

**Joel B. Carnevale**  
Assistant Professor  
Department of Management  
Martin J. Whitman School of Management  
Syracuse University  
721 University Ave, Syracuse, NY 13244  
Email: jbcarnev@syr.edu

## EDUCATION

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<b>Ph.D., Management Organizational Studies, Strategy, and Change</b> Raymond J. Harbert College of Business Auburn University – Auburn, Alabama	2013-2017
<b>M.B.A.</b> Davis College of Business and Economics Radford University – Radford, Virginia	2011-2012
<b>B.S., Economics</b> Davis College of Business and Economics Radford University – Radford, Virginia	2008-2010

## ACADEMIC APPOINTMENTS

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<b>Assistant Professor</b> , Syracuse University	2017-Present
<b>Teaching and Research Assistant</b> , Auburn University J.T. Pursell, Research Fellow	2013-2017
<b>Adjunct Professor</b> , Radford University	2012-2013

## PUBLICATIONS

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- **Carnevale, J. B.**, Huang, L., & Paterson, T. (2019). LMX-Differentiation Strengthens the Prosocial Consequences of Leader Humility: An Identification and Social Exchange Perspective. *Journal of Business Research*, 96, 287-296.
- **Carnevale, J. B.**, Huang, L., & Harms, P. (2018). Leader Consultation Mitigates the Harmful effects of Leader Narcissism: A Belongingness Perspective. *Organizational Behavior and Human Decision Processes*, 146, 76-84.
- **Carnevale, J. B.**, Huang, L., & Harms, P. (2018). Speaking Up to the Emotional Vampire: A Conservation of Resources Perspective. *Journal of Business Research*, 91, 48-59.

- **Carnevale, J. B.**, Huang, L., Crede, M., Harms, P., & Uhl-Bien, M. (2017). Leading to Stimulate Employees' Ideas: A Quantitative Review of Leader–member Exchange, Employee Voice, Creativity, and Innovative Behavior. *Applied Psychology*, 66(4), 517-552.
- **Carnevale, J. B.**, Walker, A. G., Walker, H. J. Organizational Greed: Behavior, Perception, or Trait? Toward an Integrated Theory. *Academy of Management Best Paper Proceedings*, 2016 (top 10% of papers).

## MANUSCRIPTS UNDER REVIEW

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- **Carnevale, J. B.**, & Huang, L., Uhl-Bien, M., & Harris, S. G. Feeling Obligated Yet Hesitant to Speak Up: Investigating the Curvilinear Relationship between LMX and Promotive Voice. *Invited for Revise and Resubmit at Journal of Occupational and Organizational Psychology*.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Yu, L., He, W. Outshined and Envious: A Self-Evaluation Maintenance Model of Leader Narcissism and Employee Reputation for Creativity. *Under Review at Academy of Management Journal*.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Farmer, S. Creativity under Threat: Examining the Reputational and Knowledge Hiding Consequences of Employee Creativity. *Under Review at Personnel Psychology*.
- **Carnevale, J. B.**, Huang, L., & Vincent, L. C. Insatiable, Individualistic, and Investing in Oneself: Exploring the Work-Related Impact of Employee Greed. *Under Review at Journal of Management Studies*.
- **Carnevale, J. B.**, & Huang, L. The Nature and Consequences of Leader Greed: A Social Information Processing Perspective. *Under Review at Journal of Business Research*.

## MANUSCRIPTS IN PROGRESS

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- **Carnevale, J. B.**, & Gangloff, A. K. Why do CEOs Make Good after Doing Bad? A Dual-Pathway Model of CEO Motives Following Misconduct. *In preparation to submit to Academy of Management Review*.
- Huang, L., **Carnevale, J. B.**, Paterson T., De Cremer, D., & Liu. W. The Consequences of Employee Silence: A Moral Cleansing Approach. *Targeting Academy of Management Journal*.
- **Carnevale, J. B.**, Walker, A. G., Reynolds, S. G., Huang, L., Walker, H. J. Organizationally-Borne Greed: A Role-Based Model of Over-Aggressiveness in and for the Organization. *Targeting Journal of Management*.

- Pankaj, P., Harms, P. **Carnevale, J. B.** Psychological Disorders in Entrepreneurial Contexts: A P-E Fit Approach to Understanding Narcissistic Personality Disorder and Self-Employment Status. *Targeting International Small Business Journal*.

## CONFERENCE PRESENTATIONS

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- **Carnevale, J. B.**, & Gangloff, A. K. *Why do CEOs Make Good after Doing Bad? A Dual-Pathway Model of CEO Motives Following Misconduct*. Presentation at the Meeting of the Academy of Management Specialized Conference on Responsible Leadership in Rising Economies: Bled, Slovenia, 2019.
- **Carnevale, J. B.**, Harms, P. H., Hatak, I., Phan, P., Stephan, U., & Wiklund, J (Co-Organizers). *Mental Health and Well-being as the Link between Entrepreneurship and Leadership Research*. Professional Development Workshop (PDW) at the 79<sup>th</sup> Annual Meeting of the Academy of Management: Boston, MA, 2019.
- Vincent, L. C., & **Carnevale, J. B.** (Co-Organizers). *Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity*. Organized symposium at the 79<sup>th</sup> Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.** Examining the Reputational and Knowledge Sharing Consequences of Employee Creativity. In Vincent, L. C., & **Carnevale, J. B.** (Co-Organizers). *Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity*. Invited presentation at the 79<sup>th</sup> Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.** Outshined and Envious Narcissistic Leaders: A Self-Evaluation Maintenance Perspective. In L. Huang & D. L. Shapiro (Co-Organizers). *Why and when is Narcissistic Leader Harmful: Exploring Mediating Mechanisms and Boundary Conditions*. Invited symposium at the 79<sup>th</sup> Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.**, & Huang, L. *The Nature and Consequences of Leader Greed: A Social Information Processing Perspective*. Presentation at the European Group for Organizational Studies (EGOS): Edinburgh, UK, 2019.
- **Carnevale, J. B.**, Huang, L., & Vincent, L. C. *Insatiable, Individualistic, and Investing in Oneself: Examining Employee Greed from a Conservation of Resources Perspective*. Presentation at the 78<sup>th</sup> Annual Meeting of the Academy of Management: Chicago, IL, 2018.
- **Carnevale, J. B.**, Walker, A. G., Walker, H. J. *Organizational Greed: Behavior, Perception, or Trait? Toward an Integrated Theory*. Presentation at the 76<sup>th</sup> Annual Meeting of the Academy of Management: Anaheim, CA, 2016.

- **Carnevale, J. B.**, Huang, L., & Harms, P. *Speaking up to the Emotional Vampire: A Conservation of Resources Perspective*. Presentation at the 76<sup>th</sup> Annual Meeting of the Academy of Management: Anaheim, CA, 2016.
- **Carnevale, J. B.**, & Huang, L., Uhl-Bien, M., & Harris, S. G. *The Double-Edged Sword of Leader-Member Exchange on Employee Voice in Groups: Social Contagion or Strategic Maneuvering?* Southern Management Association: Charlotte, NC, 2016.
- **Carnevale, J. B.**, Huang, L., & Patterson, T. *Turning Followers into Prosocial Citizens: An Integrated Model of Leader Humility and Follower Helping Behavior*. Southern Management Association: Charlotte, NC, 2016.
- **Carnevale, J. B.**, & Walker, A. *Greed at Work: A Review and Assessment*. Presentation at the 76<sup>th</sup> Annual Meeting of the Academy of Management Conference: Philadelphia, PA, 2014.
- Kunkel, D., **Carnevale, J.B.** and Henderson, D. *Understanding Workplace Incivility: Examining Issues with Measurement*. Presentation at the Allied Academies International Conference, New Orleans, LA, 2013.
- Vehorn, C. L., Kopf, J., & **Carnevale, J. B.** *Global Industry Concentration*. Presentation at the Society of Business Research, Nashville, TN, 2012.

## **AWARDS AND HONORS**

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- J.T. Pursell, Sr. Research Fellowship, 2013-2017
- Best Paper Proceedings, Academy of Management Conference, 2016: Anaheim, CA
- Best Doctoral Student Paper Award, OB Division, Southern Management Association Conference, 2016: Charlotte, NC
- Best Paper Award, Society of Business Research Conference, 2012: Nashville, TN
- AU Summer Research Assistantship, 2013
- RU Graduate Teaching Assistantship, 2011-2012
- RU Graduate Tuition Scholarship, 2011-2012

## **ADVANCED RESEARCH TRAINING**

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- 2017, *FSL Course on Functional and Structural Brain Image Analysis*, 2017 University of Oxford FSL Course hosted by the University of British Columbia, Vancouver, BC.
- 2016, *Functional MRI Visiting Fellowship: A Five-Day Intensive Introduction*, 2016 fMRI Visiting Fellowship Course hosted by the Athinoula A. Martinos Center for Biomedical Imaging, Boston, MA.
- 2016, *Research Methods Consortium*, 2016 Doctoral Student and Early Career Faculty Consortium hosted by the Center for the Advancement of Research Methods & Analysis (CARMA).

- 2015, *Introduction to Social Network Analysis*, 2015 LINKS Center Workshop hosted by University of Kentucky, Lexington, KY.

## RESEARCH FUNDING

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- Syracuse University Roadmap Grant on Innovation, 2019 (\$37,680)
- Harbert College of Business fMRI Research Endowment, 2016 (\$1000)
- Center for Ethical Organizational Cultures fMRI Research Endowment, 2016 (\$2000)
- External Funding for fMRI Research, 2016 (\$1000)
- Vam York Fellowship Doctoral Grant Recipient, 2016 (\$3,000)
- Feild-Armenakis Fellowship Doctoral Student Award, 2016 (\$2,000)
- Vam York Fellowship Doctoral Grant Recipient, 2015 (\$4,000)
- Feild-Armenakis Fellowship Doctoral Student Award, 2015 (\$2,000)

## TEACHING EXPERIENCE

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**Department of Management, Syracuse University, Assistant Professor** 2017 - Present  
Undergraduate Courses Taught:

- Spring, 2019 – Foundations of Management
- Spring, 2018 – Foundations of Management

**Department of Management, Auburn University, Graduate Teaching Fellow** 2013 - 2017  
Undergraduate Courses Taught:

- Summer, 2017 – Principles of Management
- Spring, 2017 – Principles of Management
- Fall, 2016 – Principles of Management
- Summer, 2016 – Principles of Management
- Spring, 2016 – Principles of Management
- Fall, 2015 – Principles of Management
- Spring, 2015 – Principles of Management
- Fall, 2014 – Principles of Management

Courses Assisted:

- Fall, 2015 – Organizational Leadership and Change (MBA Course)
- Fall, 2015 – Organizational Leadership and Change (EMBA Course)
- Spring, 2014 – Strategic Management
- Fall, 2013 – Strategic Management

**Department of CORE Curriculum, Radford University, Instructor** 2012 - 2013  
Undergraduate Courses Taught:

- Spring, 2013 – Topics in Ethical Inquiry (Business Ethics)
- Fall, 2012 – Topics in Critical Inquiry (General Business)

## **PROFESSIONAL ACTIVITIES**

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### **Associate Editor**

- Journal of Business Research

### **Ad-hoc Reviewer**

- Journal of Management
- Journal of Occupational and Organizational Psychology
- Small Group Research
- Current Psychology

### **Academy of Management Meeting**

- Volunteer, AOM Mentor, 2017 onwards
- Volunteer, Session Chair, 2016
- Member, Reviewer, 2014 onwards

### **Southern Management Association**

- Pre-doc consortium panel, Speaker, 2018 onwards
- Volunteer, Session Chair, 2017
- Volunteer, Placement Services, 2013
- Reviewer, 2014, 2017