

David M. Sluss

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Academic and Professional Positions

Scheller College of Business, Georgia Institute of Technology, Atlanta, Georgia

Associate Professor of Organizational Behavior (with tenure), 2013 – present

Assistant Professor of Organizational Behavior, 2010 - 2012

Executive Education Faculty, 2010-present

- Teach core Leadership course for Executive MBA program; facilitate leadership and change management modules for client organizations.
- Clients: Argos, Bank of America, Coca-Cola, Clorox, Delta Airlines, Georgia Pacific, McKesson, NCR, Rohlig, Southern Company, Society of Cable and Telecommunications Engineers, U.S. Federal Reserve (Atlanta), YP.com.
- Academic Director, Coca-Cola Digital Leaders Program, 2019 – present
- Academic Director, GT Alumni Executive Leadership Program, 2018 – present

WU-Executive Academy, Vienna, Austria & Bucharest, Romania

Adjunct Professor for Professional MBA programs and Executive Education, 2007-2015

- Facilitated leadership and change management modules for Professional MBA & Executive Education. Clients: Verbund, A1-Telekom, Unicredit

Moore School of Business, University of South Carolina, Columbia, South Carolina

Assistant Professor of Management, 2006 – 2010

Executive Education Faculty, 2008-2010

- Taught core Leadership & Ethics course for MBA program; facilitated leadership and change management modules.
- Clients: Sonoco, URS-Washington Division, Open Enrollment clients.

PathWise, Orem, Utah

Vice President and Partner, 1998-2001

Director of Product Development, 1997-1998

- Boutique management-training consultancy to High Tech and Pharma sectors.
- Designed and delivered organizational-level educational and consulting solutions for high-potential professionals and managers for performance leadership, team leadership, cause-analysis, decision-making, and project management.
- Partial client list: Abbott Laboratories (U.S. & Puerto Rico), AMI, Baxter Pharmaceutical (Clintec Division - US & Belgium), Bay Networks, Cisco Systems, Hewlett-Packard, IBM (U.S. & Ireland), Simpson Industries (Mexico), Tap Pharmaceuticals, Zilog (R&D and Manufacturing).

TheraTech, Inc., Salt Lake City, Utah

Training & Development Specialist, 1996-1997

- Pharmaceutical company specializing in transdermal drug-delivery products.
- Led the creation and implementation of a high-potential leadership and career development program involving both educational and experiential solutions.

Education

Doctor of Philosophy, Business Administration (Organizational Behavior), 2006

W.P. Carey School of Business

Arizona State University

State Farm Doctoral Dissertation in Business Award, 2005

Master of Organizational Behavior, 1997

Marriott School of Management

Brigham Young University

Bachelor of Science, Psychology, 1995

College of Arts and Sciences

Virginia Polytechnic Institute and State University

Refereed Journal Publications

Google Scholar Citations: <http://scholar.google.com/citations?user=G1uKKWkAAAAJ&hl>

Heaphy, E.D., Byron, K., Ballinger, G.A. Gittell, J.H., Leana, C., Sluss, D.M. (2018). The changing nature of work relationships. *Academy of Management Review*, 43: 1-12.

Leavitt, K., & Sluss, D.M. (2015). Lying for who we are: An identity-based model of workplace dishonesty. *Academy of Management Review*, 40: 587-610.
Finalist for best paper for 2015 at Academy of Management Review

Sluss, D.M., Ashforth, B.E., & Gibson, K.R. (2012). The search for meaning in (new) work: Task significance and newcomer plasticity. *Journal of Vocational Behavior*, 81: 199-208.

Sluss, D.M., Ployhart, R.E., Cobb, M.G., & Ashforth, B.E. (2012). Generalizing newcomer's relational and collective identifications: Processes and prototypicality. *Academy of Management Journal*, 55: 949-975.

Sluss, D.M., & Thompson, B.S. (2012). Socializing the newcomer: The role of leader-member exchange. *Organizational Behavior and Human Decision Processes*, 119: 114-125.

Harrison, S.H., Sluss, D.M., & Ashforth, B.E. (2011). Curiosity adapted the cat: The role of trait curiosity in newcomer adaptation. *Journal of Applied Psychology*, 96: 211-220.

- Sluss, D.M., & Ashforth, B.E. (2008). How relational and organizational identification converge: Processes and conditions. *Organization Science*, 19: 807-823.
- Sluss, D.M., Klimchak, M., & Holmes, J.J. (2008). Perceived organizational support as a mediator between relational exchange and organizational identification. *Journal of Vocational Behavior*, 73: 457-464.
- Sluss, D.M., & Ashforth, B.E. (2007). Relational identity and identification: Defining ourselves through work relationships. *Academy of Management Review*, 32: 9-32.
- Ashforth, B.E., Sluss, D.M., & Saks, A.M. (2007). Socialization tactics, proactive behavior, and newcomer learning: Integrating socialization models. *Journal of Vocational Behavior*, 70: 447-462.
- Kreiner, G.E., Ashforth, B.E., & Sluss, D.M. (2006). Identity dynamics in occupational dirty work: Integrating social identity and system justification perspectives. *Organization Science*, 17: 619-636.

Book Chapters

- Leavitt, K. & Sluss, D.M. (2017). Workplace Dishonesty. *Oxford Research Encyclopedia of Business and Management*. Online. DOI: [10.1093/acrefore/9780190224851.013.12](https://doi.org/10.1093/acrefore/9780190224851.013.12)
- Ashforth, B.E., Harrison, S.H., & Sluss, D.M. (2014). Becoming: The interaction of socialization and identity in organizations over time. In A.J. Shipp & Y. Fried (Eds.), *Time and work, vol. 1: How time impacts individuals*. Philadelphia: Psychology Press.
- Ashforth, B.E., Myers, K.K., & Sluss, D.M. (2011). Socialization perspectives and positive organizational scholarship. In K.S. Cameron & G.M. Spreitzer (Eds.), *The Oxford handbook of positive organizational scholarship*: 537-551. Oxford: Oxford University Press.
- Sluss, D.M., van Dick, R., & Thompson, B.S. (2010). Role theory in organizations: A relational perspective. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology, Vol. 1: Building and helping the organization*: 505-534. Washington, DC: American Psychological Association.
- Ashforth, B.E., Sluss, D.M., & Harrison, S.H. (2007). Socialization in organizational contexts. In G.P. Hodgkinson & J.K. Ford (Eds.), *International review of industrial and organizational psychology*, vol. 22: 1-70. Sussex, England: Wiley.
- Ashforth, B.E., & Sluss, D.M. (2006). Relational identities in organizations: Healthy versus unhealthy. In L. Kyriakidou & M. Ozbilgin (Eds.), *Relational perspectives in organization studies*: 8-27. Cheltenham, UK: Edward Elgar.

Roberson, L., & Sluss, D.M. (2004). Systematic motivational counseling at work: Improving employee performance, satisfaction, and socialization. In W.M. Cox & E. Klinger (Eds.). *Handbook of motivational counseling*: 283-299. Sussex, England: Wiley.

Manuscripts under Review or Revision

Sluss, D.M., Powley, N., Fan, Y., & Barrett, F. Being new and resilient: Relational identification as a mediator for newcomer resilience. Under 1st review at *Organization Science*.

Manuscripts in Preparation

Fan, Y. & Sluss, D.M. Self-sacrifice to impress: Newcomer impression management via self-sacrifice and the moderating role of prototypicality. Target: *Journal of Applied Psychology*

Gibson, K.R., & Sluss, D.M. Saying thank-you: Expressing gratitude within supervisor—subordinate relationships. Target: *Journal of Management*

Harrison, S.H., Sluss, D.M., & Kurkoski, J. An inductive study of sharing outsider ideas while becoming an insider: Building credibility during idea emergence. Target: *Academy of Management Journal*

Powley, N., Sluss, D.M., Fan, Y., & Barrett, F. Newcomer resilience: The impact of identity-based conversations. Target: *Academy of Management Journal*

Sluss, D.M. & Bubbenzer, P. Building for mutual glory or resting on reflected laurels? The curvilinear moderated association of relational identification, task interdependence, and in-role performance. Target: *Organization Science*

Thompson, B.S. & Sluss, D.M. Relational identity negotiation: Redefining supervisory relationships at work. Target: *Leadership Quarterly*

Peer-reviewed Conference Papers, Presentations, & Symposiums

Sluss, D.M. (2019). *Mind the Gap: Relationality at Work*. Symposium panelist at the annual meeting of the Academy of Management, Boston.

Powley, E.H., Sluss, D.M., Fan, Y., & Barrett, F.J. (2018). *Newcomer resilience: The impact of identity-based conversations*. Symposium paper presented at the annual meeting of the Academy of Management, Chicago.

Sluss, D.M., & Fan, Y. (2018). *Making mindfulness: Relational decentering within leader-member relationships*. Symposium paper presented at the annual meeting of the Academy of Management, Chicago.

- Fan, Y., & Sluss, D.M. (2017). *Let me show you who I want to be...: Self-presentation during newcomer adjustment*. Symposium paper presented at the annual meeting of the Academy of Management, Atlanta.
- Barrett, F.J., Powley, E.H., & Sluss, D.M. (2017). *Reconstituting narrative identities through relational resilience*. Symposium paper presented at the annual meeting of the Academy of Management, Atlanta.
- Gibson, K.R., & Sluss, D.M. (2016). *Gratitude as a relational practice: An exploration of the consequences of saying thank you*. Symposium paper presented at the annual meeting of the Academy of Management, Anaheim.
- Sluss, D.M., Powley, N., Fan, Y., & Barrett, F.J. (2016). *Newcomer resilience: Supervisory influence via learning and identification*. Symposium paper presented at the annual meeting of the Academy of Management, Anaheim.
- Harrison, S.H., & Sluss, D.M. (2015). *Newcomer idea emergence: An inductive study of sharing outsider ideas while becoming an insider*. Paper presented at the annual meeting of the Academy of Management, Vancouver.
- Sluss, D.M. (2014). *Relationships, relational identification, personal identification: Similar yet different constructs?* Symposium panelist at the annual meeting of the Academy of Management, Philadelphia
- Sluss, D.M., & Vough, H.C. (2014). *When the “what” defines the “who”: Occupational identity constellations*. Symposium paper presented at the annual meeting of the Academy of Management, Philadelphia.
- Gibson, K.R., & Sluss, D.M. (2013). *Gratitude’s advantages and disadvantages: How role engagement changes the meaning of “thank-you.”* Symposium paper presented at the annual meeting of the Academy of Management, Orlando.
- Gibson, K.R., & Sluss, D.M. (2012). *Saying thank-you: Authentic and strategic gratitude and their effects on work relationships*. Paper presented at the annual meeting of the Academy of Management, Boston.
- Harrison, S.H., & Sluss, D.M. (2011). *Surprising the cat: States of curiosity and proactivity in newcomer learning*. Symposium paper presented at the annual meeting of the Academy of Management, San Antonio.
- Sluss, D.M., Junco, E., & Ashforth, B.E. (2011). *The search for meaning in (new) work: Task significance and newcomer plasticity*. Paper presented at the annual meeting of the Academy of Management, San Antonio.

- Sluss, D.M., Vough, H.C., & Kreiner, G.E. (2011). *Nomadic professional identity construction: Relational mirroring and anchoring*. Symposium paper presented at the annual meeting of the Academy of Management, San Antonio.
- Sluss, D.M., Ployhart, R.E., & Cobb, M.G. (2010). *Converging newcomer's relational and collective identification: Prototypicality as moderator*. Paper presented at the annual meeting of the Academy of Management, Montreal.
- Leavitt, K., & Sluss, D.M. (2010). *Lying for who we are: An identity-based model of prevarication and dishonesty in the workplace*. Symposium paper presented at the annual meeting of the Academy of Management, Montreal.
- Sluss, D.M. (2010). *Keeping it all together: Professional and relational identities as holistic mechanisms for work-life balance*. Panel presentation at the annual meeting of the Academy of Management, Montreal.
- Sluss, D.M., & Thompson, B.S. (2009). *Socialization and social exchange: Leader-member exchange as mediator between tactics and attachment*. Paper presented at the annual meeting of the Academy of Management, Chicago.
- Thompson, B.S., & Sluss, D.M. (2009). *Forgiveness within organizations: An identity perspective*. Symposium paper presented at the annual meeting of the Academy of Management, Chicago.
- Harrison, S.H., Corley, K.G., & Sluss, D.M. (2009). *The experience of culture and identity: Issues of durability and the influence of attachment*. Symposium paper presented at the annual meeting of the Academy of Management, Chicago.
- Sluss, D.M., Cooper, D., Morrell, D.L., & Thompson, B.S. (2008). *Coming into focus: Exploring work relationships through exchange and identity lenses*. Symposium paper presented at the 15th meeting of the European Association of Experimental Social Psychology, Opatija, Croatia.
- Sluss, D.M., Morrell, D.L., & Ashforth, B.E. (2008). *Relational identification: Antecedents and consequences*. Symposium paper presented at the annual meeting of the Academy of Management Conference, Anaheim.
- Rutti, R.M., & Sluss, D.M. (2007). *How do I love thee...: Differential associations between relational identification and exchange quality*. Paper presented at the annual meeting of the Academy of Management, Philadelphia.
- Sluss, D.M., Klimchak, M., & Holmes, J.J. (Johnson) (2007). *The manager's manager: The influence of the 'up-line' on support, identification, and trust*. Paper presented at the annual meeting of the Academy of Management, Philadelphia.

- Ashforth, B.E., Sluss, D.M., & Saks, A.M. (2006). *Socialization tactics, proactivity, and learning: How process and content influence adjustment*. Paper presented at the annual meeting of the Academy of Management, Atlanta.
- Harrison, S.H., & Sluss, D.M. (2006). *Socializing the cat: An empirical examination of curiosity in newcomer learning*. Symposium paper presented at the annual meeting of the Academy of Management Conference, Atlanta.
- Sluss, D.M. (2006). *Generalizing relational identification to and from organizational identification*. Paper presented at the annual meeting of the Academy of Management Conference, Atlanta. (*Empirical paper based upon dissertation*)
- Roberson, L., Sluss, D.M., & Kaplan, S. (2005). *Differential treatment: Effects of organizational climate and individual differences*. Symposium paper presented at the annual meeting of the Academy of Management, Honolulu.
- Sluss, D.M. (2005). *Generalizing relational identification to and from organizational identification*. Symposium paper presented at the annual meeting of the Academy of Management, Honolulu. (*Conceptual paper based upon dissertation*)
- Ashforth, B.E., Kreiner, G.E., Sluss, D.M., & Smith, B.R. (2004). *Organizational nomads*. Symposium paper presented at the annual meeting of the Academy of Management, New Orleans.
- Kreiner, G.E., Ashforth, B.E., & Sluss, D.M. (2004). *We're all doing the dirty work: The identity dynamics of stigmatized jobs*. Paper presented at the bi-annual conference of the International Society for Study of Work and Organizational Values, New Orleans.
- Sluss, D.M. (2003). *Simultaneous socialization: Becoming bicultural*. Paper presented at the annual meeting of the Academy of Management, Seattle.
- Sluss, D.M., & Ashforth, B.E. (2003). *Relational identity and identification: Interconnecting through work relationships*. Paper presented at the annual meeting of the Academy of Management, Seattle.
- White, M.E., Roberson, L., & Sluss, D.M. (2002). *Increasing diversity in the pipeline: Mentoring minority girls in math, science, and engineering*. Symposium paper presented at the annual meeting of the Academy of Management, Denver.

Invited Research Presentations

University of Washington, 2018
 George Mason University, 2016
 University of Massachusetts-Amherst, 2015
 University of Illinois – Urbana Champaign, 2014
 Kühne Logistics University (Germany), 2012

Rotterdam School of Management, Erasmus University (Netherlands), 2010
College of Management (now Scheller College of Business), Georgia Tech, 2009
Department of Psychology, Johann Wolfgang Goethe-Universität Frankfurt (Germany), 2008
Aston Business School, Aston University (United Kingdom), 2007
Rotterdam School of Management, Erasmus University (Netherlands), 2007

University and Executive Courses Taught

Scheller College of Business, Georgia Institute of Technology, Atlanta, GA

Leadership in Changing Business Environments (Undergraduate elective)
Leading People and Organizations (Full-time, Evening, & Executive MBA core course)
Micro Organizational Behavior (PhD seminar)

Executive Education Faculty, Scheller College of Business, Georgia Institute of Technology

Leadership modules designed and facilitated:

Leading for High Performance / High Performing Teams
Leading for Resilience
Leading Agile Processes
Leading Virtual Teams
Six Domain Leadership (certified by Alan Lind, Duke University)

Change management modules designed and facilitated:

Leading Technical Transformations
Leading and Managing Change
Leading (Digital) Change
Leading a Culture for Innovation

WU-Executive Academy, Vienna, Austria, 2007-2015

(Vienna University of Economics and Business)
Facilitated “Leadership” and “Change Management” seminars for Professional MBA and Executive Education clients with executive & practicing managers in Vienna, Austria and Bucharest, Romania within the banking, energy, international governance, telecommunications, and tourism sectors.

Moore School of Business, University of South Carolina, Columbia, SC

Leadership and Ethics (International MBA core course)
Managing Teams in the Workplace (Undergraduate elective)
Leadership and Change Management Seminars taught for Executive Education

W.P. Carey School of Business, Arizona State University, Tempe, AZ

Collaborative Team Skills; Management Principles; Human Resource Management

Professional Service

Associate Editor

Academy of Management Review, Special Issue Guest Editor, 2016-2018
Organizational Psychology Review, 2014-2017

Academy of Management, Managerial & Organizational Cognition Division

Past Division Chair (ex-officio), 2016-2017

Division Chair, 2015-2016

Program Chair, 2014-2015

Professional Development Workshop Chair, 2013-2014

Editorial Review Boards

Academy of Management Journal, 2013-2019

Academy of Management Review, 2011-present

Journal of Applied Psychology, 2015-present

Journal of Management, 2017-present

Organization Science, 2009-2016

Ad-hoc Reviewer

Administrative Science Quarterly

Group & Organization Management

Human Relations

Organizational Behavior and Human Decision Processes

Academy of Management, Other

New Doctoral Student Consortium, Presenter, 2009

New Doctoral Student Consortium, Program Committee Chair, 2004

Academy of Management, Organizational Behavior Division

Committee Member, Making Connections, 2010-2013

Organizer, New Member Research Forum, 2009-2013

Committee Member, Outstanding Practical Implications Award, 2008

University Service

Organizational Behavior area

Faculty recruiting co-chair, 2011-2012

Scheller College of Business

Executive Education Committee, 2015-present

Executive MBA Committee, 2015-present

MBA Committee, 2011-present

MBA Task Force, 2012-2013

MBA Task Force, 2016-2017

Georgia Institute of Technology

Chair, Graduate Curriculum Committee, 2016-2018

Graduate Curriculum Committee, 2013-2018

Management Department (University of South Carolina)

PhD admissions committee, 2006-2010
Faculty recruiting committee, 2008-2009, 2009-2010
Speaker Series co-coordinator, 2008-2010

Moore School of Business (University of South Carolina)
International MBA Faculty Executive Committee, 2007-2010

Student Theses and Dissertations

Georgia Institute of Technology

Kerry R. Gibson, Dissertation Chair (at Babson College), 2015
Felix (Yifeng) Fan, Dissertation Chair (on job market), To defend in Fall 2019

University of South Carolina

Bryant S. Thompson, Dissertation Chair (at Weber State University [previously at United States Military Academy]), 2012
Raina Rutti, Dissertation Committee Member (at Dalton State College), 2009
Ana Bolino, Dissertation Committee Member (at U. of Oklahoma), 2009
Dan Morrell, Dissertation Committee Member (at Middle Tennessee State U.), 2008