

# RYAN M. VOGEL

*Associate Professor & David Adamany Research Fellow*

Department of Management

Fox School of Business

Temple University

Alter Hall 345 | Philadelphia, PA 19122

ryanvogel@temple.edu

Updated: September 2022

## EDUCATION

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*Ph.D., Management, 2007-2011*

University of Georgia, Terry College of Business

Major: Organizational Behavior

Minor: Strategic Management

*Dissertation: Antecedents and Consequences of Managers' Perceptions of Employee Fit*

*B.B.A., Business Administration, Graduated with Distinction, 1999-2003*

Wilfrid Laurier University, School of Business & Economics

## ACADEMIC WORK HISTORY

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Temple University, Fox School of Business, Department of Management

*Associate Professor (with tenure), July 2020 – present*

*David Adamany Research Fellow, October 2020 – present*

*Assistant Professor, July 2017 – June 2020*

IESE Business School, University of Navarra, Managing People & Organizations Department

*Visiting Scholar, July 2022 – June 2023*

Pennsylvania State University – Erie, Black School of Business, Department of Management

*Assistant Professor, 2012-2017*

Southern Methodist University, Cox School of Business, Department of Management & Organizations

*Visiting Assistant Professor, 2011-2012*

University of Georgia, Terry College of Business, Department of Management

*Instructor & Teaching Assistant, 2007-2011*

## KEY REFEREED PUBLICATIONS <sup>(†)</sup> Temple PhD student at time of submission

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Kim, J., Holtz, B., & Vogel, R. M. (In press). Wearing your worth at work: The consequences of employees' daily clothing choices. *Academy of Management Journal*.

Harold, C., Han, S.<sup>†</sup>, Kim, J.<sup>†</sup>, & Vogel, R. M. (In press). The perceived benefits and costs of empowerment: Conceptualization and scale development. *Journal of Management*.

Vogel, R. M., Rodell, J. B., & Agolli, A.<sup>†</sup> (2022). Daily engagement and productivity: The importance of the speed of engagement. *Journal of Applied Psychology*, 107(9), 1579-1599.

- Brown, M. E., Vogel, R. M., & Akben, M.<sup>†</sup> (2022). Ethical conflict: Conceptualization, measurement, and an examination of consequences. *Journal of Applied Psychology, 107*(7), 1130-1149.
- Thompson, M., Carlson, D., Hackney, K., & Vogel, R. M. (2022). Vicarious abusive supervision and turnover in working mothers: Does financial dependency trigger emotional disconnect? *Journal of Organizational Behavior, 43*(3), 448-464.
- Vogel, R. M., & Bolino, M. C. (2020). Recurring nightmares and silver linings: Understanding how abusive supervision may lead to posttraumatic stress and posttraumatic growth. *Academy of Management Review, 45*(3), 549-569.  
Also featured in AOM Insights: <https://journals.aom.org/doi/10.5465/amr.2017.0350.summary>
- Vogel, R. M., Rodell, J. B., & Sabey, T. (2020). Meaningfulness misfit: Consequences of daily meaningful work needs-supplies incongruence for daily engagement. *Journal of Applied Psychology, 105*(7), 760-770.
- Thompson, M., Carlson, D., Kacmar, K. M., & Vogel, R. M. (2020). The cost of being ignored: Burnout in the work and family domains. *Journal of Applied Psychology, 105*(2), 186-195.
- Mitchell, M.S., Greenbaum, R. L., Vogel, R. M., Mawritz, M. B., & Keating, D. (2019). Can you handle the pressure? The effect of performance pressure on stress appraisals, self-regulation, and behavior. *Academy of Management Journal, 62*(2), 531-552.  
Also featured in AOM Insights: <https://journals.aom.org/doi/10.5465/amj.2016.0646.summary>
- \*Bundy, J., Vogel, R. M., & Zachary, M. (2018). Organization-stakeholder fit: A dynamic theory of cooperation, compromise, and conflict between an organization and its stakeholders. *Strategic Management Journal, 39*(2), 476-501.  
\*All three authors contributed equally and listed in alphabetical order.
- Vogel, R. M. & Mitchell, M. S. (2017). The motivational effects of diminished self-esteem for employees who experience abusive supervision. *Journal of Management, 43*(7), 2218-2251.
- Vogel, R. M., Rodell, J. B., & Lynch, J. (2016). Engaged and productive misfits: How job crafting and leisure activity mitigate the negative effects of value incongruence. *Academy of Management Journal, 59*(5), 1561-1584.
- Mitchell, M. S., Vogel, R. M., & Folger, R. (2015). Third parties' reactions to the abusive supervision of coworkers. *Journal of Applied Psychology, 100*(4), 1040-1056.
- Vogel, R. M., Mitchell, M. S., Tepper, B. J., Restubog, S., Hu, C., Hua, W., & Huang, J.C. (2015). A cross-cultural examination of subordinates' perceptions of and reactions to abusive supervision. *Journal of Organizational Behavior, 36*(5), 720-745.
- Mitchell, M. S., Vogel, R. M., & Folger, R. (2013). Beyond the consequences to the victim: The impact of abusive supervision to third-party observers. In R. A. Giacalone & M. D. Promislo (Eds.), *Handbook of unethical work behavior: Implications for well-being*. M. E. Sharpe.
- Feldman, D. C., Ng, T. W. H., & Vogel, R. M. (2012). Off-the-job embeddedness: An expanded conceptualization and model. *Research in Personnel and Human Resources Management, 31*, 209-251.
- Vogel, R. M., & Feldman, D. C. (2009). Integrating the levels of person-environment fit: The roles of vocational fit and group fit. *Journal of Vocational Behavior, 75*(1), 68-81.

Feldman, D. C., & Vogel, R. M. (2009). The aging process and person-environment fit. In S. E. Sullivan & S. G. Baugh (Eds.), *Research in Careers: Vol. 1. Maintaining focus, energy, and options over the life span*. (pp. 1-26). Charlotte, NC: Information Age.

## **OTHER PUBLISHED RESEARCH**

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Guay, R. P., Kim, Y. J., Oh, I. S., & Vogel, R. M. (2019). The interaction effects of leader and follower conscientiousness on person-supervisor fit perceptions and follower outcomes: A cross-level moderated indirect effects model. *Human Performance*, 32(3-4), 1-19.

Sheridan, S., Crossley, C., Vogel, R. M., Mitchell, M. S., & Bennett, R. J. (2019). Intending to leave but not place to go: An examination of the behaviors of reluctant stayers. *Human Performance*, 32(2), 53-68.

Cianci, A. M., Houston, R. W., Montague, N. R., & Vogel, R. M. (2017). Audit partner identification: Unintended consequences on audit judgment. *AUDITING: A Journal of Practice & Theory*, 36(4), 135-149.

## **SELECTED WORKS IN PROGRESS**

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Park, J.J., Song, Y., Muir, C., & Vogel, R. M. Humility and voice. Collecting data, target: *Academy of Management Journal*.

Vogel, R. M., & Rodell, J. B. Feedback, daily engagement, and job crafting. Collecting data, target: *Academy of Management Journal*.

Taylor, S. G., Vogel, R. M., Foulk, T. A., Schaerer, M., Anicich, E. M., Osborne, M., Shoss, M., & Carusone, N. No money, more problems: Why financially insecure employees mistreat coworkers. Finalizing manuscript for *Journal of Management*.

Vogel, R. M., McCloskey, M., Reeck, C., & Bolino, M. Long-term psychological and behavioral consequences of abusive supervision. Collecting data, target: *Academy of Management Journal*.

Vogel, R. M., Colquitt, J. A., & Akben, M. Person-aesthetics fit. Writing stage, target: *Academy of Management Journal*.

Rodell, J. B., Poulton, E., Shanklin, B., & Vogel, R. M. Purpose grappling. Data analysis stage, target: *Academy of Management Journal*.

Burgess, R., Vogel, R. M., & Colquitt, J. A. Are you really like that at home (work)? The transfer of justice behaviors between work and family domains. Data collection stage, target: *Journal of Applied Psychology*.

Agolli, A., Vogel, R. M., & Rodell, J. B. Dogs at work. Idea stage, target: *Academy of Management Journal*.

## **CONFERENCE PRESENTATIONS AND PROCEEDINGS**

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Kim, J., Holtz, B., & Vogel, R. M. (2022). Wearing your worth at work: The consequences of employees' daily clothing choices. Academy of Management, Seattle WA.

- Taylor, S. G., Vogel, R. M., Foulk, T. A., Schaerer, M., Anicich, E. M., Osborne, M., Shoss, M., & Carusone, N. (2022). Why financially insecure employees mistreat coworkers. Society for Industrial and Organizational Psychology, Seattle WA.
- Vogel, R. M., Rodell, J. B., & Agolli, A. (2021). The home-detachment intervention: Boosting the speed of engagement and daily productivity. In B. A. Rogers & O. Sezer (Chairs), *Managing boundaries, transitions, and well-being in an age of virtual work and COVID-19*. Academy of Management, Philadelphia PA (Virtual).
- Brown, M. E., Vogel, R. M., & Akben, M. (2020). The nature and effects of ethical conflict in the workplace. Academy of Management, Vancouver, Canada.
- Hartnell, C. A., Kinicki, A. J., Vogel, R. M., & Stotler, D. J. (2020). Molding the heart of a servant: How servant leadership enhances followers' other-oriented values. Academy of Management, Vancouver, Canada.
- Bigelow, B., Priesemuth, M., Schminike, M., Mitchell, M. S., & Vogel, R. M. (2020). Breaking the destructive cycle of abuse and deviance: A structural approach. Society for Industrial and Organizational Psychology, Austin TX.
- Carlson, D., Vogel, R. M., Thompson, M. & Hackney, K. (2019). What are friends for? The impact of friend support on job engagement for married couples. Southern Management Association, Norfolk VA.
- Burgess, R., Colquitt, J. A., & Vogel, R. M. (2019). Does fairness beget fairness? A daily investigation of supervisor fairness toward kids and employees. In Y. E. Lee, & J. Koopman (Chairs), *Familiar questions, novel approaches: "Conceptual parking spaces" remain in the justice literature*. Academy of Management, Boston MA.
- Han, S., Harold, C. M., & Vogel, R. M. (2018). *Antecedents of empowering leadership*. Society for Industrial and Organizational Psychology, Chicago IL.
- Guay, R., Kim, Y. J., Oh, I. S., & Vogel, R. M. (2018). *Interaction effects of leader and follower conscientiousness on PS fit and outcomes*. Society for Industrial and Organizational Psychology, Chicago IL.
- Shipp, A., J., Jansen, K. J., & Vogel, R. M. (2017). Monthly deadlines: A temporal view of demand-abilities fit and organizational citizenship behavior. In Kalmanovich-Cohen, H. (Chair), *Adopting a temporal lens in organizational behavior research*. Academy of Management, Atlanta, GA.
- Vogel, R. M. (2016). Shifting the lens: On considering others' perceptions of an employee's (mis)fit. Global eConference on Fit, Burwood, Victoria, Australia.
- \*Bundy, J., Vogel, R. M., & Zachary, M. (2015). Stakeholder fit: A theory of reciprocal value creation between an organization and its stakeholders. Strategic Management Society Annual Meeting, Denver, CO. \*Nominated for best conference paper award
- Harrison, D. A., Vogel, R. M., Harrison, T. L., & Brown, M. E. (2015). Leveling the biased playing field? Military training, NCAA participation, and hiring decisions. In Vogel, R. M. (Chair), *Diversity, discrimination, and decisions about resource distributions*. Academy of Management, Vancouver, Canada.
- Mitchell, M. S., Vogel, R.M., & Keating, D. J. (2015). Supervisor bottom-line mentality and employee behavior: An examination of a self-regulatory strength model. In Quade, M. J., & Greenbaum, R.

- J. (Chairs), *When only outcomes matter: New perspectives on bottom-line mentality research*. Academy of Management, Vancouver, Canada.
- Vogel, R. M., & Yu, L. (2014). Two faces of coworker envy: A process model of antecedents and consequences of envy. In E. C. Larson & Y. Cohen-Charash (Chairs), *Envy—Beyond the stigma of the word*. Academy of Management, Philadelphia, PA.
- Vogel, R. M., & Mitchell, M. S. (2013). Faking to fit in: Supervisor abuse and turnover intentions impact on victim self-esteem and façade. In M. S. Mitchell (Chair), *Theoretical and empirical developments of the consequences of abusive supervision*. Academy of Management, Orlando, FL.
- Vogel, R. M., Duffy, M. K., & Yu, L. (2013). Psychological mechanisms explaining the effects of envy on its consequences. In R. M. Vogel & M. K. Duffy (Chairs), *Emerging research on constructive and destructive consequences of workplace envy*. Academy of Management, Orlando, FL.
- Jansen, K. J., Vogel, R. M., & Shipp, A. J. (2013). Towards a dynamic model of demands-abilities fit. In DuBois, C. L. Z., & Astakhova, M. N. (Co-Chairs), *Person-environment fit: A duet between solid theory and rigorous methodology*. Society for Industrial & Organizational Psychology, Houston, TX.
- Vogel, R. M., Mitchell, M. S., Tepper, B. J., Restubog, S., Hu, C., & Hua, W. (2012). A cross-cultural examination of abusive supervision. In R. M. Vogel (Chair), *New developments in abusive supervision research*. Academy of Management, Boston, MA.
- Mitchell, M. S., Vogel, R. M., & Folger, R. (2012). Beyond the consequences to the victim: The impact of abusive supervision on third-party observers. In Mitchell, M. S., & Vogel, R. M. (Co-Chairs), *Theoretical and empirical developments on third-party observers' reactions to mistreatment*. Society for Industrial and Organizational Psychology, San Diego, CA.
- Mitchell, M. S., Vogel, R. M., & Folger, R. (2012). The consequences of abusive supervision to third-party observers: A scope of justice model of deontic reactions. University of Central Florida Behavioral Ethics Conference, Orlando, FL.
- Mitchell, M. S., & Vogel, R. M. (2011). An investigation of when unethical behavior is imitation versus retaliation. In M. S. Mitchell & R. M. Vogel (Co-Chairs), *New developments on the nature and influence of unethical work behavior*. Academy of Management, San Antonio, TX.
- Mitchell, M. S., Vogel, R. M., Bennett, R. J., & Crossley, C. D. (2011). The effects of job alternatives on the relationships between frustration, turnover intentions, and employee behaviors. In M. S. Mitchell & R. M. Vogel (Co-Chairs), *Theoretical, methodological and empirical developments on employee turnover and turnover intentions*. Academy of Management, San Antonio, TX.
- Mitchell, M. S., Priesemuth, M., Schminke, M., & Vogel, R. M. (2011). Abusive supervision and employee deviance and the moderating effects of work environment structure. In D. M. Breaux & K. M. Kacmar (Co-Chairs), *Research in abusive supervision: What's on the horizon?* Academy of Management, San Antonio, TX.
- Mitchell, M. S., Vogel, R. M., Tepper, B. J., & Palmer, N. F. (2010). When supervisor abuse seems justified? The role of subordinate performance, moral disengagement, and need for achievement. In D. Mayer & C. Moore (Co-Chairs), *A behavioral ethics approach to understanding antecedents of (un)ethical behavior in organizations*. Academy of Management, Montréal, Canada.

Eldredge, C., Vogel, R. M., & Lankau, M. J. (2009). Trust in the franchisor-franchisee relationship: Testing a proposed model of trust and its relationship with performance. Southern Management Association, Asheville, NC.

Vogel, R.M. & Feldman, D.C. (2009). Integrating the levels of person-environment fit: The roles of vocational fit and group fit. Academy of Management, Chicago, IL.

## **CONFERENCE & SYMPOSIA ACTIVITIES**

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Invited Symposium Discussant. (2021). "When is enough, enough? Insights on career implications of being treated unfairly at work." Academy of Management, Virtual Conference.

\*Vogel, R. M. (Chair). (2015). *Diversity, discrimination, and decisions about resource distributions*. Academy of Management, Vancouver, Canada.

\* Designated as a Showcase Symposium by AOM

Vogel, R. M., & Duffy, M. K. (Chairs). (2013). *Emerging research on constructive and destructive consequences of workplace envy*. Academy of Management, Orlando, FL.

\*Vogel, R. M. (Chair). (2012). *Developments in abusive supervision research*. Academy of Management, Boston, MA.

\* Designated as a Showcase Symposium by AOM

Mitchell, M. S. & Vogel, R. M. (Co-Chairs). (2012). *Theoretical and empirical developments on third-party observers' reactions to mistreatment*. Society for Industrial and Organizational Psychology, San Diego, CA.

Mitchell, M. S. & Vogel, R. M. (Co-Chairs). (2011). *New developments on the nature and influence of unethical work behavior*. Academy of Management, San Antonio, TX.

Mitchell, M. S. & Vogel, R. M. (Co-Chairs). (2011). *Theoretical, methodological, and empirical developments on turnover and turnover intentions*. Academy of Management, San Antonio, TX.

### **Ad Hoc Reviewer**

Organizational Behavior Division, *Academy of Management*, 2009-2017

Organizational Behavior Division, *Southern Management Association*, 2012

HR/Careers Track, *Southern Management Association*, 2010

### **Chair**

Factors affecting aggression and victimization. (2012). Paper Session, Organizational Behavior Division, *Academy of Management*, Boston MA.

## **INVITED PRESENTATIONS & SEMINARS**

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University of Oklahoma, 2022

Texas A&M University, 2019

London School of Economics, 2019

Wake Forest University, 2016

Global eConference on Fit, 2016. Keynote Speaker.

University of Alabama, 2011. *Mplus – Basic and Advanced Topics*. Conducted a 2-day seminar for Management/Marketing faculty and PhD students.

## **DISTINCTIONS, FELLOWSHIPS, & AWARDS**

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Dean's Research Honor Roll, Awarded to Top 10 Researchers at Fox School of Business, 2020-21

High Achievements in Sponsored Projects Award, Fox School of Business, 2020-21

David Adamany Research Fellowship, Fox School of Business

National Science Foundation (NSF) Science of Organizations Program Grant.

*Long-term consequences of supervisor hostility*. Principal Investigator. (\$498,477)

Fox PMBA Center City Faculty of the Year Award, 2019-20

Fox Seed Grant Award Recipient, *Long-Term Effects of Abusive Supervision*, 2018 (\$5,000)

Dean's Research Honor Roll, Fox School of Business, 2017-18

Penn State Behrend Black School of Business Early Career Research Award, 2015-16

Penn State Behrend Chancellor's Sponsored Research Seed Grant Award, 2012-13, 2015-16

UGA Graduate School Dissertation Completion Award, 2010-2011

Summer Research Award, Terry College of Business, University of Georgia, 2010

Edward T. Comer Departmental Scholarship, University of Georgia, 2009-2010

Summer Research Award, Terry College of Business, University of Georgia, 2009

Graduate School Travel Award, University of Georgia, 2009

Mickel Scholarship, Terry College of Business, University of Georgia, 2008-09

Edward T. Comer Fellowship, Terry College of Business, University of Georgia, 2007-2011

Knox Family Scholarship, Terry College of Business, University of Georgia, 2007-2011

## **TEACHING EXPERIENCE**

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### **TEMPLE UNIVERSITY**

HRM 5404/5001: Leadership Development (PMBA program)

7 sections (271 students total), Average Student Evaluations: 4.9/5.0

BA 9208: Quantitative Methods III (PhD program)

5 sections (43 students total), Average Student Evaluations: 4.5/5.0

BA 9814: Advanced Quantitative Research Methods (Executive DBA program)

Fall 2020 (23 students)

### **PENNSYLVANIA STATE UNIVERSITY – ERIE**

MGMT 301: Basic Management Concepts (Undergraduate program)

Taught 11 sections (496 students total), Average Student Evaluation: 6.6/7.0

MANGT 535: Interpersonal and Group Behavior (Masters-level program delivered online)

Taught 10 sections (247 students total), Average Student Evaluation: 6.6/7.0

MANGT 545: Project Team Leadership (Masters-level program delivered online)

Taught 3 sections (53 students total), Average Student Evaluation: 6.8/7.0

## **SOUTHERN METHODIST UNIVERSITY**

MNO 3370: Introduction to Organizational Behavior (Undergraduate program)

Taught 4 sections (170 students total), Average Student Evaluation: 6.7/7.0

## **UNIVERSITY OF GEORGIA**

MGMT 3000: Management of Organizations and Individuals

Taught 3 sections (151 students total), Average Student Evaluation: 4.9/5.0

MGMT 5980: Leadership

Taught 1 section (52 students), Student Evaluation: 4.8/5.0

## **PROFESSIONAL AND ACADEMIC SERVICE**

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### **TEMPLE UNIVERSITY**

#### **Service to the University**

University Sabbatical Committee, 2020 – 2023 (Chairperson, 2021 – 2023)

Faculty Senate Representative, 2018 – 2021

#### **Service to the Fox School of Business**

Promotion & Tenure Committee for SGM Department, 2021 – 2022

Young Scholars Interdisciplinary Forum Judge, 2020 – 2022

Seed Funding Forum Judge, 2020 – 2021

Diversity, Equity, & Inclusion Committee Member, 2019 – 2020

Dean's Roundtable Participant, 2018 – 2019

#### **Service to Management Department (2021 – present)**

NTT Promotion Committee, 2022 – present

#### **Service to HRM Department (2017 – 2021)**

Promotion & Tenure Committee, 2021

NTT Promotion Committee, 2021

PhD Program Comprehensive Exam Grader, 2017 – 2021

PhD Program Second Year Paper Grader, 2018 – 2021

PhD Program First Year Paper Grader, 2017 – 2021

Tenure-Track Faculty Search Committee, 2017 – 2020

### **PENNSYLVANIA STATE UNIVERSITY – ERIE**

#### **Service to Black School of Business**

Chair, Undergraduate Curriculum Teamwork Committee, 2013 – 2017

Chair, Undergraduate Curriculum Management Knowledge Committee, 2013 – 2017

Chair, MPM Program Assessment, Project Leadership & Motivation Goal Committee, 2013 – 2017

Member, School Research Committee, 2014 – 2016

Search Committee Member, PSCM Full-time Position, 2016

Search Committee Member, MGMT Tenure-track Position, 2016

### **Service to College**

Member, Athletics Committee, 2013 – 2015

### **SERVICE TO THE PROFESSION**

#### **Editorial Service**

Editorial Review Board Member

*Academy of Management Journal* (2020-2022)

*Academy of Management Discoveries* (2020-2023)

*Journal of Applied Psychology* (2023-2026)

*Journal of Management* (2020-2023)

*Personnel Psychology* (2020-2022)

Ad Hoc Reviewing

*Academy of Management Journal* (2017-2019)

*Academy of Management Discoveries* (2018-2019)

*Academy of Management Review* (2011-present)

*Journal of Applied Psychology* (2020-2022)

*Journal of Organizational Behavior* (2016-present)

*Organization Science* (2021-present)

*Organizational Behavior and Human Decision Processes* (2020-present)

*Oxford Research Encyclopedia of Psychology* (2022)

*Personnel Psychology* (2017-2019)

#### **Grant Reviewer**

U.S.-Israel Binational Science Foundation

University of Leuven Research Council, Belgium

### **DISSERTATION COMMITTEE SERVICE**

Mustafa Akben, Temple University, 2022 (Dissertation chair)

Joseph Kim, Temple University, 2021 (Dissertation committee member)

Bailey Bigelow, University of Central Florida, 2021 (External member of dissertation committee)

### **PARTNERSHIPS WITH INDUSTRY**

*Google Cloud.*

*SAP SE.*

*Lockheed Martin.*

*Interstate Batteries.*

*Georgia-Pacific.*

*JetBlue.*

*Banfield Pet Hospitals.*

*Waffle House.*

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management

*Human Resources Division*

*Organizational Behavior Division*

*Organizational Neuroscience Interest Group*

*Research Methods Division*