

Scott DeRue

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Visionary Leader and Scholar Committed to Academic Excellence and Innovation
Positioning Michigan Ross as a Preeminent Business School

Strategy & Innovation • People Leadership • Policy and Governance • Fundraising
Organizational Development • Change Management • Stakeholder and Board Relations

Dean and chief executive officer known for innovative and focused strategies to drive academic excellence and impact. Collaborative partner with academic and non-academic units across the University to create value for and empower a diverse group of faculty, staff, students, alumni, and community partners. Chief strategist and architect for improving the Ross School's global reputation, financial strength, and climate for equity and inclusion.

Career Highlights: *Enabling Sustained Academic Excellence in a Diverse and Inclusive Community of Scholars, Students, and High-performing Professionals*

Market-leading Growth. Achieved record applications submitted to the school, including a 12% increase from 2018 to 2019. Expanded partnerships with 33 universities globally, enabling over 50% of undergraduates to study abroad. Achieved new revenue and margin records for Executive Education, including 29 new corporate partners launched in 2019.

Reputation Enhancement. Achieved 2nd highest MBA ranking in school history (#7, *U.S. News*), #3 ranking for undergraduate business (*U.S. News*), #3 ranking for executive education in the U.S. (*Financial Times*), and the #1 Masters of Management in the U.S. (*QS World University Ranking*). 4th most recognized business school among top-tier media, and named a "top 10 school to watch" by *Poets & Quants* in 2017, 2018, and 2019.

Financial and Fundraising Success. Improved the school's operating surplus not including gift revenue from -2% to 6% in 3 years. Completed the largest campaign in school history; exceeded a \$400m campaign goal (104%; \$415m). Increased financial aid support ~10% per year.

Research Excellence. Recognized as the 9th most productive business research faculty in the world (UT-Dallas Business Research Ranking), and one of only two schools in the U.S. ranked in the Top 10 by the *U.S. News* in at least 9 of 10 academic specialties.

Technology and Digital Transformation. Launched new digital education programs (degree and non-degree) for undergraduate, graduate and executive students, including over 2 million enrollments in our Ross School of Business online certificate programs.

Diversity, Equity and Inclusion. Achieved over 80% of our goals each year as part of a 5-year strategic plan for increasing diversity and fostering a more equitable and inclusive community. Increased diversity of faculty, staff and students, and achieved above-average results in the University of Michigan's climate survey.

EDUCATION

Michigan State University, Eli Broad Graduate School of Management
Ph.D. in Business Administration, 2007

University of North Carolina at Chapel Hill, Kenan-Flagler Business School
Bachelors of Science with Honors in Business Administration, 1999

EMPLOYMENT

- 2016-** Edward J. Frey Dean
Stephen M. Ross School of Business, University of Michigan
- 2016-** Stephen M. Ross Professor of Business
Stephen M. Ross School of Business, University of Michigan
- 2013-** Professor of Management and Organizations
Stephen M. Ross School of Business, University of Michigan
- 2015-2016** Gilbert and Ruth Whitaker Professor of Business Administration
Stephen M. Ross School of Business, University of Michigan
- 2014-2016** Associate Dean
Stephen M. Ross School of Business, University of Michigan
- 2011-2016** Faculty Director and Founder, Sanger Leadership Center
Stephen M. Ross School of Business, University of Michigan
- 2011-2014** Stein Research Scholar
Stephen M. Ross School of Business, University of Michigan
- 2010-2016** Faculty Director, Emerging Leaders Program
Stephen M. Ross School of Business, University of Michigan
- 2010-2011** Bank One Corporation Assistant Professor of Business Administration
Stephen M. Ross School of Business, University of Michigan
- 2007-2013** Assistant Professor of Management and Organizations
Stephen M. Ross School of Business, University of Michigan
- 2003-2007** Lecturer and Research Assistant
Eli Broad College of Business, Michigan State University

- 2003-2004** Senior Marketing Manager
Hinckley Yacht Company
- 1999-2003** Private Equity Analyst and Management Consultant
Monitor Group (now Monitor Deloitte)

BOARD SERVICE

- 2019-** Board Member
Ann Arbor Sports Commission
- 2018-** Board Member, Human Capital Committee, and Finance Committee
The Conference Board
- 2018-** Member of the Education and Industry Forum
Federal Reserve Bank of New York
- 2017-** Board Member and Audit Committee
Equinox Holdings
- 2016-** Chairperson and Board Member
William Davidson Institute

AWARDS & HONORS

- 2019** Cummings Scholarly Achievement Award, Academy of Management
- 2018** Distinguished Young Alumni Award, University of North Carolina at Chapel Hill
- 2015** Best Paper Award, *Journal of Management*
- 2013** Best Leadership Paper Award, Ivey Business School
- 2013** Early Career Achievement Award, HR Division of the Academy of Management
- 2013** Top 50 Most Influential Business Professors of 2013, *MBARankings.net*
- 2012** Stein Research Scholar, Stephen M. Ross School of Business
- 2012** Executive Education Teaching Award, Stephen M. Ross School of Business
- 2011** Outstanding Reviewer Award, *Academy of Management Journal*
- 2011** Top 40 Business School Professors Under 40, *Poets & Quants, CNN/Money*
- 2011** Making Connections Award, OB Division of the Academy of Management
- 2010** Outstanding Service Award, MED Division of the Academy of Management
- 2010** Bank One Corp. Faculty Research Award, Stephen M. Ross School of Business
- 2009** Outstanding Reviewer Award, MED Division of the Academy of Management
- 2009** S. Rains Wallace Dissertation Research Award, Society for I/O Psychology
- 2008** Outstanding Reviewer Award, OB Division of the Academy of Management
- 2007** Dissertation Completion Fellowship, Michigan State University
- 2006** Lewis Quality Award, Michigan State University, Eli Broad College of Business

- 2005** Ulrich-Lake Award for Excellence in Human Resource Management Scholarship
2004 Lewis Quality Award, Michigan State University, Eli Broad College of Business
2003 University Distinguished Fellowship, Michigan State University
1999 Excellence in Human Resource Management, Kenan-Flagler Business School

BOOKS

McCauley, C. D., DeRue, D. S., Yost, P. & Taylor, S. (2013). *Experience-driven Leader Development: Strategies, Tools, and Practices*. San Francisco, CA: Jossey-Bass/Wiley.

REFERRED SCHOLARLY PUBLICATIONS

Cha, S. E., Kim, S. S., Hewlin, P. F., & DeRue, D. S. (2020). Turning a Blind or Critical Eye to Leader Value Breaches: The Role of Value Congruence in Employee Perceptions of Leader Integrity. *Journal of Leadership & Organizational Studies*, 27, 286-306.

Karam, E. P., Hu, J., Davison, R. B., Juravich, M., Nahrgang, J. D., Humphrey, S. E. and DeRue, D. S. (2019). Illuminating the ‘Face’ of Justice: A Meta-Analytic Examination of Leadership and Organizational Justice. *Journal of Management Studies*, 56, 134-171.

Ilies, R., Wagner, D., Wilson, K., Ceja, L., Johnson, M., DeRue, S. and Ilgen, D. (2017). Flow at work and basic psychological needs: Effects on well-being. *Applied Psychology: An International Review*, 66, 3-24.

Wellman, N., Mayer, D. M., Ong, M., & DeRue, D. S. When are do-gooders treated badly? Legitimate power, role expectations, and reactions to moral objection in organizations. (2016). *Journal of Applied Psychology*, 101, 793-814.

Wilson, K. S., DeRue, D. S., Howe, M., Matta, F., & Conlon, D. E. (2016). Personality similarity in negotiations: Testing the dyadic effects of similarity in interpersonal traits and the use of emotional displays on negotiation outcomes. *Journal of Applied Psychology*, 101, 1405-1421.

DeRue, D. S., Nahrgang, J. D., & Ashford, S. J. (2015). Interpersonal perceptions and the structuring of leadership in groups. *Organization Science*, 26, 1192-1209.

Hollenbeck, J. R., DeRue, D. S., & Nahrgang, J. D. (2015). The opponent process theory of leadership succession. *Organizational Psychology Review*, 5, 333-363.

Aime, F., Humphrey, S., DeRue, D. S., & Paul, J. (2014). The riddle of heterarchy: Power transitions in cross-functional teams. *Academy of Management Journal*, 57, 327-352.

- Nahrgang, J. D., DeRue, D. S., Hollenbeck, J. R., Spitzmuller, M., Jundt, D. K., & Ilgen, D. R. (2013). Goal setting in teams: The impact of learning and performance goals on process and performance. *Organizational Behavior and Human Decision Processes*, 122, 12-21.
- Johnson, M. D., Hollenbeck, J. R., DeRue, D. S., Barnes, C. M., & Jundt, D. (2013). Functional versus dysfunctional team change: The role of problem diagnosis and external interventions for self-managed teams. *Organizational Behavior and Human Decision Processes*, 122, 1-11.
- DeRue, D. S., Nahrgang, J. D., Hollenbeck, J. R., & Workman, K. (2012). A quasi-experimental study of after-event reviews and leadership development. *Journal of Applied Psychology*, 97, 997-1015.
- DeCelles, K. A., DeRue, D. S., Margolis, J. D., & Ceranic, T. L. (2012). Does power corrupt or enable? When and why power facilitates self-interested behavior. *Journal of Applied Psychology*, 97, 681-689.
- Barnes, C. M., Hollenbeck, J. R., Jundt, D., K., DeRue, D. S., & Harmon, S. J. (2011). Mixing individual and group incentives: Best of both worlds or social dilemma? *Journal of Management*, 37, 1611-1635.
- DeRue, D. S. (2011). Adaptive leadership theory: Leading and following as a complex adaptive process. *Research in Organizational Behavior*, 31, 125-150.
- DeRue, D. S., Nahrgang, J. D., Wellman, N., & Humphrey, S. E. (2011). Trait and behavioral theories of leadership: A meta-analytic test of their relative validity. *Personnel Psychology*, 64, 7-52.
- Lam, C. F., DeRue, D. S., Karam, E.P., & Hollenbeck, J. R. (2011). The impact of feedback frequency and positive affective state on task performance: Challenging the “More is Better” assumption. *Organizational Behavior and Human Decision Processes*, 116, 217-228.
- DeRue, D. S. & Ashford, S. J. (2010). Who will lead and who will follow? A social process of leadership identity construction in organizations. *Academy of Management Review*, 35, 627-647.
- DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2010). Understanding the motivational contingencies of team leadership. *Small Group Research*, 41, 621-651.
- DeRue, D. S., Hollenbeck, J. R., Ilgen, D. R., & Feltz, D. (2010). Efficacy dispersion in teams: Moving beyond agreement and aggregation. *Personnel Psychology*, 63, 1-40.
- Morgeson, F. P., DeRue, D. S., & Karam, E. (2010). Leadership in teams: A functional approach to understanding leadership structures and processes. *Journal of Management*, 36, 5-39.

- DeRue, D. S., Conlon, D. E., Moon, H., & Willaby, H. W. (2009). When is straightforwardness a liability in negotiations? The role of integrative potential and power. *Journal of Applied Psychology, 94*, 1032-1047.
- DeRue, D. S. & Wellman, N. (2009). Developing leaders via experience: The role of developmental challenge, learning orientation, and feedback. *Journal of Applied Psychology, 94*, 859-875.
- Barnes, C. M., Hollenbeck, J. R., Wagner, D. T., DeRue, D. S., Nahrgang, J. D., & Schwind, K. (2008). Harmful help: The cost of backing up behavior in teams. *Journal of Applied Psychology, 93*, 529-539.
- DeRue, D. S., Hollenbeck, J. R., Ilgen, D. R., Johnson, M. D., & Jundt, D. (2008). How different team downsizing approaches influence team-level adaptation and performance. *Academy of Management Journal, 51*, 182-196.
- DeRue, D. S., & Morgeson, F. P. (2007). Stability and change in person-team and person-role fit over time: The effects of growth satisfaction, performance, and self efficacy. *Journal of Applied Psychology, 92*, 1242-1253.
- Ilies, R., Schwind, K., Wagner, D. T., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social activities at home. *Journal of Applied Psychology, 92*, 1368-1379.
- Morgeson, F. P., & DeRue, D. S. (2006). Event criticality, urgency, and duration: Understanding how events disrupt teams and influence team leader intervention. *Leadership Quarterly, 17*, 271-187.
- Hollenbeck, J. R., DeRue, D. S., & Guzzo, R. (2004). Bridging the gap between I/O research and HR practice: Improving team composition, team training, and team task design. *Human Resource Management, 43*, 353-366.
- Hollenbeck, J.R., DeRue, D.S., & Mannor, M. J. (2006). Statistical power and parameter stability when subjects are few and tests are many: Comment on Peterson, Smith, Martorana, and Owens (2003). *Journal of Applied Psychology, 91*, 1-5.
- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology, 87*, 875-884.

INVITED SCHOLARLY PUBLICATIONS

- Myers, C. G. & DeRue, D. S. (2017). Agency in vicarious learning at work. In J. E. Ellingson & R. A. Noe (Eds.), *Autonomous learning in the workplace*: 15–37. New York: Routledge.
- DeRue, D. S., & Myers, C. G. (2014). Leadership development: A review and agenda for future research. In D. V. Day (Ed.), *Oxford Handbook of Leadership and Organizations* (p. 829-852). Oxford: Oxford University Press.
- DeRue, D. S., Ashford, S. J., & Myers, C. G. (2012). Learning agility: In search of conceptual clarity and theoretical grounding. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 258-279.
- DeRue, D. S., Ashford, S. J., & Myers, C. G. (2012). Learning Agility: Many Questions, a Few Answers, and a Path Forward. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 316-322.
- DeRue, D. S. & Workman, K. M. (2011). Toward a positive and dynamic theory of leadership development. In K. Cameron & G. Spreitzer (Eds.), *The Oxford Handbook of Positive Organizational Scholarship*. New York: Oxford University Press.
- DeRue, D. S. & Ashford, S. J. (2010). Power to the people: Where has personal agency gone in leadership development? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 24-27.
- DeRue, D. S. & Rosso, B. (2009). Toward a theory of efficient creativity in teams. In M. A. Neale, E. A. Mannix, & J. A. Goncalo (Eds.), *Research on Managing Groups and Teams* (p. 195-228). Bingley, UK: Emerald.
- DeRue, D. S., Ashford, S. J., & Cotton, N. C. (2009). Assuming the mantle: Unpacking the process by which individuals internalize a leader identity. In L. M. Roberts & J. E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation* (p. 217-236). New York: Routledge.
- DeRue, D. S., & Hollenbeck, J. R. (2007). The Search for Internal and External Fit in Teams. In C. Ostroff & T. A. Judge (Eds.), *Perspectives on Organizational Fit* (p. 259-285). NJ: Lawrence Erlbaum.

PRACTICE-ORIENTED PUBLICATIONS

- DeRue, D. S. & Morton, D. (2013). Leading teams when lives are at stake. *Harvard Business Review Online*, April 1, 2013.

DeRue, D. S., Spreitzer, G., Flanagan, B., & Allen, B. (2013). Developing adaptive leaders for turbulent times: The Michigan Model of Leadership. *European Business Review*, May-June, 2013.

Ashford, S. J. & DeRue, D. S. (2012). Developing as a leader: The power of mindful engagement. *Organizational Dynamics*, 41, 146-154.

Ashford, S. J. & DeRue, D. S. (2010). Leadership -- It's (Much) More Than a Position. *Harvard Business Review Online*, April 29, 2010.

DeRue, D. S. & Ashford, S. J. (2010). Five Steps to Addressing the Leadership Talent Shortage. *Harvard Business Review Online*, June 2, 2010.

Sytch, M. & DeRue, D. S. (2010). Ditch the Performance Reviews? Not really. Learn to Do Them Well. *Harvard Business Review Online*, June 22, 2010.

DeRue, D. S. & Sytch, M. (2009-2010). The Leadership Seminar. A weekly blog for the *Washington Post*.

TEACHING CASES & RELATED PUBLICATIONS

Petriglieri, G. & DeRue, D. S. (2013). How can business school develop leaders? *Academy of Management Learning and Education*. Virtual issue.

DeRue, D. S., Sitkin, S. B., & Podolny, J. M. (2011). Teaching leadership: Issues and insights. *Academy of Management Learning and Education*, 10, 369-372.

DeRue, D. S. & Sytch, M. (2010). *Friction and frustration at TMG, Inc.: Leading and motivating teams*. Ann Arbor, MI: Global Lens and the William Davidson Institute. Case #1-429-112.

CHAired OR MODERATED CONFERENCE SESSIONS

Ashford, S. J. & DeRue, D. S. (2014, May). Experience-driven leader development: New tools and practices. Forum co-chairperson at the *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

DeRue, D. S. (2014, May). Exploring Learning Agility's Links with other Constructs. Forum discussant at the *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

- Piccolo, R. F. & DeRue, D. S. (2013, August). Who is a leader? A follower? New research on leadership identity in organizations. Forum co-chairperson at the *73rd Annual Meeting of the Academy of Management*, Orlando, FL.
- DeRue, D. S. (2012, August). Shared Leadership in Teams: An Exploration of Antecedents, Formal Hierarchy & Leadership Dimensions (J. Mathieu & L. D'Innocenzo, Co-chairs). Forum discussant at the *72nd Annual Meeting of the Academy of Management*, Boston, MA.
- Myers, C. G. & DeRue, D. S. (2011, August). New directions in global leadership development. Forum co-chairperson at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
- DeRue, D. S., Nahrgang, J. D., & Sluss, D. M. (2010, August). OB Division New Member Networking and Research Forum. Forum co-chairperson at the *70th Annual Meeting of the Academy of Management*, Montreal, CA.
- DeRue, D. S. & Nahrgang, J. D. (2010, April). Teaching leadership: Questions, approaches, and new directions. Forum co-chairperson at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
- Gilson, L. L., Litchfield, R. L., DeRue, D. S., & Sluss, D. M. (2009, August). OB Division New Member Networking and Research Forum. Forum co-chairperson at the *69th Annual Meeting of the Academy of Management*, Chicago, IL.
- DeRue, D. S. (2008, August). Leadership development and the lessons of experience. Symposium chairperson at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- DeRue, D. S. & Mannor, M. J. (2008, August). Is it all about the CEO? How dare we ask? Symposium co-chairperson at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- Nahrgang, J. D., & DeRue, D. S. (2007, August). Pushing the envelope: Extending the boundaries in goal orientation research. Symposium co-chairperson at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Morgeson, F. P., & DeRue, D. S. (2006, May). Team leaders: Who are they and what do they do? Symposium co-chairperson at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.

CONFERENCE PAPERS & PRESENTATIONS

Wellman, N., Ashford, S. J., DeRue, D. S., & Sanchez-Burks, J. (2018, August). How many should lead? Leadership structure schemas, formal authority, and leadership behavior. Paper presented at the *78th Academy of Management Annual Meeting*, Chicago, IL.

Nahrgang, J. D., Zhang, C., DeRue, D. S., & Ashford, S. J. (2015, August). Leadership risk perceptions over time: Dynamic trajectories and implications for leader emergence. Paper presented at the *75th Annual Meeting of the Academy of Management*, Vancouver, BC.

Zhang, C., DeRue, D. S., & Ashford, S. J. (2015, August). Time in the spotlight: Exploring multiple approaches to the role of time in organizational behavior. Symposium organized at the *75th Annual Meeting of the Academy of Management*, Vancouver, BC.

DeRue, D. S. & Myers, C. G. (2014, August). Telling the story of learning as it happens: The impact of self-narratives on leadership development. Paper presented at the *74th Annual Meeting of the Academy of Management*, Philadelphia, PA.

Wellman, N., Mayer, D. M., DeRue, D. S., & Grace, K. (2014, August). Why are do-gooders seen as immoral? Formal leadership position and perceptions of moral rebels. Paper presented at the *74th Annual Meeting of the Academy of Management*, Philadelphia, PA.

Wellman, N., Nahrgang, J. D., DeRue, D. S., & Ashford, S. J. (2014, August). Changes in leadership structure schemas over time. Paper presented at the *74th Annual Meeting of the Academy of Management*, Philadelphia, PA.

DeRue, D. S. (2014, May). Whither Situations in Leadership: Do They Matter and How So? Panel discussion at the *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

DeRue, D. S. & Nahrgang, J. D. (2013, August). I lead! You lead! We all lead! The development of leadership structure schemas over time. Paper presented at the *73rd Annual Meeting of the Academy of Management*, Orlando, FL.

DeRue, D. S. Nahrgang, J. D., & Ashford, S. J. (2013, August). Interpersonal perceptions and the structuring of leadership in groups: A network perspective. Paper presented at the *73rd Annual Meeting of the Academy of Management*, Orlando, FL.

Myers, C. G. & DeRue, D. S. (2013, August). Learning for me or for you: How motives impact learning and transfer for innovation. Paper presented at the *73rd Annual Meeting of the Academy of Management*, Orlando, FL.

Myers, C. G. & DeRue, D. S. (2013, April). Learning motives: Why people want to learn and the implications for performance. Paper presented at the *28th Annual Conference of the Society for Industrial and Organizational Psychology*, Houston, TX.

- Nurmohamed, S., Greenbaum, R. L., Mayer, D. M., DeRue, D. S., & Owens, B. (2012, August). Do I care if my boss does the right thing? An ethical lens on psychological contract fulfillment. Paper presented at the *72nd Annual Meeting of the Academy of Management*, Boston, MA.
- Owens, B., DeRue, D. S., & Ashford, S. J. (2012, August). The Effect of Attributed Leader Motives on Employee Turnover and Productivity. Paper presented at the *72nd Annual Meeting of the Academy of Management*, Boston, MA.
- Nurmohamed, S. & DeRue, D. S., Mayer, D., & Crossley, C. (2012, April). Performing On the Road: Peer Coaching and Newcomers' Performance Trajectories. Paper presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
- Mayer, D. M., & DeRue, D. S. (2012, February). Is "ethical leadership" an oxymoron? An exploration of leaders' beliefs about ethical responsibility and their effects on ethical behavior. Paper presented at the *3rd Biennial Behavioral Ethics Conference*, Orlando, FL.
- DeRue, D. S. & Myers, C. G. (2011, August). What is your motivation for learning? Cultural differences and the impact on leader development. Paper presented at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
- Nurmohamed, S. & DeRue, D. S. (2011, August). Newcomers' Performance Trajectories: The Interactive Effects of Coaching and Fit Perceptions. Paper presented at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
- Wellman, E., DeRue, D. S., Ashford, S. J., & Sanchez-Burks, J. (2011, August). To Lead or Not to Lead? The Impact of Alternative Leadership Structure Schemas on the Behavior of Non-Designated Leaders. Paper presented at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
- DeRue, D. S., Locke, E., Morgeson, F. P., Pearce, C., & Wassenaar, C. (2011, April). The future of shared leadership research. Panel discussion at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- DeRue, D. S., Nahrgang, J. D., Hollenbeck, J. R., & Workman, K. (2011, April). A Quasi-experimental study of after-event reviews and leadership development. Paper presented at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Marchiondo, L. A., Ashford, S. J., & DeRue, D. S. (2011, April). Goose and gander: Gender differences in leadership identity development. Paper presented at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

- DeRue, D. S., Nahrgang, J. D., Ashford, S. J., & Sanchez-Burks, J. (2010, August). Leadership networks in teams: Implications for team creativity and performance. Paper presented at the *70th Annual Meeting of the Academy of Management*, Montreal, CA.
- Karam, E. P., Nahrgang, J. D., DeRue, D. S., Humphrey, S. E., & Juravich, M. F. (2010, August). The impact of leadership on organizational justice: A meta-analysis. Paper presented at the *70th Annual Meeting of the Academy of Management*, Montreal, CA.
- DeRue, D. S. (2010, April). Power to the people: Exploring personal agency in leadership development. S. Rains Wallace Dissertation Award presentation at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
- DeRue, D. S. & Ashford, S. J. (2009, August). On becoming a leader: A process of claiming and granting identity. Paper presented at the *69th Annual Meeting of the Academy of Management*, Chicago, IL.
- DeRue, D. S., Nahrgang, J. D., Wellman, N. & Humphrey, S. E. (2009, August). Trait and behavioral theories of leadership: A meta-Analytic test of their relative validity. Paper presented at the *69th Annual Meeting of the Academy of Management*, Chicago, IL.
- DeRue, D. S., Nahrgang, J. D., Wellman, N. & Humphrey, S. E. (2009, April). Trait and behavioral theories of leadership: A meta-analysis. Poster session presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
- DeRue, D. S., Ashford, S. J. & Wellman, E. M. (2008, August). Developmental discrepancies: A theory relating self regulation, experiential learning and professional development. In D. S. DeRue (Chairperson), *Leadership development and the lessons of experience*. Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- DeRue, D. S., Petersen, E., Mannor, M. J., & Morgeson, F. P. (2008, August). A Two-Horse Race? The Impact of CEO Characteristics and Governance Structures on Firm Performance. In D. S. DeRue & M. J. Mannor (Chairpersons), *Is it all about the CEO? How dare we ask?* Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- DeRue, D. S., Nahrgang, J. D., & Hollenbeck, J. R. (2008, August). Quantity vs. quality? The impact of work experience on managerial job performance. Paper presented at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- DeCelles, K.A., DeRue, D. S., & Margolis, J. (2008, May). Putting morality and power to action. Paper presented at the *Group on Organizations and the Natural Environment (GRONEN) Annual Research Conference*, Nicosia, Cyprus.

- DeRue, D. S. & Rosso, B. (2008, April). Toward a theory of efficient creativity in teams. Paper presented at the *12th Annual Conference on Research on Managing Groups and Teams*, Stanford.
- DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2008, April). Understanding the motivational implications of team leadership. Poster session presented at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
- DeRue, D. S. & Wellman, E. M. (2008, April). Leadership development: The role of experience, learning orientation and feedback. In L. Dragoni (Chairperson), *On-the-Job Experiences: A Training Ground for Today's Leaders*. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
- Morgeson, F. P., & DeRue, D. S. (2007, August). Leading virtual teams: Understanding how leaders satisfy team needs. In F. P. Morgeson and B. L. Kirkman (Chairpersons), *Virtual team leadership in organizations*. Symposium presentation at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Nahrgang, J. D., DeRue, D. S., Hollenbeck, J. R., Spitzmuller, M., Jundt, D., & Ilgen, D. R. (2007, August). Goal orientation in teams: Examining the impact of state goal orientations. In J. D. Nahrgang and D. S. DeRue (Chairpersons), *Pushing the envelope: Extending the boundaries in goal orientation research*. Symposium presentation at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
- DeRue, D. S., Hollenbeck, J. R., Ilgen, D. R., Johnson, M. D., & Jundt, D. (2006, August). Team downsizing: The impact of structure and composition on collective adaptation. Paper presented at the *66th Annual Meeting of the Academy of Management*, Atlanta, GA.
- Fulmer, I., Barber, A. E., DeRue, D. S., & Morgeson, F. P. (2006, August). The person and the situation: Job seeker personality in the choice and outcomes of career coaching. Paper presented at the *66th Annual Meeting of the Academy of Management*, Atlanta, GA. Published in *Best Paper Proceedings* (nominated for best paper in the Career Division).
- Johnson, M. D., Hollenbeck, J. R., Ilgen, D. R., Jundt, D., DeRue, D. S., & Barnes, C. M. (2006, June). Team adaptation to structural misalignment: Determinants of alternative change mechanisms. Paper presented at the *11th Annual Command and Control Research and Technology Symposium*, San Diego, CA.
- Morgeson, F. P. & DeRue, D. S. (2006, May). A behavioral model of team leadership. In F. P. Morgeson & D. S. DeRue (Chairpersons), *Team leaders: Who are they and what do they do?* Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.

- Moon, H., DeRue, D. S., Willaby, H. W., & Conlon, D. E. (2005, June). It takes two to tango: Understanding the interplay between personality of both disputants in predicting conflict resolution outcomes through a difference score decomposition approach. Symposium presentation at the 18th *Annual Conference of the International Association for Conflict Management*, Seville, Spain.
- DeRue, D. S., Hollenbeck, J. R., Ilgen, D. R., Johnson, M. D., & Jundt, D. (2005, June). Adapting to reductions in team size: An examination of three structural alternatives. Paper presented at the 10th *Annual Command and Control Research and Technology Symposium*, McLean, VA.
- DeRue, D. S., & Morgeson, F. P. (2005, April). Developing a taxonomy of team leadership behavior in self-managing teams. Poster session presented at the 20th *Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
- DeRue, D. S., Morgeson, F. P., Ilies, R., & Humphrey, S. E. (2005, April). Changes in person-team fit as a function of positive affect: A longitudinal study of fit in the team context. In A. E. M. Van Vianen & A. L. Kristof-Brown (Chairpersons), *Evolutions of fit: Understanding the temporal nature of person-environment fit*. Symposium presentation at the 20th *Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
- Ilies, R., Morgeson, F. P., Humphrey, S. E., & DeRue, D. S. (2005, April). Leader-follower emotional contagion in small teams: A longitudinal study of team formation and performance. In D. Van Knippenberg (Chairperson), *Leadership, affect, and emotions*. Symposium presentation at the 20th *Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.

PROFESSIONAL DEVELOPMENT WORKSHOPS & SEMINARS

- Junior faculty development workshop, co-organizer. Organizational Behavior Division. Professional Development Workshop at the 74th *Annual Meeting of the Academy of Management*, Philadelphia, PA (August, 2014).
- Mindful engagement: Reflecting on the MAP experience. Professional development workshop for the Weekend MBA Class of 2015, Stephen M. Ross School of Business, Ann Arbor, MI (May, 2014).
- Mindful engagement: Reflecting on the MAP experience. Professional development workshop for the MBA Class of 2015, Stephen M. Ross School of Business, Ann Arbor, MI (April, 2014).
- Launching your leadership journey. Professional development workshop for the Executive MBA Class of 2016, Stephen M. Ross School of Business, Ann Arbor, MI (August, 2013).

Junior faculty development workshop, co-organizer. Organizational Behavior Division. Professional Development Workshop at the *73rd Annual Meeting of the Academy of Management*, Orlando, FL (August, 2013).

Reviewing in the rough: A professional development workshop for doctoral students. Professional Development Workshop at the *73rd Annual Meeting of the Academy of Management*, Orlando, FL (August, 2013).

Discovering work-life balance. OB Doctoral Student Consortium. Professional Development Workshop at the *72nd Annual Meeting of the Academy of Management*, Boston, MA (August, 2012).

Reviewing in the rough: A professional development workshop for doctoral students. Professional Development Workshop at the *72nd Annual Meeting of the Academy of Management*, Boston, MA (August, 2012).

Understanding scholarly impact: What is a scholarly home run and how do I hit one? Professional Development Workshop at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX (August, 2011).

Discovering work-life balance. OB Doctoral Student Consortium. Professional Development Workshop at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX (August, 2011).

Reviewing in the rough: A professional development workshop for doctoral students. Professional Development Workshop at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX (August, 2011).

Mindful engagement: Taking ownership of your career development. Professional development workshop for the Alumni Associations of the University of Michigan and Michigan State University, Ann Arbor, MI (March, 2011).

Leading U: Keys to success at Ross. Professional development workshop for the MBA Class of 2012, Stephen M. Ross School of Business, Ann Arbor, MI (August, 2010).

The productivity process: Research tips and strategies from prolific junior faculty. Professional Development Workshop at the *70th Annual Meeting of the Academy of Management*, Montreal, CA (August, 2010).

Surviving the dissertation process. HR Doctoral Student Consortium. Professional Development Workshop at the *70th Annual Meeting of the Academy of Management*, Montreal, CA (August, 2010).

Launching the dissertation process. Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the *70th Annual Meeting of the Academy of Management*, Montreal, CA (August, 2010).

Launching the dissertation process. Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the *69th Annual Meeting of the Academy of Management*, Chicago, IL (August, 2009).

Off to a good start: Publishing my research. New Doctoral Student Consortium. Professional Development Workshop at the *69th Annual Meeting of the Academy of Management*, Chicago, IL (August, 2009).

Preparing to teach as a junior faculty member. HR Doctoral Student Consortium. Professional Development Workshop at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA (August, 2008).

INVITED KEYNOTES, PRESENTATIONS & PANELS

Cornell University, School of Industrial and Labor Relations (2006)
University of North Carolina at Chapel Hill, Kenan Flagler Business School (2006)
Center for Creative Leadership (2008)
Duke University, Fuqua School of Business (2008)
Harvard Business School (2009)
Erasmus University (2009)
University of Pennsylvania, The Wharton School (2009)
Massachusetts Institute of Technology, Sloan School of Management (2010)
INSEAD (2010)
Massachusetts Institute of Technology, Sloan School of Management (2011)
Veterans Health Administration Improvement Forum (2011)
University of Virginia, Darden School of Business (2011)
AVT Business School (2012)
National University of Singapore (2012)
University of Pennsylvania, The Wharton School (2012)
The Gathering III: A Talent Management Discussion (2012)
AVT Business School (2013)
Harvard Business School (2013)
University of Southern California (2013)
Stanford University, Graduate School of Business (2013)
Singapore Civil Service College, Institute of Leadership and Organization Development (2013)
University of Maryland, Robert H. Smith School of Business (2014)
AVT Business School (2014)
University of Virginia, Darden School of Business (2014)
AVT Business School (2015)
CKGSB (2015)

International Business School Conference (2016)
Axios Future of Work Conference (2017)
Michigan State University, Eli Broad College of Business (2017)
Poets & Quants, CentreCourt (2017)
Rotary Club in Ann Arbor, Michigan (2017)
Tata (2017)
United Healthcare (2017)
Electronic Health Michigan User Group (2018)
Federal Reserve Bank of New York (2018)
IIM-Bangalore (2018)
Innovations in Graduate Business Education Conference (2018)
International Business School Conference (2018)
Poets & Quants, CentreCourt (2018)
McKinsey & Co. and OESA Talent Conference (2019)

GRANTS & EXTERNAL FUNDING

- 2011** Co-Principal Investigator, Barger Leadership Institute Research Grant
Leaders as ethical role models in organizations (\$10,000)
- 2009** Co-Principal Investigator, Blue Cross Blue Shield of Massachusetts & National
Center for Healthcare Leadership. Leadership development and demonstration
project (\$50,000)
- 2009** Principal Investigator, Stephen M. Ross School of Business
A global developmental mindset: An exploration of the meaning of and motives
for employee growth and development across cultures (\$10,000)
- 2009** Co-Principal Investigator, Social Sciences & Humanities Research Council of
Canada
Preventing disenchantment: Antecedents of leader hypocrisy attributions in
values-driven companies (\$99,976)
- 2009** Co-Principal Investigator, Interdisciplinary Committee on Organizational Studies
The role of gender in leader identity internalization (\$3,000)
- 2007** Co-Principal Investigator, Society for Human Resource Management
Leadership development through experience: Understanding the role of critical
reflection and impact on human resource management practices (\$73,000)
- 2007** Principal Investigator, GMAC Management Education Research Institute
Work experience in management education: More isn't always better, but...
(\$20,000)

2006 Principal Investigator, Eli Broad College of Business
A multi-level theory of leader development (\$6,000)

PROFESSIONAL SERVICE

Associate Editor:

Journal of Applied Psychology (2014-2016)

Guest Editor:

Academy of Management Learning and Education (2011)

Academy of Management Learning and Education (2013)

Editorial Board Member:

Academy of Management Journal (2010-2014)

Academy of Management Learning and Education (2008-2013)

Journal of Applied Psychology (2008-2013)

Organizational Behavior and Human Decision Processes (2012-2013)

Organizational Psychology Review (2009-2013)

Personnel Psychology (2010-2013)

Ad-Hoc Reviewer:

Academy of Management Journal (2006-2010)

Administrative Science Quarterly (2011-2013)

Journal of Applied Psychology (2006-2008)

Organizational Behavior and Human Decision Processes (2008-2012)

Organization Science (2011-2013)

Personnel Psychology (2008-2010)

Strategic Management Journal (2009-2013)

Committee Service:

Advisory Board, Antai College of Economics and Management (2016-2018)

Executive Committee, Academy of Management OB Division (2012-2015)

Early Career Award Committee (Chair), Academy of Management HR Division (2014)

Distinguished HR Executive Award Committee, Academy of Management HR Division (2014)

Making Connections Committee (Chair), Academy of Management OB Division (2007-2012)

Best Symposium Award, Academy of Management OB Division (2012)

Scientific Affairs Committee, Academy of Management OB Division (2009-2011)

Best Student Paper Award, Academy of Management HR Division (2008)

Research Coordinator, Academy of Management MED Division (2008-2010)

Best Competitive Paper Award, Academy of Management OB Division (2009)

Affiliations & Memberships:

Academy of Management (2003-Present)

American Psychological Association (2007-Present)

Society for Industrial and Organizational Psychology (2003-Present)

UNIVERSITY SERVICE

Center for Global Health Equity Executive Committee (2020-present)
Campaign Planning Group (2019-present)
Michigan Medicine Compensation Advisory Group (2018-present)
Information Technology Governance Council (2018- present)
School of Nursing Board for Science and Innovation (2018- present)
Michigan Gift Fund Audit Committee Chair (2019-2020)
Diversity, Equity and Inclusion Dean's Council (2018-2019)
Vice President for Development Search Committee (2018-2019)
Shared Services Governance Council (2017-2018, chair)
Graham Sustainability Institute Governing Board (2016-2018)
Graham Sustainability Institute Director Search Committee (2016-2017)
MBA Curriculum Task Force (2013-2014)
Management and Organizations Doctoral Recruiting Committee (2013-2014)
Management and Organizations MBA Core Course Coordinator (2009, 2011, 2013)
Management and Organizations Seminar Series Coordinator (2009-2011)
Management and Organizations Faculty Recruiting Committee Co-Chair (2008-2009)
Management and Organizations Faculty Recruiting Committee (2007-2008)
POS Links & Leadership Speaker Series, Co-Coordinator (2007-2008)

BUSINESS AND COMMUNITY ENGAGEMENT

Through consulting, speaking, board service, private-equity investments, and organizational and talent development activities, I routinely engage with companies, governments, nonprofits, investment funds, universities, and championship-winning sports teams. Examples include:

ABInBev	Masco
Alphabet/Google	Menlo Innovations
Bank of America	National Arts Strategies
Bank Mandiri	National Football League
Banque Saudi Fransi	Novelis
Citic	Oracle
Chicago Mercantile Exchange	Pixar
Cleveland Cavaliers	PolyOne
Dow Corning	Precision Castparts Co.
Equinox Holdings	Related Companies
Hong Kong Jockey Club	Saudi Electricity Company
Indian Institute of Technology	Schneider Electric
Morgan Stanley	Singapore Civil Service

Sports Management Institute
Tata
The Conference Board
United Healthcare

U.S. Department of Homeland Security
U.S. Veterans Health Affairs
William Davidson Institute
Young Presidents Organization