

721 University Ave  
WSOM Suite 508  
Syracuse, NY 13244

**Joel B. Carnevale**  
Martin J. Whitman School of Management  
Syracuse University

315-443-4788  
jbcarnev@syr.edu  
[joelcarnevale.com](http://joelcarnevale.com)

## EDUCATION

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

## ACADEMIC APPOINTMENTS

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<b>Assistant Professor of Management</b> Martin J. Whitman School of Management Syracuse University	2017-Present
<b>Instructor and J.T. Pursell Research Fellow</b> Raymond J. Harbert College of Business Auburn University	2013-2017
<b>Instructor/Adjunct Lecturer</b> Davis college of Business and Economics Radford University	2012-2013

## SELECTED ASSIGNMENTS OF IMPORTANCE

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<b>Associate Editor</b> , Journal of Business Research	2019-Present
<b>Guest Editor</b> , Journal of Business Research, Special Issue “ <a href="#"><i>A Better Tomorrow? Work and Well-being in the Entrepreneurial Society</i></a> ”	2021-2022
<b>Contributor</b> , Entrepreneur	2019-Present

## PUBLICATIONS

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- **Carnevale, J. B.**, & Carson, J. E., & Huang, L. (2020). Greedy for Thee or Greedy for Me? A Contingency Model of Positive and Negative Reactions to Leader Greed. *Journal of Business Research*.
- **Carnevale, J. B.**, & Huang, L., Uhl-Bien, M., & Harris, S. G. (2020). Feeling Obligated Yet Hesitant to Speak Up: Investigating the Curvilinear Relationship between LMX and Promotive Voice. *Journal of Occupational and Organizational Psychology*, 66: 517–552.

- Harms, P. D., Pankaj, P. C., & **Carnevale, J. B.** (2020). Self-Centered and Self-Employed: Gender and the Relationship between Narcissism and Self-Employment. *Journal of Business Research*, 116: 183-187.
- **Carnevale, J. B.**, Hatak, I. (2020). Employee Adjustment and Well-Being in the Era of COVID-19: Implications for Human Resource Management. *Journal of Business Research*, 116: 183-187.
- **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., Vincent, L. C., Farmer, S., & Wang, Lin. (2021). Better to Give Help than to Receive or Seek Help? Investigating the Social Dynamics of Maintaining a Reputation for Creativity. *Invited for 2<sup>nd</sup> Round Revise and Resubmit at Organizational Behavior and Human Decision Processes*.
- **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. *Invited for 1<sup>st</sup> Round Revise and Resubmit at Journal of Management*.
- **Carnevale, J. B.**, & Gangloff, A. K. Why do CEOs Make Good after Doing Bad? Moral Cleansing as an Alternative Explanation for Firm Responses Following Organizational Wrongdoing. *Under Review at Journal of Business Ethics*.

#### **MANUSCRIPTS IN PROGRESS**

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- Huang, L., **Carnevale, J. B.**, Paterson T., De Cremer, D., & Liu, W. The Consequences of Employee Silence: A Moral Cleansing Approach.
- **Carnevale, J. B.**, McSweeney, J., McSweeney, K., & Tucker, R. Envy in Entrepreneurship.
- Huang, L., Owens, B. P., **Carnevale, J. B.**, & Mercer, I. The Dark-Side of Leader Humility.
- Huang, L., Yu, L., Duffy, M., & **Carnevale, J. B.** Supervisor Downward Envy and Territoriality.
- **Carnevale, J. B.**, Huang, L., & Vincent, L. C. Insatiable, Individualistic, and Investing in Oneself: Exploring the Work-Related Impact of Employee Greed.

## SELECTED MEDIA COVERAGE

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### *Leadership and Influence*

- [Understanding the Basics of Organizational Structure and Design.](#) *Workest.* 2021
- [The Science of Success.](#) *TIME.* 2020
- [Employee Loneliness in Remote Work Environments: What Leaders Can Do.](#) *Workest.* 2020
- [Helping Employees Cope: Leadership for a Supportive and Cooperative Workplace.](#) *Workest.* 2020
- [Preventing the Spread of Conspiracism During Times of Crisis Requires Effective Leadership.](#) *Entrepreneur.* 2020
- [Why George Orwell Matters for Great Business Leadership.](#) *Entrepreneur.* 2020
- [What Is Organizational Culture, and How Can You Ensure You're Cultivating the Right One?](#) *Workest.* 2020
- [How to Give Creativity a Voice in the Workplace.](#) *Entrepreneur.* 2019
- [Your Narcissism Is Killing Your Employees' Productivity. How to Avoid the Pitfalls.](#) *Entrepreneur.* 2018

### *Motivation and Well-Being*

- [Is Your "Best" Employee Really Your Most Toxic?](#) *Entrepreneur.* 2021
- [Are Mind-Altering Substances Hurting Your Employees' Productivity?](#) *Entrepreneur.* 2020
- [Think Being Close with Your Employees Will Motivate Them to Go Above and Beyond?](#) *Entrepreneur.* 2020
- [Getting "Generation Me" Invested in Your Change Initiative.](#) *Workest.* 2020
- [Having Issues with Employee Engagement? It Could Be Personal.](#) *Workest.* 2020
- [The Unexpected Source of Employee Burnout.](#) *Entrepreneur.* 2019
- [Research Says Your Ego May Be Causing Employee Burnout: Here Are 3 Ways To Stop It.](#) *Business Insider.* 2019

### *Entrepreneurship*

- [Are Entrepreneurs Narcissists?](#) *Entrepreneur.* 2020
- [Can Being Bullied Make You a More Successful Entrepreneur?](#) *Entrepreneur.* 2019
- [Competitive Rivals Can Make You More Successful.](#) *Entrepreneur.* 2019
- [3 Ways Entrepreneurs Can Use Envy to Fuel Success.](#) *Entrepreneur.* 2019

### *Decision-Making*

- [3 Ways to Boost Your Creative Potential.](#) *Workest.* 2020
- [Understanding and Incorporating "Dark" Traits in Personality Assessments.](#) *Workest.* 2020
- [A Guide to Using Personality Tests in Your Organization.](#) *Workest.* 2020
- [Are You Open To Opposing Viewpoints? 3 Tips For Improving Critical Thinking.](#) *Entrepreneur.* 2020
- [3 Reasons Why We Fall for Conspiracy Theories.](#) *Entrepreneur.* 2020
- [3 Steps You Can Take to Reduce Bias and Become a Better Decision-Maker.](#) *Workest.* 2020
- [The Zero-Sum Mindset: How to Avoid Toxic Thinking in Moments of Crisis.](#) *Entrepreneur.* 2020
- [Tips for Selecting and Training a Talented Narcissist.](#) *Workest.* 2019
- [College students should start taking a closer look at the products, services they use.](#) *The Daily Orange.* 2019

## CONFERENCE PRESENTATIONS

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- **Carnevale, J. B.**, McSweeney, J., McSweeney, K., & Tucker, R. Entrepreneurial Envy: A Mixed-Blessing for Entrepreneurial Action? In L. Javadian, G., Gupta, A., & Cardon., M. Shapiro (Co-Organizers). *Emotions and Entrepreneurship: The Road Travelled, Boundary Conditions, and New Approaches*. Invited symposium at the 80<sup>th</sup> Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.**, Hatak, I., Phan, P., Stephan, U., & Wiklund, J (Co-Organizers). *Neurodiversity and the Future of Work in Entrepreneurial and Organizational Contexts*. Professional Development Workshop (PDW) at the 80<sup>th</sup> Annual Meeting of the Academy of Management: Vancouver, BC, 2020.
- **Carnevale, J. B.**, McSweeney J., McSweeney, K., & Tucker, R. *Entrepreneurial Envy*. Invitation to present at the 72<sup>nd</sup> *Rencontres de St-Gall*: St. Gallen, Switzerland, 2020.
- **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.
- **Carnevale, J. B.** & Vincent, L. C. (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.**, Huang, L., Vincent, L. C., & Farmer, S. 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.**, Huang, L., Vincent, L. C., Yu, L., & He, W. 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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<b>Syracuse University</b>	<b>Instructor Rating</b>
<ul style="list-style-type: none"> <li>• <i>Foundations of Management (Spring, 2020)</i> Taught 117 students across two sections (4.00; 4.52)</li> </ul>	4.26/5
<ul style="list-style-type: none"> <li>• <i>Foundations of Management (Spring, 2019)</i> Taught 139 students across two sections (3.98; 4.02)</li> </ul>	4.00/5
<ul style="list-style-type: none"> <li>• <i>Foundations of Management (Spring, 2018)</i> Taught 134 students across two sections (4.11; 4.13)</li> </ul>	4.12/5
<b>Auburn University</b>	
<ul style="list-style-type: none"> <li>• <i>Principles of Management (Summer, 2017)</i> Taught 47 students</li> </ul>	5.4/6
<ul style="list-style-type: none"> <li>• <i>Principles of Management (Spring, 2017)</i> Taught 134 students</li> </ul>	5.5/6
<ul style="list-style-type: none"> <li>• <i>Principles of Management (Fall, 2016)</i> Taught 134 students</li> </ul>	5.4/6
<ul style="list-style-type: none"> <li>• <i>Principles of Management (Summer, 2016)</i> Taught 46 students</li> </ul>	5.4/6
<ul style="list-style-type: none"> <li>• <i>Principles of Management (Spring, 2016)</i> Taught 111 students</li> </ul>	5.4/6
<ul style="list-style-type: none"> <li>• <i>Principles of Management (Fall, 2015)</i> Taught 113 students</li> </ul>	5.5/6
<ul style="list-style-type: none"> <li>• <i>Principles of Management (Spring, 2015)</i> Taught 112 students</li> </ul>	5.2/6
<ul style="list-style-type: none"> <li>• <i>Principles of Management (Fall, 2014)</i> Taught 111 students</li> </ul>	5.4/6
<ul style="list-style-type: none"> <li>• <i>Organizational Leadership and Change (Fall, 2015)</i> Assisted MBA course</li> </ul>	–
<ul style="list-style-type: none"> <li>• <i>Organizational Leadership and Change (Fall, 2015)</i> Assisted Executive MBA course</li> </ul>	–
<ul style="list-style-type: none"> <li>• <i>Strategic Management (Spring, 2014)</i> Taught 96 students across three sections in SM lab</li> </ul>	4.7/6
<ul style="list-style-type: none"> <li>• <i>Strategic Management (Fall, 2013)</i> Taught 53 students across two sections in SM lab</li> </ul>	4.8/6
<b>Radford University</b>	
<ul style="list-style-type: none"> <li>• <i>Topics in Ethical Inquiry (Spring, 2013)</i> Taught 50 students across two sections in Business Ethics (4.39; 4.56)</li> </ul>	4.48/5
<ul style="list-style-type: none"> <li>• <i>Topics in Critical Inquiry (Fall, 2012)</i> Taught 49 students across two sections in MGT topics (4.20; 4.54)</li> </ul>	4.37/5

## PROFESSIONAL SERVICE

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### Associate Editor

- Journal of Business Research, 2019 to present

### Ad-hoc Reviewer

- Journal of Management
- Entrepreneurship Theory and Practice

- Journal of Business Ethics
- Journal of Occupational and Organizational Psychology
- Small Group Research
- Current Psychology
- Applied Psychology
- Leadership

#### **Academy of Management Meeting**

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

#### **Southern Management Association**

- Panelist, Pre-doc Consortium Panel, 2018, 2019
- Volunteer, Session Chair, 2017
- Volunteer, Placement Services, 2013
- Reviewer, 2014, 2017

#### **UNIVERSITY SERVICE**

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##### *Syracuse University*

- Coordinator, Management PhD Program (2019-present)
- Committee Member, Doctoral Board (2019-present)
- Presenter, behavioral brownbag series (2019)
- Faculty advisor, 2 Renée Crown University Honors Program students (2018, 2019)
- Presenter, Alpha Kappa Psi workshop on personality in the workplace (2018)