

## Michael D. Johnson

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Foster School of Business  
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### EDUCATION

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Michigan State University, East Lansing, MI (2006)  
Ph.D. in Organizational Behavior/Human Resource Management

Hope College, Holland, MI (1985)  
B.A. in Psychology, magna cum laude

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### AWARDS AND FELLOWSHIPS

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Finalist, Falling Walls Foundation Science Breakthrough of the Year in Social Sciences & Humanities (2024)

Executive MBA Faculty of the Program (2019, 2020)

Faculty of the Quarter, Technology Management MBA (2014-2020)

Boeing Company Professorship, Foster School of Business (2015-present)

Dean's Award for Excellence in Graduate Teaching, Foster School of Business (2019)

Organizational Behavior Division Most Innovative Student Paper Award, 75<sup>th</sup> Annual Academy of Management Conference (2016)

PhD Program Mentoring Award, Foster School of Business (2016)

Professor of the Quarter, daytime MBA (2014)

Finalist, Best Paper of the Year published in the Journal of Organizational Behavior (2013)

GM Nameplate Faculty Fellowship (2012-2014)

Western Academy of Management 2012 Ascendant Scholar Award (2012)

Core Professor of the Year, Evening MBA (2011)

Emerald Management Reviews Citation of Excellence (one of the top 50 management articles published in 2009 out of 15,000 considered)

Wells Fargo Award for Undergraduate Teaching, Foster School of Business (2009)

Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research (top 5 out of 2,000 manuscripts considered, 2009)

Organizational Behavior Division Best Paper Award, 64<sup>th</sup> Annual Academy of Management Conference (2005)

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## PUBLICATIONS

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\* indicates students or former students

1. Lee, S.H., & Johnson, M.D. (forthcoming). Emotional signaling: How helpers' emotional expressions affect attributions of motives, relationship quality, and reciprocation. *Academy of Management Journal*.
2. Handke, L., Costa, P., Hincapie Ordonez, M., & Johnson, M.D. (forthcoming). Not even remotely close: How co-location imbalance affects subgroup formation in hybrid teams. *Journal of Organizational Behavior*.
3. Johnson, M.D., \*Awtrey, E., & \*Ong, W.J. (2023). Verdicts, elections, and counterterrorism: When teams take unofficial votes. *Academy of Management Discoveries*, 9, 429-439.
4. \*Ong, W.J., & Johnson, M.D. (2023). Towards a configural theory of job demands and resources. *Academy of Management Journal*, 66, 195-221.
5. \*Baker, B., Pitesa, M., Derfler-Rozin, R., & Johnson, M.D. (2019). Stock market responses to unethical behavior in organizations: An organizational context model. *Organization Science*, 30, 319-336.
6. \*Eberly, M., \*Holley, E., Johnson, M.D., & Mitchell, T. (2017). It's not me, it's not you, it's us! An empirical examination of relational attributions. *Journal of Applied Psychology*, 102, 711-731.

7. \*Johnson, H.H., & Johnson, M.D. (2017). The influence of event characteristics on assessing advisor credibility and advice-taking. *Journal of Managerial Psychology*, 32, 89-103.
8. Ilies, R., Wagner, D., Wilson, K., Ceja, L., Johnson, M.D., DeRue, D.S., and Ilgen, D.R. (2017). Flow at work and basic psychological needs: Effects on well-being. *Applied Psychology: An International Review*, 66, 3-24.
9. \*Zhang, S., Chen, X.P., Chen, G., \*Liu, D., & Johnson, M.D. (2014). Relational versus collective identification within workgroups: Conceptualization, measurement development, and nomological network building. *Journal of Management*, 40, 1700-1731.
10. Johnson, M.D., \*Holley, E., Morgeson, F.P., Labonar, D., & Stetzer, A. (2014). Outcomes of absence control initiatives: A quasi-experimental investigation into the effects of policy and perceptions. *Journal of Management*, 40, 1075-1097.
11. \*Owens, B., Johnson, M.D., & Mitchell, T. (2013). Humility in organizations: Implications for performance, teams, and leadership. *Organization Science*, 24, 1517-1538.
12. Johnson, M.D., Hollenbeck, J.R., DeRue, D.S., Barnes, C., & Jundt, D. (2013). Functional versus dysfunctional team change: The role of problem diagnosis and external interventions for self-managing teams. *Organizational Behavior and Human Decision Processes*, 122, 1-11.
13. \*Eberly, M., Johnson, M.D., Hernandez, M., & Avolio, B. (2013). An integrative process model of leadership Examining loci, mechanisms, and event cycles. *American Psychologist*, 68, 427-443.
14. Johnson, M.D., Morgeson, F.P., & \*Hekman, D. (2012). Cognitive and affective identification: Exploring the links between different forms of social identification and personality with work attitudes and behavior. *Journal of Organizational Behavior*, 33, 1142-1167.
15. Johnson, M.D., Ilies, R., & Boles, T. (2012). Alternative reference points and outcome evaluation: The influence of affect. *Journal of Applied Psychology*, 97, 33-45.
16. Hernandez, M., \*Eberly, M., Avolio, B., & Johnson, M. (2011). The loci and mechanisms of leadership: Exploring a more comprehensive view of leadership theory. *Leadership Quarterly*, 22, 1165-1185.

17. \*Eberly, M., \*Holley, E., Johnson, M.D., & Mitchell, T. (2011). Beyond internal and external: A dyadic theory of relational attributions. *Academy of Management Review*, 36, 731-753.
18. Ilies, R., Johnson, M.D., Judge, T.A., & \*Keeney, J. (2011). A within-individual study of interpersonal conflict as a work stressor: Dispositional and situational moderators. *Journal of Organizational Behavior*, 32, 44-64.
19. Ilies, R., Fulmer, I.S., \*Spitzmuller, M., & Johnson, M.D. (2009). Personality and citizenship behavior: The mediating role of job satisfaction. *Journal of Applied Psychology*, 94, 945-959.
20. DeRue, D.S., Hollenbeck, J.R., Johnson, M.D., Ilgen, D.R., & Jundt, D. (2008). How different team downsizing approaches influence team-level adaptation and performance. *Academy of Management Journal*, 51, 182-196.
21. Ilies, R., Schwind, K., Wagner, D., Johnson, M.D., DeRue, S.D., & Ilgen, D.R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology*, 92, 1368-1379.
22. Johnson, M.D., & Hollenbeck, J.R. (2007). Collective wisdom as an oxymoron: Team-based structures as impediments to learning. In J. Langan-Fox, C.L. Cooper, and R.J. Klimoski (Eds.), *Research Companion to the Dysfunctional Workplace: Management Challenges and Symptoms* (pp. 319-331). Cheltenham, U.K.: Edward Elgar Publishing Ltd.
23. Johnson, M.D., Hollenbeck, J.R., Humphrey, S.E., Ilgen, D.R., Jundt, D., & Meyer, C.J. (2006). Cutthroat cooperation: Asymmetrical adaptation to changes in team reward structures. *Academy of Management Journal*, 49, 103-119.
24. Johnson, M.D., Morgeson, F.P., Ilgen, D.R., Meyer, C.J., & Lloyd, J.W. (2006). Multiple professional identities: Examining differences in identification across work-related targets. *Journal of Applied Psychology*, 91, 498-506.
25. Morgeson, F.P., Johnson, M.D., Campion, M.A., Medsker, G.J., & Mumford, T.V. (2006). Understanding reactions to job redesign: A quasi-experimental investigation of the moderating effects of organizational context on performance behavior. *Personnel Psychology*, 59, 333-363.

26. Ilgen, D.R., Hollenbeck, J.R., Johnson, M.D., & Jundt, D.K. (2005). Teams in organizations: From input-process-output models to IMO models. *Annual Review of Psychology*, 56, 517-543.
27. Ilgen, D.R., Lloyd, J.W., Morgeson, F.P., Johnson, M.D., Meyer, C.J., & Marrinan, M. (2003). Personal characteristics, knowledge of the veterinary profession, and influences on career choice among students in the veterinary school application pool. *Journal of the American Veterinary Medical Association*, 223, 1587-1594.

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## TEACHING EXPERIENCE

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Level and most recent course evaluations (where 5 = excellent and 0 = very poor) provided in parentheses.

- EMBA 521, Organizational Leadership (executive MBA core, 4.8)
- TMMBA 542, Leading Organizational Change (Technology Management MBA core, 4.8)
- BA 599, Teaching Effectiveness Seminar (5.0)
- MGMT 583, Special Topics in OB (PhD seminar, 5.0)
- EMBA 551, International Business (executive MBA, 4.6)
- BA 501, Leading Teams and Organizations (MBA core, 4.4)
- MGMT 500, Management and Leadership (evening MBA core, 4.6)
- MGMT 579, Leading across Cultures (MBA elective, 4.8)
- MGMT 300, Managing for Organizational Effectiveness (undergraduate core, 4.8)

Selected Executive education and invited seminars:

- Amazon
- American Institute of Architects
- Boeing
- Department of Natural Resources
- NorthStar Energy
- Pierce County Court System
- Starbucks
- Uplevel
- Zipwhip

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## PROFESSIONAL SERVICE

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Editorial Boards:

Last updated March 4, 2025

- Journal of Applied Psychology (2008-present)
- Academy of Management Journal (2009-2013)
- Organizational Behavior and Human Decision Processes (2010-2013)

Communications Officer, Organizational Behavior Division of the Academy of Management (2021-present)

Making Connections Committee, Organizational Behavior division of the Academy of Management (2012-2016)

Advisor to the Social Media Committee, OB division of the Academy of Management (2011-2012)

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## PROFESSIONAL MEMBERSHIPS

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Academy of Management  
American Psychological Association  
Society for Industrial/Organizational Psychology