

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

EDUCATION

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

ACADEMIC APPOINTMENTS

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

EDITORIAL APPOINTMENTS

Associate Editor
Journal of Business Ethics, 2022-present
Journal of Business Research, 2019-2022

Editorial Board Member
Journal of Management, beginning Fall, 2022

RESEARCH

I study the interpersonal dynamics that exist between leaders and their subordinates. My current research centers on three interconnected areas: destructive leadership, creative reputations, and behavioral ethics..

PUBLICATIONS

- **Carnevale, J. B., & Gangloff, A. K. A.** (2022). A Mixed Blessing? Moral Cleansing as an Alternative Explanation for CEOs' Reparative Responses Following Misconduct. *Journal of Business Ethics*.

- **Carnevale, J. B.**, Huang, L., Yam, K. C., & Wang, L. (2022). Laughing with Me or Laughing at Me? The Differential Effects of Leader Humor Expressions on Follower Status and Influence at Work. *Journal of Organizational Behavior*. (All four authors share first authorship on this paper).
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Farmer, S., & Wang, Lin. (2021). Better to Give than to Receive (or Seek) Help? The Interpersonal Dynamics of Maintaining a Reputation for Creativity. *Organizational Behavior and Human Decision Processes* 167, 144-156. (The first and second authors share first authorship on this paper).
- **Carnevale, J. B.**, & Carson, J. E., & Huang, L. (2021). Greedy for Thee or Greedy for Me? A Contingency Model of Positive and Negative Reactions to Leader Greed. *Journal of Business Research*, 132, 897-905.
- **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. (The first and second authors share first authorship on this paper).
- 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. (The first and second authors share first authorship on this paper).
- **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., Credé, 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.

CONFERENCE PROCEEDINGS

- **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

- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Yu, L., & He, W. When Image Creates Envy: The Mixed Blessing of Leader Reactions to Employees' Reputation for Creativity. *Under 2nd Round Revise and Resubmit at Journal of Management*.
- Huang, L., **Carnevale, J. B.**, Paterson, T. A., Mackey, J., Xiaolu, L., Dongtao, Y., & Mercer, I. Licensed to Break Norms or Burdened to Remain Ethical? A Dual-Path Model of the Moral Image Consequences of Ethical Voice. *Under 1st Round Revise and Resubmit at Journal of Applied Psychology*.

MANUSCRIPTS IN PROGRESS

- **Carnevale, J. B.** & Huang, L., Yu, L., Duffy, M., & Wang, L. When Goliath Meets David: Gender Differences in Supervisors' Emotional and Behavioral Reactions to Subordinate Informal Influence. *Preparing Submission to Academy of Management Journal*.
- Huang, L., **Carnevale, J. B.**, Koopmann, J., Schilpzand, P., Liu, S., & Wang, L. Overqualified, Arrogant, and Deviant? Integrating Self-Control and Self-Concept Orientation Perspectives. *Preparing Submission to Academy of Management Journal*.
- Huang, L., Paterson T., **Carnevale, J. B.**, & Phillipich, M. Contextualizing the Influence of Leader Unethical Pro-Organizational Behavior: Integrating Role and Event System Theories. *Preparing Submission to Academy of Management Journal*.

SELECTED MEDIA COVERAGE

LEADERSHIP AND INFLUENCE

- [3 Reasons Introverts Can Be Good Leaders](#). *Fast Company*. 2022
- [Humor Can Make You \(and Your Employees\) More Influential – If You Do It Right](#). *Entrepreneur*. 2022
- [If You Think Trusting Your Employees More is the Answer, Think Again](#). *Entrepreneur*. 2022
- [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
- [Your Narcissism Is Killing Your Employees' Productivity. How to Avoid the Pitfalls](#). *Entrepreneur*. 2018
- [Are Entrepreneurs Narcissists?](#) *Entrepreneur*. 2020
- [Can Being Bullied Make You a More Successful Entrepreneur?](#) *Entrepreneur*. 2019

CREATIVITY AND PROSOCIAL BEHAVIOR

- [Are Your Creative Stars Fading Over Time?](#) *Entrepreneur*. 2021
- [How to Give Creativity a Voice in the Workplace](#). *Entrepreneur*. 2019
- [3 Ways to Boost Your Creative Potential](#). *Workest*. 2020
- [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
- [Your 'Best' Employee Could Become the Most Toxic: 3 Ways to Get Them Back on Track](#). *Business Insider*. 2021

INTERPERSONAL DYNAMICS AND PERSONALITY

- [How To Handle Emotional Vampires](#). *WebMD*. 2021
- [Tips for Building a More Effective Team in the Workplace](#). *Workest*. 2021
- [Motivate Your Workforce Through Goal Setting](#). *Workest*. 2021
- [3 Reasons Why Narcissists in Your Organization are Impossible to Evaluate](#). *Entrepreneur*. 2021
- [Understanding and Incorporating “Dark” Traits in Personality Assessments](#). *Workest*. 2020
- [A Guide to Using Personality Tests in Your Organization](#). *Workest*. 2020
- [Getting “Generation Me” Invested in Your Change Initiative](#). *Workest*. 2020
- [Having Issues with Employee Engagement? It Could Be Personal](#). *Workest*. 2020
- [What Is Organizational Culture, and How Can You Ensure You're Cultivating the Right One?](#) *Workest*. 2020
- [The Unexpected Source of Employee Burnout](#). *Entrepreneur*. 2019

- [Tips for Selecting and Training a Talented Narcissist](#). *Workest*. 2019
- [Competitive Rivals Can Make You More Successful](#). *Entrepreneur*. 2019
- [3 Ways Entrepreneurs Can Use Envy to Fuel Success](#). *Entrepreneur*. 2019
- [Research Says Your Ego May Be Causing Employee Burnout: Here Are 3 Ways To Stop It](#). *Business Insider*. 2019

BEHAVIORAL ETHICS AND DECISION-MAKING

- [Why George Orwell Matters for Great Business Leadership](#). *Entrepreneur*. 2020
- [The Zero-Sum Mindset: How to Avoid Toxic Thinking in Moments of Crisis](#). *Entrepreneur*. 2020
- [3 Steps You Can Take to Reduce Bias and Become a Better Decision-Maker](#). *Workest*. 2020
- [3 Reasons Why We Fall for Conspiracy Theories](#). *Entrepreneur*. 2020
- [Are You Open to Opposing Viewpoints? 3 Tips for Improving Critical Thinking](#). *Entrepreneur*. 2020
- [College students should start taking a closer look at the products, services they use](#). *The Daily Orange*. 2019

CONFERENCE PRESENTATIONS

- **Carnevale, J. B.** & Goodwin, R. (Co-Organizers). *Gender and Leadership: Exploring Novel Questions, Theories, and Boundary Conditions*. Organized symposium at the 82nd Annual Meeting of the Academy of Management: Seattle, WA, 2022.
- **Carnevale, J. B.** & Huang, L., Yu, L., Duffy, M., & Wang, L. A Territoriality Perspective of Gender Differences in Supervisor's Emotional and Behavioral Reactions to Subordinate Influence. In **Carnevale, J. B.** & Goodwin, R. (Co-Organizers). *Gender and Leadership: Exploring Novel Questions, Theories, and Boundary Conditions*. Invited presentation at the 82nd Annual Meeting of the Academy of Management: Seattle, WA, 2022.
- **Carnevale, J. B.**, Huang, L., Yam, K. C., & Wang, L. *Laughing with Me or Laughing at Me? The Differential Effects of Leader Humor Expressions on Follower Status and Influence at Work*. Presentation at the 4th Annual International Humor Conference: Virtual, 2022.
- **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 80th Annual Meeting of the Academy of Management: Virtual, 2020.
- **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 80th Annual Meeting of the Academy of Management: Virtual, 2020.
- **Carnevale, J. B.**, McSweeney J., McSweeney, K., & Tucker, R. *Entrepreneurial Envy*. Invitation to present at the 72nd *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 79th 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 79th 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 79th 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 79th 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*. Invited 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 78th 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 76th 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 76th 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 76th 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.

INVITED PRESENTATIONS

- *When Image Creates Envy: The Mixed Blessing of Leader Reactions to Employees' Reputation for Creativity*. Syracuse University Department of Psychology Faculty Brown Bag Series, 2022.

- “*Emotional Vampires*” At Work: How Leaders Stifle Employee Inclusion, Motivation, And Productivity And What Can Be Done About It. Whitman Advisory Council, Syracuse, NY, 2021.
- *Leadership for a Supportive and Cooperative Workplace*. Emptor, New York, NY, 2021.
- Loneliness and the COVID-19 Pandemic. Whitman Podcast, Syracuse, NY, 2021
- *Creativity Under Threat: Examining the Reputational and Knowledge Hiding Consequences of Employee Creativity*. Syracuse University Whitman Faculty Brownbag Series, Syracuse, NY, 2019
- *Personality in the Workplace*. Alpha Kappa Psi, Syracuse, NY, 2018

AWARDS AND HONORS

- Gutttag Junior Faculty Award given to one pre-tenure, Junior Faculty member (throughout all of the Whitman School of Management, Syracuse University) for research productivity and quality, 2021
- 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

ADVANCED RESEARCH TRAINING

- 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

- 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

SYRACUSE UNIVERSITY

- | | Instructor Rating |
|---|--------------------------|
| <ul style="list-style-type: none"> • <i>Foundations of Management (Fall, 2021)</i>
Taught 95 students across two sections (4.39; 4.27) | 4.33/5 |
| <ul style="list-style-type: none"> • <i>Foundations of Management (Spring, 2021)</i> | 4.18/5 |

- Taught 97 students across two sections (4.11; 4.24)
- *Foundations of Management (Spring, 2020)* 4.26/5
 - Taught 117 students across two sections (4.00; 4.52)
- *Foundations of Management (Spring, 2019)* 4.00/5
 - Taught 139 students across two sections (3.98; 4.02)
- *Foundations of Management (Spring, 2018)* 4.12/5
 - Taught 134 students across two sections (4.11; 4.13)

AUBURN UNIVERSITY

- *Principles of Management (Summer, 2017)* 5.4/6
 - Taught 47 students
- *Principles of Management (Spring, 2017)* 5.5/6
 - Taught 134 students
- *Principles of Management (Fall, 2016)* 5.4/6
 - Taught 134 students
- *Principles of Management (Summer, 2016)* 5.4/6
 - Taught 46 students
- *Principles of Management (Spring, 2016)* 5.4/6
 - Taught 111 students
- *Principles of Management (Fall, 2015)* 5.5/6
 - Taught 113 students
- *Principles of Management (Spring, 2015)* 5.2/6
 - Taught 112 students
- *Principles of Management (Fall, 2014)* 5.4/6
 - Taught 111 students
- *Organizational Leadership and Change (Fall, 2015)* –
 - Assisted MBA course
- *Organizational Leadership and Change (Fall, 2015)* –
 - Assisted Executive MBA course
- *Strategic Management (Spring, 2014)* 4.7/6
 - Taught 96 students across three sections in SM lab
- *Strategic Management (Fall, 2013)* 4.8/6
 - Taught 53 students across two sections in SM lab

RADFORD UNIVERSITY

- *Topics in Ethical Inquiry (Spring, 2013)* 4.48/5
 - Taught 50 students across two sections in Business Ethics (4.39; 4.56)
- *Topics in Critical Inquiry (Fall, 2012)* 4.37/5
 - Taught 49 students across two sections in MGT topics (4.20; 4.54)

PROFESSIONAL SERVICE

Guest Editor

- Journal of Business Research, Special Issue (2022-2023)
 “[*A Better Tomorrow? Work and Well-being in the Entrepreneurial Society*](#)”

Ad-hoc Reviewing

Journal of Management; Journal of Management Studies; Human Relations; Entrepreneurship Theory and Practice; Journal of Business Ethics; Journal of Occupational and Organizational Psychology; Small Group Research; Applied Psychology; Leadership; Academy of Management Annual Meeting; Southern Management Annual Meeting

Academy of Management Meeting

- Volunteer, AOM Mentor, 2017, 2018, 2019
- 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

Additional Assignments

- Director of Outreach, Network of Leadership Scholars (2022-Present)
- [Entrepreneur Leadership Network Contributor](#) (2019-Present)

UNIVERSITY SERVICE

Syracuse University

- Coordinator, Management PhD Program (2019-present)
- Department Representative, Doctoral Board (2019-present)
- Faculty advisor, 2 Renée Crown University Honors Program students (2018, 2019)