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Michael S. Christian

Management and Organizations Department
Eller College of Management
The University of Arizona
(504) 250-7940
(520) 621-4171 (fax)
msc@email.arizona.edu

EDUCATION

- Ph.D.** 2010, Management, *Eller College of Management*, University of Arizona
- M.S.** 2006, Industrial/Organizational Psychology, Tulane University
- B.A.** 1998, Psychology & Sociology, University of Wisconsin-Madison

DISSERTATION

Over-tired and out of control: Sleep deprivation, resource depletion, and workplace deviance.

Committee: Aleksander Ellis (chair), Stephen Gilliland, Jerel Slaughter

Overview: Cognitive resource theories suggest a linkage between sleep loss and deviant behaviors. Specifically, sleep deprivation is expected to reduce cognitive capacity and self-regulatory ability, and as a result decrease individuals' self-control, increase hostility, and impair the ability to make moral decisions, which will in turn increase workplace deviance. I utilize a field study and a lab study to investigate these hypotheses.

REFEREED PUBLICATIONS

Christian, M. S., Bradley, J. C., Wallace, J. C., & Burke, M. J. (in press). Workplace safety: A meta-analysis of the roles of person and situation factors. *Journal of Applied Psychology*.

Christian, M. S., Edwards, B. E., & Bradley, J. C. (in press). Situational judgment tests: Constructs assessed and a meta-analysis of their criterion-related validities. *Personnel Psychology*.

Pearsall, M., **Christian, M. S.,** & Ellis, A. P. J. (in press). Motivating interdependent teams: Individual rewards, shared rewards, or both? *Journal of Applied Psychology*.

Zyphur, M. J., Kaplan, S. A., & **Christian, M. S.** (2008). Assumptions of cross-level measurement and structural invariance in the analysis of multilevel data: Problems and solutions. *Group Dynamics: Theory, Research, and Practice*, 12, 127-140.

OTHER PUBLICATIONS

Christian, M. S., & Slaughter, J. E. (2007). Work engagement: A meta-analytic review and directions for research in an emerging area. In George T. Solomon (Ed.), *Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

UNDER REVIEW / IN PROGRESS

Li, A., Evans, J. M., **Christian, M. S.**, Gilliland, S. W., Stein, J. H., & Kausel, E. K. Effects of regulatory fit on reactions to explanations. Under review at *Journal of Applied Psychology*.

Christian, M. S., Garza, A., & Slaughter, J.E. Work engagement: A meta-analytic review and test of a theoretical model. Under review at *Journal of Applied Psychology*.

Siegel, J.L., Pearsall, M., **Christian, M.S.**, & Ellis, A.P.J. (Preparing submission). Team adaptation following member loss.

Edwards, B. E., **Christian, M. S.**, Siegel, J. L., & Tubre, T. (Preparing submission). An empirical comparison of internet and paper-and-pencil personality tests in simulated job selection.

Smith, A. N., Brief, A.P., **Christian, M. S.**, & Salvato, R. (Preparing submission). Masculine-charged work environments result in stereotype-confirming behaviors.

Christian, M. S., Ellis, A.P.J., Ganesan, S., & Faure, C. (Analyzing data). Goal orientation in teams: A longitudinal examination of deep-level faultlines.

Christian, M.S., Siegel, J.L., Garza, A., & Ellis, A. P. J. (Data collection). An examination of different forms of justice and recovery in teams: A network perspective.

INVITED PRESENTATIONS

Christian, M. S. (July, 2009). *A practical workshop on formulating and conducting meta-analysis*. Presented to the Management Department at Oklahoma State University, Tulsa, OK.

CONFERENCE PRESENTATIONS

Christian, M. S., Li, A., Evans, J. E., Gilliland, S., Stein, J. H., & Kausel, E. E. (2009). Enhancing explanations for change through regulatory focus priming. Symposium presented at the sixty-eighth annual meeting of the Academy of Management, Chicago, IL.

Christian, M.S., Pearsall, M.J., & Ellis, A.P.J. (2009). Examining the effects of hybrid rewards in teams: Balancing cooperative and competitive dynamics. Paper presented at the sixty-eighth annual meeting of the Academy of Management, Chicago, IL.

Siegel, J.L., **Christian, M.S.**, Pearsall, M.J., & Ellis, A.P.J. (2009). Expanding definitions of adaptive performance in teams: The conflicting roles of mental models. Paper presented at the sixty-eighth annual meeting of the Academy of Management, Chicago, IL.

Christian, M. S., Ellis, A.P.J., Ganesan, S., & Faure, C. (2008). Goal orientation in teams: Much more than the mean. Paper presented at the sixty-seventh annual meeting of the Academy of Management, Philadelphia, PA.

- Bradley, J. C., **Christian, M. S.**, Wallace, J. C., & Garza, A. (2008). A meta-analysis of contextual and psychological factors in occupational accidents. Paper presented at the sixty-seventh annual meeting of the Academy of Management, Philadelphia, PA.
- Christian, M. S.**, Siegel, J. L., Edwards, B. E., & Tubre, T. (2008). An empirical comparison of internet and paper-and-pencil personality tests in simulated job selection. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Christian, M. S.**, Ellis, A.P.J., Ganesan, S., & Faure, C. (2008). Goal orientation in teams: Much more than the mean. Paper presented at the 10th Annual Summit del Sol, Tucson, AZ.
- Christian, M.S.**, Edwards, B.D., & Bradley, J.C. (2007). On the nature of situational judgment tests: A construct-oriented meta-analysis. Poster presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.
- Kaplan, S. A., Zyphur, M. J., & **Christian, M. S.** (2007). Cross-level assumptions of invariance: Issues, insights, and implications. Poster presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.
- Sarpy, S.A., Bradley, J.C., **Christian, M.S.**, & Warren, C. (2006). Evaluating the impact of a tabletop exercise on recognizing and responding to a SARS event: A six month follow-up study. Abstract presented at the 134th APHA Annual Meeting and Exposition (2006), Boston, MA.
- Sarpy, S.A., Bradley, J.C., **Christian, M.S.**, & Warren, C. (2006). Considering organizational factors in developing, implementing, and evaluating emergency preparedness and response training for public health workers and first responders. Abstract presented at the 134th APHA Annual Meeting and Exposition (2006), Boston, MA.
- Zyphur, M. J., Kaplan, S. A., & **Christian, M. S.** (2006). A note on assumptions of invariance made in the analysis of multilevel data: Problems and solutions. Research Methods Division, Academy of Management Regional Conference in Asia (2006), Hong Kong, China.

GRANTS & AWARDS

- 2009 **Stephen J. Robbins Doctoral Fellowship Award**, \$10,000.
- 2009 **Dean's Research Award**, Eller College of Management
- 2008 **Stephen J. Robbins Doctoral Fellowship Award**, \$10,000.
- 2008 **Leonard Jessup Travel Award**, \$1000.
- 2008 **Academy of Management**, 2008 Outstanding Reviewer Award,
Organizational Behavior Division
- 2008 **Dean's Research Award**, Eller College of Management
- 2007-2009 **Society for Human Resource Management**, \$35,000, with Stephen Gilliland
& Jerel Slaughter: Effects of human resource outsourcing.
- 2007 **Graduate and Professional Student Council, University of Arizona**, \$450
Travel award.
- 2005-2006 **National Institute of Occupational Safety and Health**, with Sue Ann Sarpy,
Tulane School of Public Health.

PROFESSIONAL AFFILIATIONS

- American Psychological Association
- Society for Industrial and Organizational Psychology (student affiliate)
- Academy of Management (student affiliate)

TEACHING EXPERIENCE

- 2009 **Instructor**, *Organizational Behavior*, Department of Management, University
of Arizona (Overall instructor rating: **4.8/5.0**)
- 2008 **Instructor**, *Organizational Behavior*, Department of Management, University
of Arizona (Overall instructor rating: **4.8/5.0**)
- 2006 **Lab Instructor**, *Experimental Psychology*, Department of Psychology,
Tulane University (Overall instructor rating: **5.0/5.0**)
- 2005 **Lab Instructor**, *Univariate Statistics*, Department of Psychology,
Tulane University (Overall instructor rating: **4.8/5.0**)

PROFESSIONAL SERVICE

- 2009- **Ad Hoc Reviewer**, *Personnel Psychology*
- 2008- **Ad Hoc Reviewer**, Academy of Management, OB & HR Divisions
- 2007-2009 **Graduate Student Representative**, University of Arizona
- 2005 **Campus Advocacy Representative**, American Psychological Association
- 2005 **Bid Committee**, (co-chair) 2007 IO/OB Graduate Student Conference, awarded to Tulane University

EXPERIENCE

- 2009 **Consultant**, Tucson Police Department, *Tucson, AZ*
Selection system development
- 2005 **Consulting Intern**, Gantz-Wiley Research, *Minneapolis, MN.*
- 2005 - 2006 **Senior Research Associate**, South Central Public Health Training Center, *New Orleans, LA.*
Under grants from the CDC and NIOSH. Assessments of (a) training needs of public health care workers in the event of bioterrorism.
- 2000-2003 **General Manager**, mc² Restaurant and Bar, *San Francisco, CA*
Assistant General Manager, mc² Restaurant and Bar
Beverage Manager, mc² Restaurant and Bar

REFERENCES

- Aleksander Ellis, Associate Professor of Management, Eller College of Management
University of Arizona
Email: ellis@eller.arizona.edu Phone: (520) 621-1053
- Stephen Gilliland, Department Head, Management, Eller College of Management
University of Arizona
Email: sgill@eller.arizona.edu Phone: (520) 621-9324
- Michael Burke, Lawrence Martin Chair in Business, Freeman School of Business
Tulane University
Email: mburke1@tulane.edu Phone: (504) 862-3328
- Bryan Edwards, Assistant Professor of Management, Spears School of Business
Oklahoma State University
Email: bryan.edwards@okstate.edu Phone: (405) 744-8331