

RYAN M. VOGEL

Associate Professor & David Adamany Research Fellow
Department of Human Resource Management
Fox School of Business
Temple University
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EDUCATION

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

Associate Professor (with tenure), July 2020-present

David Adamany Research Fellow, October 2020-present

Assistant Professor, July 2017 – June 2020

Fox School of Business, Department of Human Resource Management

Temple University

Assistant Professor, 2012-2017

Sam & Irene Black School of Business, Department of Management

Pennsylvania State University - Erie

Visiting Assistant Professor, 2011-2012

Edwin L. Cox School of Business, Department of Management & Organizations

Southern Methodist University

Instructor & Teaching Assistant, 2007-2011

Terry College of Business, Department of Management

University of Georgia

KEY REFEREED PUBLICATIONS [†](Temple PhD student at time of submission)

Brown, M. E., Vogel, R. M., & Akben, M. [†] (In press). Ethical conflict: Conceptualization, measurement, and an examination of consequences. *Journal of Applied Psychology*. doi: 10.1037/apl0000854

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

- 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.

MANUSCRIPTS UNDER REVIEW AND WITH REVISIONS

Vogel, R. M., Rodell, J. B., & Agolli, A. The speed of engagement. Revision requested at *Journal of Applied Psychology*.

Harold, C., Han, S., Kim, J., & Vogel, R. M. The perceived benefits and costs of empowerment: Conceptualization and scale development. Revision requested at *Journal of Management*.

Greenbaum, R. L., Mawritz, M. B., Butts, M. M., Vogel, R. M., Quade, M. J., & Vaziri, H. Should I “friend” my coworker? The effects of social media content on workplace interactions. Under second review at *Organizational Behavior and Human Decision Processes*.

Thompson, M., Carlson, D., Hackney, K., & Vogel, R. M. Vicarious abusive supervision and turnover in working mothers: Does financial dependency trigger a blind eye? Under second review at *Journal of Organizational Behavior*.

SELECTED WORKS IN PROGRESS

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*.

Burgess, R., Vogel, R. M., Colquitt, J. A., & Daniels, R. 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*.

Brown, M. E., Vogel, R. M., & Weaver, G. An organizational theory of moral diversity. Writing stage, target: *Academy of Management Review*.

CONFERENCE PRESENTATIONS AND PROCEEDINGS

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 (Charis), *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

- *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

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*. Invited by Micki M. Kacmar to conduct a 2-day seminar for Management/Marketing faculty and PhD students.

DISTINCTIONS, FELLOWSHIPS, & AWARDS

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, Awarded to top 10 researchers at 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

TEMPLE UNIVERSITY

HRM 5404/5001: Leadership Development (PMBA program)

5 sections (201 students total), Average Student Evaluations: 4.9/5.0

BA 9208: Quantitative Methods III (PhD program)

4 sections (37 students total), Average Student Evaluations: 4.6/5.0

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

TEMPLE UNIVERSITY

Service to the University

University Sabbatical Committee, 2020 – 2023

Faculty Senate Representative, 2018 – 2021

Service to the Fox School of Business

Young Scholars Interdisciplinary Forum Judge, 2020

Seed Funding Forum Judge, 2020

Diversity, Equity, & Inclusion Committee Member, 2019

Dean's Roundtable Participant, 2018

Service to HRM Department

PhD Program Comprehensive Exam Grader, 2017 – present

PhD Program Second Year Paper Grader, 2018 – present

PhD Program First Year Paper Grader, 2017 – present

Tenure-Track Faculty Search Committee, 2017 – present

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 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-present)

Journal of Organizational Behavior (2016-present)

Organization Science (2021-present)

Organizational Behavior and Human Decision Processes (2020-present)

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, Expected 2022 (Dissertation chair)

Joe Kim, Temple University, Expected 2021 (Committee member)

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

PARTNERSHIPS WITH INDUSTRY

Google Cloud.

SAP SE.

- Co-lead a global project called “Innovation Culture Experiment,” a series of seven experiments involving 2500+ employees, aimed at understanding the key drivers of employee innovation and creativity within the company. Culminated in: (a) presentation to CHRO Advisory Board, a group of the 20 CHROs from SAP’s largest global customers; (b) changes to manager training and metrics used to evaluate manager performance within *SAP SuccessFactors*.
- Lead “The Daily Grind,” a 20-day, 4x/day examination of stress, emotion, engagement, productivity and creativity of 600+ US employees. Data used for a project on engagement.

Lockheed Martin.

- Studied the factors contributing to employee perceptions of fit and misfit within the organization. Culminated in pilot data for Vogel, Rodell, & Lynch (2016, *Academy of Management Journal*).

Interstate Batteries.

- Consultation regarding organizational culture change associated with new senior leadership. Data used for a project on servant leadership.

Georgia-Pacific.

- Consultation regarding the alignment of monthly supervisor reporting requirements with other workflows. Data used for a research project on “changes in abilities-demands fit.”

JetBlue.

- Consultation regarding the socialization/onboarding process, specifically related to the roll-out of a centrally located “employee hotel” for these purposes. Data used for a project on employee embeddedness/fit.

Banfield Pet Hospitals.

- Data collection and analyses focusing on the trickle-down effects of local leadership practices on customer satisfaction. Data used for a project on servant leadership.

Waffle House.

- Consultation regarding organizational structure. Culminated in data used in Vogel & Feldman (2009; *Journal of Vocational Behavior*).

PROFESSIONAL MEMBERSHIPS

Academy of Management

Human Resources Division

Organizational Behavior Division

Organizational Neuroscience Interest Group

Research Methods Division