

DEANNA GEDDES

Department of Human Resource Management
Fox School of Business, Temple University
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EDUCATION

Ph.D., Department of Communication, Purdue University
M.A., Department of Communication, Brigham Young University, Kappa Tau Alpha honors
B.A., Department of Communication, Brigham Young University, Magna Cum Laude

ACADEMIC EMPLOYMENT

Temple University, Professor, 2018 - present
Temple University, Associate Professor, 1996 – 2018
Temple University, HRM Department Chair, 2009 - 2016
Temple University, Assistant Professor, 1990 - 1996
Purdue University, Instructor, 1985 - 1989
University of Nevada-Reno, Instructor, 1983 - 1985
The Waterford School, Instructor, 1982 - 1983

HONORS & AWARDS

Teaching & Service

Outstanding Faculty Service Award, Temple University, November 2015
Dean's Teaching & Service Senior Fellow, Fox School of Business, Temple University, 2015 - 2016
Professional MBA Professor of the Year, Fox School of Business, Temple University, 2015
Full Time MBA Professor of the Year, Fox School of Business, Temple University, 2012
Dean's Teaching Fellow, Fox School of Business, Temple University, 2005 - 2007
Innovation in Classroom Information Technology Award, Fox School of Business, Temple University, 2005
Musser Excellence in Leadership Award for Teaching, Fox School of Business, Temple University, 2004
Achievement in Technology Award, Fox School of Business, Temple University, 2002
Andrisani-Frank Undergraduate Teaching Award, Fox School of Business, Temple University, 1999

Scholarship

Distinguished Proceedings Award (i.e., best conference paper) (with Leora Eisenstadt), Academy of Legal Studies in Business, August, 2017.

Jackson Lewis Employment Law Award, (i.e., best paper in Employment Law Division) (with Leora Eisenstadt), Academy of Legal Studies in Business, August, 2017.

Top Ten (#2) Trending Article of the Year (“Moral Anger” with Dirk Lindebaum), *Journal of Organizational Behavior*, December 2015.

2015 Impact Award (with former PhD advisee Susan Kruml), Association of Business Communication, sponsored by USC’s Business Communication Thought Leadership Initiative, October 2015

Top Conference Paper Award Finalist (with PhD advisee Angela Zenteno-Hidalgo), Midwest Academy of Management, 2011

Top Three Finalist, Best Article for 2009, *Academy of Management Learning & Education*, 2010

Top Conference Paper, (OB Division and Overall, Graduate Student category, with PhD student Lisa Stickney), Southern Management Association, 2007

Top Paper Award Finalist (with Ronda Callister), *Extending the dual threshold model of anger expression*. European Academy of Management, Oslo, Norway, 2006.

Top Theory Paper (with Ronda Callister), International Association of Conflict Management, 2004

Top Research Paper (with PhD student Frank Linnehan), Academy of Management, Organizational Communication and Information Systems (OCIS) Division, 1992

Top Four Research Paper, Speech Communication Association, Organizational Communication Division, 1991

GRANTS & FELLOWSHIPS

Young Scholar Grant (with Schuff, D., Johnson, S.L., & Tech, N.), Fox School of Business, January 2013

Research Grant-in-Aid, Temple University, July 2008

Faculty International Business Research Award (CIBER), Fox School of Business, April, 2006

Research Incentive Fund (with student E. Brecher), Temple University, November 1998

Distance learning grant from Provost for on-line course development, Temple University, July 1997

National Science Foundation, (PI with student S. Kruml), July 1996

Research Grant-in-Aid, Temple University, December 1994

Research Incentive Fund (with Keith, N.), Temple University, June 1993

Summer Research Fellowship, Temple University, June 1991

PUBLICATIONS & PAPERS

Refereed Journal Articles (Selected)

- Geddes, D., Callister, R. R., & Gibson, D. E. In Press. A message in the madness: Functions of workplace anger in organizational life. *Academy of Management Perspectives*.
- Eisenstadt, L., & Geddes, D. 2018. Suppressed anger: Retaliation doctrine's negative implications for workplace culture. *University of Pennsylvania Journal of Business Law*, 20(1), 101-163.
- Callister, R. R., Geddes, D., & Gibson, D. E. 2017. When is anger helpful or hurtful? Status and role impact on anger expression and outcomes. *Negotiation and Conflict Management Research*, 10(2- May Issue), 69-87. <http://dx.doi.org/10.1111/ncmr.12090>
- Lindebaum, D., Geddes, D., & Gabriel, Y. 2017. Moral emotions and ethics in organisations: Introduction to the special issue. *Journal of Business Ethics*, 141(4- April Issue), 645-656. <http://link.springer.com/article/10.1007/s10551-016-3201-z> (Also co-editor of this special issue).
- Paul, G., Geddes, D., Jones, T. S., Donohue, W. 2016. Re-vitalizing conflict research: Celebrating and learning from Linda Putnam's contributions to the study of conflict. *Negotiation and Conflict Management Research*, 9(4 – November Issue), 309-331. <http://dx.doi.org/10.1111/ncmr.12080>
- Lindebaum, D. & Geddes, D. 2016. The place and role of (moral) anger in organizational behavior studies. *Journal of Organizational Behavior*, 37(5 – July Issue), 738-757. <http://onlinelibrary.wiley.com/doi/10.1002/job.2065/abstract>
- Stickney, L., T. & Geddes, D. 2016. More than just "blowing off steam": The roles of anger and advocacy in promoting positive outcomes at work. *Negotiation and Conflict Management Research*, 9(2 – May issue), 141-157. [doi:10.1111/ncmr.12071](https://doi.org/10.1111/ncmr.12071)
- Stickney, L. T., & Geddes, D. 2014. Positive, proactive, and committed: The surprising connection between good citizens and expressed (vs. suppressed) anger at work. *Negotiation and Conflict Management Research*, 7(4), 243-264. [doi:10.1111/ncmr.12040](https://doi.org/10.1111/ncmr.12040)
- Geddes, D. & Stickney, L. T. 2011. The trouble with sanctions: Organizational responses to deviant anger displays at work. *Human Relations*. 41: 201-230. [doi: 10.1177/0018726710375482](https://doi.org/10.1177/0018726710375482)
- Geddes, D. 2009. How am I doing? Exploring online gradebook monitoring as a self-regulated learning practice that impacts academic achievement. *Academy of Management Learning & Education*, 8(4): 494 – 510.
- Bacdayan, P. & Geddes, D. 2009. What makes a quiz fair? Applying the organizational justice literature. *Marketing Education Review*, 19(2): 15-26.
- Geddes, D., & Callister, R. R. 2007. Crossing the line(s): A dual threshold model of anger in organizations. *Academy of Management Review*, 32: 721-746. [doi:10.5465/AMR.2007.25275495](https://doi.org/10.5465/AMR.2007.25275495)

- Geddes, D., & Konrad, A. 2003. Demographic differences and reactions to performance feedback. *Human Relations*, 56(12): 1-29. doi:<https://doi.org/10.1177/00187267035612003>
- Geddes, D., Merriman, K. M., Ross, G., Dunlap-Hinkler, D. 2003. Self-appraisal 'voice' and perceptions of justice: Examining the impact and interdependence of instrumental and value-expressive effects. *The International Journal of Conflict Management*, 14 (1): 23-41.
- Kruml, S. & Geddes, D. 2000a. Exploring the dimensions of emotional labor: The heart of Hochschild's work. *Management Communication Quarterly*, 14 (1): 8-49. <http://journals.sagepub.com/doi/abs/10.1177/0893318900141002>
- Baron, R. A., Neuman, J. H., & Geddes, D. 1999. Social and personal determinants of workplace aggression: Evidence for the impact of perceived injustice and the Type A behavior pattern. *Aggressive Behavior*, 25: 281-296. doi:0.1002/(SICI)1098-2337(1999)25:4<281::AID-AB4>3.0.CO;2-
- Geddes, D. & Baron, R.A. 1997. Workplace aggression as a consequence of negative performance feedback. *Management Communication Quarterly*, 10(4):433-454.
- Geddes, D. & Linnehan, F. 1996. Exploring the dimensionality of positive and negative performance feedback. *Communication Quarterly*, 44: 326-344.
- Geddes, D. 1993. Examining the dimensionality of performance feedback messages: Source and recipient perceptions of these attempts to influence. *Communication Studies*, 44: 200-215.
- Greene, J.O. & Geddes, D. 1993. An action assembly perspective on social skill. *Communication Theory*, 3: 26-49.

Refereed Books, Book Chapters & Cases

- Lindebaum, D., Geddes, D., & Jordan, P. In press. *Social functions of emotion and talking about emotion at work*. [Edited book. Edward Elgar Publisher]
- Geddes, D., & Stickney, L.T. 2012. Muted anger in the workplace: Changing the "sound" of employee emotion through social sharing. In Neal M. Ashkanasy, Charmine E.J. Härtel, Wilfred J. Zerbe (Eds.) *Experiencing and Managing Emotions in the Workplace (Research on Emotion in Organizations, Volume 8)*, Emerald Group Publishing Limited, pp.85-103. ISBN: 9781780526768 ISSN: 1746-9791
- Zenteno-Hidalgo, A., & Geddes, D. 2012. A model of compassionate responses to anger expression, in Neal M. Ashkanasy, Charmine E.J. Härtel, Wilfred J. Zerbe (eds.) *Experiencing and Managing Emotions in the Workplace (Research on Emotion in Organizations, Volume 8)*, Emerald Group Publishing Limited, pp.257-277. ISBN: 9781780526768 ISSN: 1746-9791
- Geddes, D. 2002. It's better with a BATNA: The Flouertown Farms exercise. *The International Journal of Conflict Management*, 13 (4): 401-408.
- Kruml, S. & Geddes, D. 2000b. Catching fire without burning out: Is there an ideal way to perform emotion labor? In Neal M. Ashkanasy, Charmine E.J. Hartel, and Wilfred J. Zerbe, (Eds),

Emotions in the Workplace: Theory, Research and Practice, (pp. 177-188). Westport CN: Greenwood Publishers/Quorum Books.

Geddes, D. 1995. Hillsborough Contract Case. In S.C. Currall, D. Geddes, S.M. Schmidt, & A. Hochner (Eds.), *Instructor's Manual, Power and negotiation in organizations: Readings, cases and exercises*. Dubuque, Iowa: Kendall/Hunt Publishing Co.

Invited Publications & Book Review

Geddes, D., & Lindebaum, D. 2016. The right way to get angry at work. *Greater Good Science Center*, UC Berkeley. http://greatergood.berkeley.edu/article/item/the_right_way_to_get_angry_at_work (appeared online April 19th)

Lindebaum, D., Geddes, D., & Barthe, B. 2016. Warum Manager moralisch motivierte Wut ernst nehmen sollten. *Wirtschaftspsychologie aktuel*,1/2016, 57-60. [Translation: "Why managers should take morally-motivated anger seriously" in *Economic Psychology News*]

Geddes, D. 2010. Online gradebooks: Facilitating student self-monitoring tendencies and academic performance. *Decision Line*, 41(5), 13-15, 22.

Geddes, D. 2001/2008/2018. Getting to know them: Analyzing your negotiation counterpart. In S.M. Schmidt, D. Geddes, S.C. Currall, & A. Hochner (Eds.) *Power and negotiation in organizations: Readings, cases and exercises*, 2nd & 3rd edition. Dubuque, Iowa: Kendall/Hunt Publishing Co.

Geddes, D. 1999. Self-appraisal practices in the classroom: How to increase perceptions of fairness and rater accuracy. *Teaching Matters*, Temple University.

Geddes, D. 1998. Team talk: The power of language in team dynamics. A book review. *Human Resource Planning*, 20, No. 4: 56.

Geddes, D. & Linnehan, F. 1993. Dimensional structure of positive and negative performance feedback. *Digest of Management Research*, 4: 60-62.

Geddes, D. 1993. Getting to know them: The opponent analysis process. In S.C. Currall, D. Geddes, S.M. Schmidt, & A. Hochner (Eds.), *Power and negotiation in organizations: Readings, cases and exercises*. Dubuque, Iowa: Kendall/Hunt Publishing Co.

Papers Under Review/Working Papers

Geddes, D., & Lindebaum, D. (2017). *Managing emotional expression in organizations: A review of strategic emotion displays, norms and rules*.

Lindebaum, D., Raftopoulou, E., & Geddes, D. (2017). *Researcher socialization in business and management and the question of purpose: An essay and reflection*.

Howell, T., & Geddes, D. *Gender and evaluations of expressed emotion*.

O'Neill, M., & Geddes, D. *Cross cultural thresholds determining emotional impropriety*.

Refereed National/International Conference Papers

- Geddes, D., Callister, R.R., & Gibson, D. (2017). *Debunking the myths of workplace anger*. Paper presented at the Academy of Management, Atlanta, August.
- Geddes, D., & Lindebaum, D. (2017). *Examining the “why” behind strategic emotion expression at work: A taxonomy of multi-level regulators*. Paper presented at the International Association of Conflict Management, Berlin, July.
- Gibson, D., Callister, R. R., & Geddes, D. (2016). *Effects of status differences on anger expression and outcomes: Is anger always unpleasant?* Paper presented at the Academy of Management, Anaheim, August.
- Lindebaum, D., & Geddes, D. (2015). *In praise of (moral) anger: A conceptual delineation and definition of an under-appreciated construct*. Paper presented at the Academy of Management, Vancouver, August.
- Callister, R.R., Geddes, D., & Gibson, D. (2015). *Message in the Madness: Finding Value in Employee Anger*. Paper presented at the International Association of Conflict Management, Florida, June.
- Geddes, D., & Callister, R.R. (2014). *Anger in the organization: Finding value in employee anger*. Presented at the Academy of Management, August, Philadelphia.
- Lindebaum, D., Geddes, D., & Clarke, L. (2014). *In praise of anger: The moral significance of an under-appreciated emotion*. Presented at the International Association of Conflict Management, Leiden, Netherlands, July.
- Teh, N., Schuff, D., Johnson, S.L., & Geddes, D. (2013). *Can work be fun? Improving task motivation and help-seeking through game mechanics*. Presented at the International Conference on Information Systems, Milan, November.
- Geddes, D. & Stickney, L. T. (2013). *Exploring workplace anger intensity: Connecting felt and displayed emotions*. Presented at the Academy of Management, Orlando, August.
- Stickney, L. T., & Geddes, D. (2011). *Keeping quiet: Factors that hinder anger expression at work*. Presented at the International Association of Conflict Management, Istanbul, July.
- Stickney, L. T., & Geddes, D. (2011). *More than just “blowing off steam”: The roles of anger & advocacy in promoting organizational change*. Presented at the Academy of Management, San Antonio, August.
- Zenteno-Hidalgo, A. & Geddes, D. (2010). *A compassionate response model of workplace anger*. Presented at the International Conference on Emotions & Work-life, Montreal, August.
- Geddes, D. & Stickney, L. T. (2010). *Muted anger in the workplace: Changing the “sound” of employee emotion through social sharing*. Presented at the International Conference on Emotions & Work-life, Montreal, August.
- Geddes, D., & Hartley, K. (2008). *Student feedback seeking through online gradebook monitoring in a business law course*. Presented at the Academy of Management, Anaheim, August.

- Geddes, D., & Chang, J. (2007). *Performance monitoring through online gradebooks: Enhancing self-regulated learning and achievement*. Presented at the Academy of Management, Philadelphia, August.
- Stickney, L. T., & Geddes, D. (2006). *Examining the dual threshold model: New thoughts on anger expression at work*. Presented at the Emotions in the Workplace Conference, Atlanta, August.
- Geddes, D., & Callister, R. R. (2006). *Extending the dual threshold model of anger expression*. Presented at the European Academy of Management, Oslo, Norway, May.
- Geddes, D. (2005). *Bringing them back to the fold: The impact of organizational member responses to excessive anger displays*. Presented at the National Communication Association, Boston, November.
- Geddes, D. & Chang, J. (2005). *Sneaking a peek: Examining the impact of online gradebooks on student performance*. Presented at the Academy of Management, Honolulu, August.
- Stickney, L. T., & Geddes, D. (2005). *An empirical examination of the dual threshold model of expressing anger at work*. Presented at the International Association of Conflict Management, Seville, June.
- Callister, R., & Geddes, D. (2004). *Crossing the line: The dual threshold model of expressing anger in the workplace*. Presented at the International Association of Conflict Management, Pittsburgh, June.
- Geddes, D., & Konrad, A. (2004). *Language and culture differences among employees and supervisors: Implications for reactions to performance feedback*. Presented at the International Society for the Study of Work and Organizational Values (ISSWOV) conference, New Orleans, August.
- Geddes, D. (2003). *Fairness in the classroom: Lessons learned from organizational justice research*. Presented at the International Association of Conflict Management, Melbourne, Australia, June.
- Geddes, D., & Konrad, A. (2002). *Demographic differences and perceptions of performance appraisal practices*. Presented at the International Association of Conflict Management, Park City, UT, June.
- Geddes, D. (2001). *Examining self-appraisal practices in academic settings as a means to enhance perceptions of instructor and evaluation fairness and promote student development*. Presented at the annual meeting of the Academy of Management, Washington, D.C., August.
- Geddes, D., Merriman, K., Ross, G., & Dunlap-Hinkler, D. (2001). *Examining the interdependence and impact of instrumental and value-expressive voice effects on perceptions of justice*. Presented at the annual meeting of the Academy of Management, Washington, D.C., August.
- Geddes, D. & Konrad, A. (2001). *An analysis of aggression from and satisfaction with performance appraisal practices in a multi-cultural organization*. Presented at the bi-annual meeting of the International Eastern Academy of Management, Costa Rica, June.
- Merriman, K. & Geddes, D. (2000). *A strategic approach to "fair" employee benefits: Fitting benefits to hiring climate and employee life-stages*. Presented at the annual meeting of the Academy of Management, Toronto, August.

- Kruml, S. & Geddes, D. (2000). *The heart working: How emotional laborers do their work and related consequences*. Presented at the annual meeting of the International Association of Conflict Management, St. Louis, June.
- Geddes, D. (1999). *Confronting aggressive responses to negative feedback: A model of 'perceptual gap reduction' based on improved self-appraisal*. Presented at the annual meeting of the International Communication Association, San Francisco, May.
- Kruml, S. & Geddes, D. (1998). *Exploring the dimensions of emotion labor: The heart of Hochschild's work*. Presented at the annual meeting of the Academy of Management, San Diego, August.
- Kruml, S. & Geddes, D. (1998). *Catching fire without burning up: Is there an ideal way to perform emotion labor*. Presented at the Emotions in Organizations Conference, San Diego, August.
- Baron, R. A., Neuman, J. H., & Geddes, D. (1998). *Social and personal determinants of workplace aggression: The role of perceived injustice and the Type A behavior pattern*. Presented at the annual meeting of the International Society for Research on Aggression, Mahwah, NJ, July.
- Geddes, D. (1998). *Using IT to enhance student learning and rethink higher education*. Presented at the annual meeting of the Eastern Academy of Management, Springfield, MA, May.
- Geddes, D. (1997). *Revisiting the "Bad News Blues": How to increase the positive effects of negative performance feedback in the classroom*. Presented at the annual meeting of the Organizational Behavior Teaching Society, Cleveland, June.
- Neuman, J. H., Baron, R.A., & Geddes, D. (1996). *Workplace aggression--The iceberg beneath the tip: Evidence on its forms, frequency, and potential causes*. Presented at the annual meeting of the Academy of Management, Cincinnati, August.
- Geddes, D. (1994). *The relationship between negative feedback and increased organizational aggression*. Presented at the annual meeting of the Academy of Management, Dallas, August. [Sole organizer of symposium on "The Darkside of Performance Feedback."]
- Geddes, D. (1994). *When students get the 'bad news blues': Unexpected problems in assigning grades and providing feedback*. Presented at the annual meeting of the Organizational Behavior Teaching Society, Windsor, Ontario, June.
- Geddes, D. (1994). *Multidimensional conceptualizations of performance feedback (or not?): Source and recipient perceptions of message content*. Presented at the annual meeting of the International Communication Association, Sydney, Australia, July.
- Geddes, D., Lieb, P., Linnehan, F. (1994). *Examining the complexity of the performance appraisal interview: A focus on rater goals*. Presented at the annual meeting of the Academy of Business Administration, Las Vegas, February.
- Geddes, D. (1992). *Fear and loathing in the classroom: Cognitive, affective and behavioral responses to teaching evaluations*. Presented at the annual meeting of the Organizational Behavior Teaching Society, Calgary, Alberta, June.

- Geddes, D. & Linnehan, F. (1992). *Dimensional structure of positive and negative feedback*. Presented at the annual meeting of the Academy of Management, Las Vegas, August.
- Geddes, D. (1991). *In the mind's eye: What organizational members 'see' in performance feedback*. Presented at the annual meeting of the Speech Communication Association, Atlanta, November.
- Geddes, D. (1991). *Opponent analysis in caucus negotiation: A cognitive/communicative process*. Presented at the annual meeting of the Academy of Management, Miami, August.
- Geddes, D. (1991). *Creativity in crisis: Teaching power, influence and negotiation after a devastating faculty strike*. Presented at the annual meeting of the Organizational Behavior Teaching Society, Bellingham, WA, June.
- Geddes, D. (1991). *Uncovering the "hidden structure" of performance feedback: Recipient perceptions of multidimensionality*. Presented at the annual meeting of the International Communication Association, Chicago, May.

Refereed Regional Conference Papers (Selected)

- Zenteno-Hidalgo, A., & Geddes, D. (2011) *A model of workplace anger cycles*. Presented at the Midwest Academy of Management, Omaha, NE, October.
- Stickney, L., & Geddes, D. (2007). *Workplace affect and anger: Emotional links to individual perceptions at work*. Presented at the Southern Management Association, Nashville, November.
- Bacdayan, P., & Geddes, D. (2002). *Procedural justice in quizzing: The salience of due process in the classroom*. Presented at the Eastern Academy of Management, New Haven, CT, May.
- Geddes, D. & Callister, R. (2002). *Crossing the line: Expressing anger in the workplace*. Presented at the annual BYU Conference on Organizational Behavior, Provo, UT, March.
- Geddes, D. (2001). *Strategies to reduce student "cramming" habits and enhance class preparation*. Presented at the annual meeting of the Eastern Academy of Management, New York City, May.
- Geddes, D. (1993). *An exercise in opponent analysis: Teaching the value of considering the other side's perspective*. Presented at the annual Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, March.

Refereed Proceedings

- Lindebaum, D. & Geddes, D. 2014. In defense of anger: The significance of an under-appreciated moral emotion. *Academy of Management Proceedings*.
<http://proceedings.aom.org/content/2014/1/10390.short>
- Geddes, D. 2001. Strategies to reduce student "cramming" habits and enhance class preparation. *Eastern Academy of Management Proceedings*.
- Geddes, D. 1998. Using IT to enhance student learning and rethink higher education. *Eastern Academy of Management Proceedings*.

Geddes, D., Lieb, P., & Linnehan, F. 1994. Examining the complexity of the performance appraisal interview: A focus on rater goals. *Academy of Business Administration Proceedings, Vol 2:* 1054-1061.

Geddes, D. & Linnehan, F. 1992. Dimensional structure of positive and negative performance feedback. *Academy of Management Best Papers Proceedings*, 248-252.

Presentations

Featured Presenter, Facilitator, Northern Advanced Research Training Initiative (NARTI) conference, Morecambe, UK, March 2018

Featured Presenter and Discussant for upcoming Academy of Management Professional Development Workshops: "Benefits and Challenges of Studying Discrete Emotions" and "Bringing Conflict into the Classroom: Teaching Negotiations and Conflict Management," Atlanta, August 2017

Geddes, D. "Thinking new thoughts in organizational study." Cardiff Business School, Cardiff University, Wales, May 2017.

Geddes, D. "Understanding workplace anger and beyond: Socio-functionality of expressed emotion." Marriott School of Business, Brigham Young University, April 2017.

Geddes, D. "Understanding - and Even Appreciating - Anger as Women." Utah Women in Leadership Project, Utah Valley University, Orem, January 2017.

Geddes, D. "Spirals and thresholds: Thinking 'outside the box' when conceptualizing social phenomena." Westchester College, Salt Lake City, January 2017.

Geddes, D. "Moral emotions and institutions: The creation of meaningfulness in organizations." Panel discussant for Showcase Symposium at the annual Academy of Management meetings, Anaheim, August 2016.

Lindebaum, D., & Geddes, D. "The emotion, and the talk about the emotion at work." Co-chairs for International Conference on Emotions and Organizational Life (EMONET X) symposium, Rome, July 2016.

Geddes, D. "Walking on the dark side: Multiple methods and findings of workplace deviance." Featured discussant/respondent for symposium at the annual International Association of Conflict Management conference, New York City, June 2016.

Geddes, D. "In defense of anger: Moving forward," Co-chair and respondent for Showcase Symposium entitled, "In defense of anger: The significance of an under-appreciated moral emotion." Academy of Management, Philadelphia, August, 2014.

Featured Presenter, Facilitator, Northern Advanced Research Training Initiative (NARTI) conference, Morecambe, UK, September 2015

Geddes, D. "Connecting organizational communication and other disciplines: A panel discussion among organizational scholars in "connecting" roles." Annual meeting of the National Association of Communication, Washington D.C., November 2013.

- Geddes, D. "Emotions and workplace mistreatment from multiple perspectives: Observations and questions." Annual meeting of the Academy of Management, Orlando, August 2013.
- Geddes, D. "Spirals, faultlines, and thresholds: Thinking 'outside the box' when conceptualizing social phenomena." DRRC, Kellogg School of Business, Northwestern University, Chicago, May 2013.
- Geddes, D. "Anger and aggression: A discussion." EMONET VIII: International Conference on Emotions and Worklife, Helsinki, July, 2012.
- Geddes, D., "Crossing the line(s): Rethinking workplace anger with the dual threshold model," Jonkoping International Business School, Jonkoping, Sweden, June 2009; Northern Arizona State, Flagstaff, AZ, March 2009; University of Arizona, Tucson, AZ, March 2009; UCLA, Los Angeles, CA, February 2009; UC-Santa Barbara, Santa Barbara, CA, February 2009.
- Geddes, D. "The potential impact of online gradebooks." Presentation at Teaching and Learning Center-sponsored seminar entitled, "Use of New Technology that Supports Classroom Instruction," October 2006.
- Geddes, D. "Student engagement and performance practices." Presentation at Teaching and Learning Center-sponsored session entitled, "Investigating student learning: Successful classroom research projects at TU," Temple University, February 2006.
- Geddes, D. "Improving student engagement and performance through blackboard's grade book." Fox School mini-conference on Classroom Engagement and Performance through Technology, Temple University, April 2005.
- Stickney, L., & Geddes, D. "An empirical examination of the Geddes and Callister Dual Threshold Model." HRM Department Seminar Series, Temple University, February 2005.
- Geddes, D., & Chang, J. "Accessible 24/7 performance assessment: How online gradebooks may change practices toward students and employees." HRM Department Seminar series, Temple University, December 2004.
- Geddes, D. "Using data for instruction: Min(d)ing Blackboard to improve student and faculty performance." Fox School BizTech Seminar, November 2003.
- Geddes, D. "Fair performance appraisal in the classroom." Temple University, August 2003.
- Geddes, D. "Endnote software: The academic's toolbox." Fox School, Temple University, January 2003.
- Geddes, D. "The value of 'fair' assessment." Fox School, Temple University, August 2002.
- Geddes, D. "Using assessment rubrics and self evaluation to reduce the perceptual gap between raters and ratees in the classroom." Temple University, August, 2002.
- Geddes, D., & Callister, R. "Crossing the line: Research on expressing anger at work." Organizational Behavior Conference, Brigham Young University, April 2002.

- Geddes, D. "How instrumental and value-expressive effects of self-appraisal 'voice' impact perceptions of justice." Social/Organizational Program Colloquium Series, February 2002.
- Geddes, D. "Struggling for positive reactions to performance appraisals: Why employee "voice" is good, but not enough." School of Management, University of Waikato, Hamilton, New Zealand, January 2000.
- Geddes, D. "FSBM students and their perceived use of and expertise in information technologies." CAFSBM, March 1999.
- Geddes, D. "Feedback to students makes a difference." The ATTIC's Brown Bag entitled, "How are we doing?: How departments go beyond student ratings and enrollment figures to improve teaching and service," November 1998.
- Geddes, D. "Stepping stones to IT." SBM Laptop Honors Seminar, Temple University, June 1998.
- Geddes, D. "Using IT to reach students anytime, anyplace," The ATTIC's Brown Bag for on-line learning, Temple University, November 1997.
- Geddes, D. "Overcoming the frustrations of miscommunication." Temple University Student Affairs Office, October 1997.
- Geddes, D. "Creativity, communication and connections: The value of personal networks in academic advising." PACADA annual retreat, Purdue University, September 1997.
- Geddes, D. "Messages and the mind: Examining performance feedback problems and perceptions." Department of Communication Colloquium Series, Purdue University, April 1993.
- Geddes, D. "Message perception and process: An examination of performance feedback's multidimensional structure." Department of Human Resource Administration, Temple University, March 1993.
- Geddes, D. "Message perception and process: An examination of performance feedback's multidimensional structure." Department of Communication and Theatre, Indiana University at Indianapolis, February 1993.
- Geddes, D. "In the mind's eye: What organizational members 'see' in performance feedback." Department of Communication and Rhetoric, Temple University, April 1990.
- Geddes, D. "Applying multidimensional scaling techniques to understand the dimensionality of feedback." Department of Psychology, Temple University, April 1990.
- Geddes, D. "Expert-novice differences in performing and conceptualizing a communicative task." Department of Human Resource Administration, Temple University, February 1989.

TEACHING

Books

- Schmidt, S. M., Geddes, D., & Hochner, A. 2018. *Navigating through organizational life with power, influence, and negotiations, 4th edition*. Dubuque, IA: Kendall/Hunt Publishing Co.

- Hochner, A., Geddes, D., & Schmidt, S. M. 2008. *Power and negotiation in organizations: Readings, cases and exercises, 3rd edition*. Dubuque, IA: Kendall/Hunt Publishing Co.
- Schmidt, S.M., Geddes, D., Currall S.C., & Hochner, A. 2001. *Power and negotiation in organizations: Readings, cases and exercises, 2nd edition*. Dubuque, IA: Kendall/Hunt Publishing Co.
- Currall, S. C., Geddes, D., Schmidt, S. M., & Hochner, A. 1995. *Power and negotiation in organizations: Readings, cases and exercises*. Dubuque, IA: Kendall/Hunt Publishing.
- Currall, S. C., Geddes, D., Schmidt, S. M., & Hochner, A. 1995. *Instructor's Manual, Power and negotiation in organizations: Readings, cases and exercises*. Dubuque, IA: Kendall/Hunt Publishing.

Graduate Student Mentorship

Dissertation Chair

- Susan Kruml, 1997 (Graduated 1999) [VP Academic Affairs, Midland University]
 Angela Zenteno-Hidalgo, 2009 (Graduated 2012) [Profesora, Universidad de Concepcion]
 James Smith, Sr., 2017 (DBA)

Dissertation Committee Member

- James Wood, 1993 (Graduated 1994)
 Carole Wells, 1996 (Graduated 1998)
 Ralph Rodriguez, 1997 (Graduated 1999)
 Carol Cirka 1998 (Graduated 2000)
 Diane Monahan 1999 (Graduated 2000)
 Elizabeth Corrigan 1999 (Graduated 2000)
 Ellyn Brecher-Keller 1997 (Graduated 2001)
 Dorrie DeLucca 2001 (Graduated 2002)
 Meredith Wheeler, 2002 (Graduated 2008)
 Blair Hayes, 2004 (Graduated 2004)
 Denise Dunlap-Hinkler, 2004 (Graduated 2005) [Assistant Professor, Northeastern University]
 Kerri Crowne, 2004 (Graduated 2006) [Associate Professor, Widener University]
 Lisa Stickney, 2005 (Graduated 2008) [Associate Professor & Chair, University of Baltimore]
 Fatima Hafiz-Wahid-Muid (Graduated 2009)
 Kate Marshall, 2007-2009 (Graduated 2013)
 Douglas Franklin, 2015-2016
 David Hunsaker, 2018, University of Utah (Graduated 2018)
 Sandi E. Webster, 2018 (DBA) (Graduated 2018)
 Kenneth J. Mawritz, Jr. 2018 (DBA)

University Teaching Experience

- PhD Organizational Dynamics Seminars: Emotion in the Workplace (PhD, & DBA); Performance Appraisal in Organizations; Control in Organizations; Organizational Deviance and Justice; Small Group Communication
 Influential Communication in Complex Organizations (MBA)
 Organizational Communication and Information Management (MBA)

Effective Organizational Communication (MBA)
Communicating in Organizations (Online and Traditional)
Fundamentals of Speech Communication
Interviewing: Principles and Practice
Introduction to Research in Communication
Organization and Management
Power, Influence and Negotiation
Principles of Human Communication
Professional and Business Speaking

SERVICE

Professional Association Leadership Service (Selected)

Representative-at-Large, Board of Directors, International Association of Conflict Management, July 2017 - 2019

Sub-theme Co-Chair, “Do 'Good' (or 'Bad') Emotions Equate to 'Good' (or 'Bad') Organizations?” European Group for Organizational Studies (EGOS), Copenhagen, July 2017

Sub-theme Co-Chair, “Speaking Truth to Power: Organizing for the Greater Good,” European Group for Organizational Studies (EGOS), Athens, July 2015

Most Influential Article Award Committee, International Association of Conflict Management, June 2015

Doctoral Consortium Respondent & Presenter, Emotions in Organizations (EMONET) Conference, Philadelphia, August 2014

Local Arrangements Chair, Emotions in Organizations (EMONET) Conference, Philadelphia, August 2014

Past Chair, Conflict Management Division, Academy of Management, 2012

Chair, Conflict Management Division, Academy of Management, 2011

Chair-Elect, Conflict Management Division, Academy of Management, 2010

Program Chair, Conflict Management Division, Academy of Management, 2009

Program Chair-Elect, Conflict Management Division, Academy of Management, 2008

Panel Discussant/Respondent, Academy of Management, 2006, 2011, 2012, 2013, 2014, 2016, 2017

Board of Governors, Eastern Academy of Management, 1999-2002

Vice President, Local Arrangements, Eastern Academy of Management 1998-1999

Executive Committee, Mid-Atlantic Organizational Behavior Teaching Conference, 1993; 1996; 2001.

Journal Editorship, Editorial Boards & Manuscript Reviews

Editor (with D. Lindebaum, and Y. Gabriel). 2017. *Journal of Business Ethics*, Special Issue on Moral Emotions and Ethics in Organizations.
Member, Editorial Board, *Academy of Management Learning & Education*, 2009 – present
Member, Editorial Board, *Negotiations and Conflict Management Research*, 2005 – present
Member, Editorial Board, *International Journal of Conflict Management*, 2003 - present
Member, Advisory Board, *Conflict and Dispute Resolution*, 2002 - 2005
Member, Editorial Board, *Management Communication Quarterly*, 2000 – 2003

Ad-hoc Reviews (Selected)

National Science Foundation; *Academy of Management Review*; *Academy of Management Journal*; *Human Relations*; *Journal of Organizational Behavior*, *Aggressive Behavior*; *Group & Organization Management*; *Human Performance*; *Management Communication Quarterly*; *Journal of Applied Communication Research*; *Journal of Social Psychology*; *American Behavioral Scientist*

University Service: Temple University

Member, Search Committee, Senior Vice Provost for Faculty Development & Faculty Affairs, 2008
Chair, University Disciplinary Committee (Ambler), 2002 - 2006
Member, Organizational Studies Faculty Advisory Committee, 2001 - 2004
Member, Search Committee for Vice President of Student Affairs, 2001
Member, *Faculty Herald* Task Force, 1998
Member, University Writing Committee, 1992-1998
Member, University Disciplinary Committee, 1995-1998
Member, *Faculty Herald*, Editorial Board, 1995-1997
Member, Conflict Resolution/Anti-Violence Effort (CRAVE), 1993-1997
Member, (ex officio) Educational Programs and Policies Committee (EPPC), 1994

School Service: Fox School of Business & Management

Member, FSBM Merit Committee, 2017
Member, FSBM Faculty Development Committee, 2017 - present
Instructor, Fox PhD Student Teaching Academy, 2015, 2016
Judge, 3rd & 4th year Fox PhD paper competition, 2015
Member, Fox Executive Committee, 2009 – 2016
Fox MBA Professor, 2005 – present
Member, Alter Hall Technology Committee, 2007 – 2008
Member, FSBM Computer Information Technology Roundtable/Committee, 1997 – 2009
Chair, FSBM New Building Technology Committee, 2002 – 2004
Member, FSBM Strategic Planning Committee, 2004
Member, FSBM Full-time MBA Curriculum Development Committee, 2003 – 2004; 2013
Chair, FSBM Tyler Mathisen Scholarship Selection Committee, 2001
Member, FSBM Intellectual Contributions Database Committee, 2001
Chair, FSBM Computer Information Technology Committee, 2000 – 2004
Member, FSBM Steering Committee, 1994, 2000 - 2004
Member, FSBM Leadership Awards Committee for 1998-99

Mentor, FSBM Honors Program, 1998 – 2000, 2006, 2007
Member, FSBM Laptop Honors Implementation Committee, 1998 - 2000
Member, FSBM Faculty Responsibility Committee, 1998 – 2001
Webmaster, CAFSBM, 1996 - 2003
Mentor, FSBM Freshman Learning Community, 1996 - 2000
Member, FSBM Elections and Grievance Committee, 1991 – 1994; 1997 - 1998
Member, FSBM Publications Committee, 1996 - 1998
Examiner FSBM PhD Comprehensive Statistics Exam, 1995
Secretary, FSBM Collegial Assembly (CASBM), 1994

Departmental Service: Department of Human Resource Management

Chair, HRM NTT Promotion Committee, 2018
Chair, HRM Department 2009 - 2016
Member, HRM Faculty Search Committee, 2007 – 2016, 2018
Member, HRM Graduate Committee, 1996 - present
Faculty Advisor, SHRM student professional organization, Ambler Campus, 2001 – 2005
Chair, HRM, Promotion & Tenure Committee, 2003 – 2010
Member, HRA Promotion & Tenure Committee, 2002 - 2003
Editor, *HRM Network*, departmental newsletter, 1995 - 2003
Webmaster, HRM Department Page, 1996 – 2012
Member, HRA Technology Committee, 1997 – 2001
Member, HRA Merit Committee, 1999; 2002; 2006
Coordinator, HRA 690/HRA Seminar Series, 1995 -2001
Member, HRA Faculty Recruitment Committee, 1993; 1996
Member, HRA Promotion and Tenure Committee, 1995; 2000

MEDIA (Selected)*

[*Temple's Fox School of Business website featured my anger research three times ([Aug 2014](#), [Jan 2016](#), and [Apr 2011](#)) and I was featured in *Fox Focus Magazine* ([Spring 2015](#) edition).]

Jun 21, 2017 – *San Francisco Chronicle*.

[“Anger in the workplace will grow without change in the law.”](#)

Jun 22, 2016 – Sydney Morning Herald.

[“Beware the angry employee.”](#)

June 23, 2017 – *Lawprofessors.com*.

[“Eisenstadt and Geddes on Uber and the workplace”](#)

June 23, 2017 – whyy.org

[“Risk of employer retaliation must be removed for workers who claim discrimination”](#)

Jun 23, 2017 – *Newsworks.org*.

[“Op-ed: Risk of employer retaliation must be removed for workers who claim discrimination.”](#)

Jun 1, 2016 – *NBC (Philadelphia)*.

[“Philadelphia's the angriest town around but is that something not to get angry over”](#)

May, 2016 – *Entrepreneur*.

“Don't Pop Your Top: 5 Thoughts to Keep You Calm in an Angry Moment.”

Apr 21, 2016 – *Huffington Post*.

“The right way to get angry.”

Jan n.d., 2016 - *Lifereimagined.org* - *AARP Magazine*.

“Is it ever OK to get angry at work?”

Dec 17, 2015 – *phys.org*.

“Moral' anger is a force for good at work”

Dec 17, 2015 – *Daily Mail*.

“Being angry at work could be GOOD for you: Researchers say 'moral anger' can actually improve workplaces”

Dec 16, 2015 – *Financial Times*.

“The riff: Henry Fonda and ‘good’ anger.” [Paper co-author, Dirk Lindebaum, University of Liverpool, interviewed.]

Feb 17, 2015 – *The Independent, UK*

“Being angry in the workplace can be beneficial, academic says”

Feb 17, 2015 - *Rawstory.com*.

“Embrace your inner blowhard — plus seven other ways to deal with your anger.”

Aug 12, 2014 - *BBC Radio – 5 Live and World Service*. [Paper co-author, Dirk Lindebaum, University of Liverpool, interviewed live.]

Aug 26, 2014 - *Temple University/Fox School of Business News Release*.

“Anger has a vital place in society and the workplace, Fox researcher posits”

Aug 18, 2014 - *Financial Times*.

“In defence of angry outbursts in the office” [Paper co-author, Dirk Lindebaum, University of Liverpool interviewed.]

Oct 1, 2013, *BBC*.

“The right way to build friendships at work.”

Apr 19, 2011 – *Chicago Tribune*.

“Beyond desk rage.” [Sample feature article triggered by media release]

Apr 14, 2011 - *scilights.wordpress.com*.

“Anger in plot development: Part 1 - Unexpressed anger” [Sample feature blog, emphasizes DTM. This cite posts “fresh ideas and advances in science” that could be used for writers.]

Apr 14-18, 2011 – *Science Daily* and *Eurekalert* picked up Temple/Fox News Release regarding my research on “Compassionate responses to emotional outbursts at work.” [Picked up by over 1,000 internet outlets, magazines, and papers including *Bloomberg Businessweek*, *U.S. News & World Report Health*, *MSN Health*, *HRExecutive*, *Canadian HR Reporter*, among others.]

Oct 2, 2005 – *The New York Times*.

“The office collection: To give or not to give” [Picked up by *International Herald Tribune* and *Financial Review*, among others.]

Nov 2, 1998 - *Los Angeles Times*.

“Making sense of the madness: People express anger in ways ranging from tantrums to outbursts”

Nov 19, 1996 - *Wall Street Journal*.

“Annual agony: It's time to evaluate your work, and all involved are groaning.”

Nov 3, 1996 – *Newsday*. "The right approach to negative reviews."

Oct 31, 1996 - *Daily Journal of Commerce*. “Negative job reviews requires the right approach.”

Jul 21, 1996 - *St. Petersburg Times*. "Tense workplaces breeding aggression."

May 1996 - *Workplace Violence Prevention Reporter*. "Performance reviews trigger aggression." (Vol 2, number 5, pp. 1, 6)

May 1996 – *Quality*. "Get ready for aggression." (pp. 14)

Apr 22, 1996 - *The Journal Record*. "Spotting workplace violence before it happens." (pp. 1,9)

Apr 16, 1996 - *Boston Globe*. "Spotting and preventing violence at work."

Apr 12, 1996 - *Chicago Tribune*. "Workers angry and scared. For now, fear of job losses checks major backlash."

Mar 26, 1996 - *Philadelphia Inquirer*. "On-the-job evaluations are getting tougher, provoking aggression." (pp. D1, D3)

Mar 24, 1996 - *Pittsburgh Post-Gazette*. Shop Talk, "Fear of the fired."

Mar 19, 1996 - *Tampa Tribune*. "Worker aggression growing."

Mar 18, 1996 - *The Record (Hackensack, NJ)*. F.Y.I., "Extra! Ex-boss attached with a 401(k) package."

Mar 13, 1996 – *ABC World News Tonight*. 6:30pm broadcast. "On-Line" by Peter Jennings.

Mar 12, 1996 - *Wall Street Journal*. "Work week: A special news report about life on the job--and trends taking shape there." (Front page, A1)

Feb 10, 1996 - *Miami Herald*. "Rare but deadly peril: Workplace avenger." (1A, 21A)

Nov 1, 1995 - *Reuter's News Service*, “In the Workplace.”

Nov 1, 1995 - *KYW News Radio*. "Performance Evaluations."

Dec 19, 1994 - *Philadelphia Inquirer*. "Good telephone manners can be good business sense." (F1, F6)

OTHER INFORMATION

Advisory Board

BYU Marriott Management Alumni Society, Philadelphia Chapter, 2000 – 2005

Professional Memberships

Academy of Management (Divisions: Conflict Management & Organizational Communication)
International Association of Conflict Management

Consulting (selected)

NARTI, UK (2015, 2018)

Verizon, 2013

Solstice Benefits, Inc., 2011

Communication Research Associates, Valley Forge, PA, 1993 - 2003

(Clients: Franklin Mint, Merrill Lynch, Sallie Mae, Wyeth, Morgan Stanley Dean Witter, State Farm Insurance)

PathWays PA, Inc., 2004, 2005

Today's Man, Moorestown, NJ, 1992

Specialized Training

Mediation. Apprentice certification by the Friend's Conflict Resolution Program of the Delaware Valley, 1992.

Brief Bio

Deanna Geddes is Professor and former Chair of the Department of Human Resource Management in the Fox School of Business at Temple University. She received her doctorate degree from Purdue University in the fields of organizational communication and industrial psychology. She teaches at all levels in academe including undergraduate and graduate programs (i.e., MBA, MS, PhD, and EDBA). She is committed to helping her students “think new thoughts in ways that enhance their professional and personal lives.”

Dr. Geddes is recognized as a pioneer in information technology use in the classroom and the recipient of several teaching honors including the Fox Undergraduate Teaching Award, the Musser Award for Leadership in Teaching, and Teacher of the Year for both full-time and part-time MBA programs. She has served as a management consultant to government, financial, pharmaceutical, insurance, and retail corporations.

Dr. Geddes’s research on anger has been featured on *ABC World News Tonight* and several major media outlets, including the *Wall Street Journal*, *New York* and *Los Angeles Times*, *Chicago Tribune*, and the *BBC*. Her conceptual work and empirical studies appear in various prestigious academic journals including *Academy of Management Review*, *Academy of Management Learning and Education*, *Journal of Organizational Behavior*, *Human Relations*, *Journal of Business Ethics*, *Aggressive Behavior* and *Management Communication Quarterly*, among others. Her research interests focus on workplace emotion and performance feedback practices.