participation and Ownership Award selection committee (2014)
- PhD Pipeline – USC Faculty Representative (2013-2014)
- Representative-at-Large, Strategic Human Capital Interest Group, Strategic Management Society (elected, 2012-2014)
- Academy of Management HR Division Scholarly Achievement Award selection committee (2010-2013, 2017)

- Academy of Management HR Division Scholarly Achievement Award selection committee, Chair (2011)
- Faculty Advisor for PhD Project Management Doctoral Student Association (2009-2013)
- Academy of Management HR Division Ralph Alexander Dissertation Award selection committee (2010, 2013, 2014, 2015, 2016)
- Invited PhD Project panelist & discussant (2004 – 2013; 2015, 2017, 2018)
- Invited faculty member presenter – PDW for pre-dissertation HR Doctoral Students (2010)
- Invited faculty participant for HR Division Doctoral Consortium (2009 – 2013; 2015-2017)
- Invited presenter to HR Division Doctoral Consortium for Best Dissertation (2009)
- Invited Presenter for the PhD Project Conference (2004-2013; 2015-2016)
- Invited Presenter for the Management Doctoral Students' Association Conference (PhD Project 2004-2013)

Professional

- SHRM Grant Reviewer (2009 - 2017)

School

- Faculty Advisory Committee (2015-2017)
- Undergraduate Program Faculty Committee (2015-2017)
- Dean's Search Committee (2012-2013)
- Alumni Awards Committee (2009-2014)
- Undergraduate Scholastic Standards and Petitions (2012-2015)
- Undergraduate Engagement Task Force (2012 – 2013)

Department

- Undergraduate Task Force (2015-present)
- PhD Student Recruitment and Selection Committee (2009-present)
- PhD Program Committee (2009 – present)
- Masters of Human Resources Graduate Program Committee (2008 – present)
- Faculty Recruitment and Selection Committee (2008-present)
- Faculty Advisor for SHRM society at USC (2010-2013)

HONORS COLLEGE SENIOR THESIS ADVISOR/READER

- 2013-2014 Ela Lasic
- 2011-2012 Julie Lanier
- 2010-2011 Alex Ruggiero
- 2009-2010 Adrienne Ebby
- 2008-2009 Mathew Murray

DOCTORAL STUDENT COMMITTEES

- Spenser Essman - Qualifier Committee
- Kristina Hymer - Qualifier Committee
- Tracy Schwartz – Dissertation Committee
- Dhuha Abdulsalam – Dissertation Committee (Chair), Comprehensive Exam Committee, Qualifier Committee
- Patrick Flynn - Comprehensive Exam Committee
- Jon Hendricks - Comprehensive Exam Committee, Qualifier Committee

- Jieun Park - Qualifier Committee
- Ormonde Cragun - Dissertation Committee (Chair), Comprehensive Exam Committee, Qualifier Committee
- Danny Beng-Teck Oh – Dissertation Committee - External Reader
- Matt Call - Dissertation Committee; Comprehensive Exam Committee; Qualifier Committee
- Michael Campion - Comprehensive Exam Committee; Qualifier Committee
- Michael Ulrich - Comprehensive Exam Committee; Qualifier Committee
- Youngsang “Ray” Kim - Dissertation Committee; Comprehensive Exam Committee; Qualifier Committee
- Cheng Lap Fung - Dissertation Committee - External Reader
- Donnie Hale - Dissertation Committee; Comprehensive Exam Committee; Qualifier Committee;
- Thienpramuk Warayu – Dissertation Committee - External Reader
- Anna Katherine Ward - Qualifier Committee
- Jeanne Johnson Holmes - Dissertation Committee

OTHER SELECTED WORK EXPERIENCE

2013-2014 Chair of the Board – South Carolina Science Academy
 1995-2003 Managing Partner and Co-founder, MPAC Capital Partners, LP, San Francisco, CA
 1993-1995 Nasdaq Equities Market-Maker, GVR Company, Chicago, IL

Professional Licenses and Committee Memberships Associated with Work Experience:

1996-2003 National Association of Securities Dealers, Board of Arbitrators

1997-2003 Securities Industry Association, Local Firms Committee

Licenses: Series 7, 24, 55, 63, Securities Arbitration Certification, Mediator Certification

IN THE MEDIA

In addition, his research has been covered by many mass media outlets, including Business Week, Time Magazine, NPR, US News & World Report, Harvard Business Review, CNBC, MSNBC, Strategic Human Resource Management Society, and others.

Selected Research in the News:

- Trevor, C. O. & Nyberg, A.J., (2008). Keeping your headcount when all about you are losing theirs: Downsizing, voluntary turnover rates, and the moderating role of HR practices. *Academy of Management Journal*, 51(2): 259-276:
- Business Week.com (May 1, 2009). *The tricky truth about downsizing*. By Freek Vermeulen
- Time Magazine.com (February 5, 2009). *Married to the Job*. By Nancy Gibbs
<http://www.time.com/time/magazine/article/0,9171,1877389,00.html>
- National Public Radio – Nevada (February 11, 2009). “State of Nevada” On-air interview.
- Time Magazine (February, 1, 2009). *After layoffs, there’s survivor’s guilt*. By Barbara Kiviat.
- US News & World Report (April, 21, 2008 issue). By Matthew Bandyk
- Business Week (April 21, 2008). News you need to know. *Think Before You Fire* (p. 004) —Edited by Harry Maurer & Cristina Linblad
- Harvard Business Review (May 1, 2008). Halting the Exodus after a Layoff. (# 2 most-recommended HBR article by site visitors in 2008.
- MIT Sloan Management Review (October 1, 2009). Which way should you downsize in a crisis? By C. Zatzick, ML. Marks, & R.D. Iverson.

- **USNews.Com** *Setting the Tone for Turnover*, By Matthew Bandyk, Posted April 9, 2008. <http://www.usnews.com/articles/business/best-in-business/2008/04/09/setting-the-tone-for-turnover.html>
- **Washington Business Journal Weekly** (February 20, 2009). *The talent fight heats up*. By Jennifer Nycz-Conner.
- **The Boston Globe** – Sunday edition (January 11, 2008). *Downsized, but still in the game*. http://www.boston.com/jobs/news/articles/2009/01/11/downsized_but_still_in_the_game/ By Maggie Jackson.
- **HR Magazine** (November 1, 2008 Cover story). *Layoff aftermath: Learn how to minimize the aftereffects of layoffs*. By Susan J. Wells.
- **Tilburg University, Spring 2008 – Top 10 Articles, Papers & Books** <http://www.tilburguniversity.nl/faculties/fsw/departments/hrs/pmc/paper/>
- **Management R&D: Economic Analysis of Business Practice**. (April 23, 2008). *The Hidden Costs of Layoffs*. <http://managementrandd.blogspot.com/>
- **Business Finance**. (April 17, 2008). Best Practices for Finance Executives *The Downside of Downsizing*. by Brannen, Laurie.
- **Medical Device Guru** (April 21, 2008). Rutledge, Paula . *Downsizing can set off an exodus among retained employees, study suggests*. <http://www.medicaldeviceguru.com/showthread.php?p=2509>
- **HR.BLR.com** (Business and Legal Reports: Leader in Compliance Information). May 7, 2008.
- **Milwaukee Journal Sentinel**. (May 10, 2008). Job cuts can result in more downsizing than anticipated: Voluntary exodus rises, UW researchers find. Dresang, Joel p. D1.
- **HR Magazine** (June 1, 2008). Schramm, Jennifer. *Future Focus: Not a time for layoffs?*
- **Montreal Gazette** (Circ. 195,000). (July 26, 2008). *Cutting productivity: the real downside to downsizing*. By Nebenzahl, Donna.
- **The Globe and Mail: Canada's National Newspaper**. (January 26, 2009). Altruism at work: Spreading the Pain. By Sarah Boesveld.
- **Society For Human Resource Management** (Spring 2009). Workplace Visions. "Can Sustainability initiatives survive in a tough economy?"
- **Business and Finance** (May 7, 2009). "The Tricky Truth about Downsizing" by Freek Vermeulen.
- **SmartPlanet** (May 27, 2009). 'Lean and lame' – why downsizing doesn't work. By Joe McKendrick <http://www.smartplanet.com/business/blog/business-brains/lean-and-lame-why-downsizing-doesnt-work/219/>
- **Management Tools** (Bain & Company) Downsizing. http://www.bain.com/management_tools/tools_downsizing.asp?groupcode=2
- **The Ombuds Blog** (May 01, 2009). "Study shows ombuds mitigate hidden costs of downsizing". <http://ombuds-blog.blogspot.com/2009/05/study-shows-ombuds-mitigate-hidden.html>
- **London Business School** (April, 30, 2009; June 24, 2009)
- <http://freekvermeulen.blogspot.com/2009/06/who-can-downsize-without-detriment.html>
- **MIT Sloan Management Review** (September 25, 2009). "Which way should you downsize in a crisis?" by Christopher D. Zatzick, Mitchell L. Marks and Roderick D. Iverson.
- **Manager's Success** "Managing After Downsizing"
- <http://www.managersuccess.com/managing-after-downsizing.html>
- **Express Computer** (India's Only IT Business Weekly) (August 24, 2009). Righting downsizing in Asia. By Kyle Lundby, Brenda Kowske, & Siddartha Partha. <http://www.expresscomputeronline.com/20090824/technologylife02.shtml>
- **College and University Professional Association for Human Resources** "Human Resources Perspectives on Downsizing in Higher Education --- CUPA-HR Economic Issues Task Force--- A CUPA-HR Set of Working Documents on Issues and Strategies"

- **The Australian Psychological Society, LTD** “Coping in difficult financial times: Information for businesses – Managing your business’ workforce as Australia emerges from the global financial crisis” <http://www.psychology.org.au/community/topics/financial/business/>
- **HR Voice.org** (January 29, 2009). “Laying off staff? Please, don’t shoot yourself in the foot” by Helen Luketic. <http://www.hrvoice.org/story.aspx?storyid=5560&issucid=887&pagemode=displaystory®ionid=10>
- Maltarich, M.A., Nyberg, A.J. & Reilly, G.P. A conceptual and empirical analysis of the cognitive ability-voluntary turnover relationship. *Journal of Applied Psychology*, 95(6): 1058-1070.
- **BizEd:** <http://www.bizedmagazine.com/research/overqualified.asp>
- **Vancouver Sun:** <http://communities.canada.com/vancouver/blogs/smallbusiness/archive/2011/01/05/overqualified-employees-often-stay-longer-in-their-jobs-contrary-to-popular-opinion-they-don-t-quit.aspx>
- **Business week:** <http://www.businessweek.com/lifestyle/content/healthday/647487.html>
- **CNBC:** <http://www.cnn.com/id/40645210/>
- **Yahoo! News:** http://news.yahoo.com/s/hsn/20101216/hl_hsn/overqualifiedworkersmaybelesslikelytoquitjobs
- **MSNBC:**<http://articles.moneycentral.msn.com/news/article.aspx?feed=PR&date=20101213&id=12506062>
- **US News & World Report:** http://www.usnews.com/mobile/articles_mobile/overqualified-workers-may-be-less-likely-to-quit-jobs
- **Harvard Business Review, December 2010:** <http://hbr.org/2010/12/the-myth-of-the-overqualified-worker/ar/1>