

**Heath R. Gregg**

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**Current Academic Rank:** Visiting Professor  
**Department:** Management  
**Citizenship:** Australia (US Permanent Resident, USCIS #087-380-374)

**HIGHER EDUCATION**

- 2021    PhD in Management (OB), University of Miami Herbert Business School  
(Committee members - Schriesheim, C. A., Scandura, T. A., Neider, L., & Hiller, N. J.)
- 2015    MSc in Education (Research, Measurement & Evaluation), University of Miami
- 2006    B. Business Management, University of Queensland\* (Australia)  
\*AACSB and EQUIS accredited
- 2006    B. Education (Business Education Concentration), University of Queensland (Australia)

**EXPERIENCE**

**Academic:**

- 2022-            Assistant Professor of Professional Practice, Department of Management, University of  
Miami Herbert Business School
- 2021-2022      Visiting Professor, Department of Management, Miami Herbert Business School
- 2015-2021      Instructor, Department of Management, Miami Herbert Business School
- 2017-2018      Tutor - Athletes and Artists Executive MBA program, Miami Herbert Business School
- 2009-2015      Testing Department, Coral Gables Senior High School
- 2008            High School Teacher (Economics), Clairvaux MacKillop College (Brisbane, Australia)
- 2007            High School Teacher (Economics/Business), Sheldon College (Brisbane, Australia)

**Non-Academic:**

- 2006            Fitness First – Membership Sales
- 2003-2006      Kelmec Pty Ltd – Administration
- 2001-2002      Mercure Hotel (London City Bankside) – Bar Manager
- 2000            Party Ingredients (London) – Staff
- 1998-1999      Bunge-Defiance – Management trainee

**AWARDS**

- 2019    University of Miami, “Governance & Principled Leadership Research Award” (Supervisor  
Workplace Incivility: An Experimental Investigation of the Role of Cultural Dissimilarity)
- 2017    University of Miami, Logi-Romero-Simpson Graduate Student “Outstanding Teaching Award”

## RESEARCH & PUBLICATIONS

### Refereed Journal Article

1. Gregg, H. R., Restubog S, L., Dasborough, M. T., Xu, C., Deen, C, M., & He, Y. (2022) When disaster strikes! An interdisciplinary review of the consequences of disasters for organizations. *Journal of Management*. Accepted for publication: 11 January 2022
2. Deen, C, M., He, Y., Gregg, H. R., Restubog S, L., & O’Leary-Kelly, A (2022). Intimate partner aggression and work: An interdisciplinary review and agenda for future research. *Journal of Organizational Behavior*. Accepted for publication: 24 January 2022.
3. Buskard, A. N., & Gregg, H. R., Ahn, S. (2018). Relative efficacy of supra-maximal eccentrics on lower - body 1RM using standard exercise equipment: A meta-analysis. *Research Quarterly for Exercise and Sport*, 8(3), 340-346.

### Book Chapter

4. Dasborough, M. T., & Gregg, H. R. (2016). Apathy and emotional ambivalence toward organizational change. In L.L. Neider and C. A. Schriesheim (Eds.), *Leading Organizational Change* (Research in Management, Volume 11), pp. 1-18. Charlotte, North Carolina: Information Age Publishing.

### Manuscripts under Review

- Collins, M. D., Dasborough, M. T., Gregg, H. R., Deen, C, M., He, Y., Xu, C., & Restubog S, L. Traversing the Storm: An Interdisciplinary Review of Crisis Leadership. Stage: Conditional Acceptance (pending methodological revision) *The Leadership Quarterly (Annual Review Issue)*.
- Gregg, H. R., Xu, C., Dasborough, M. T., Ambrose, M. L., & co-authors. Abusive supervision letter exchange Target: Leadership Quarterly. Stage: Invited to submit full manuscript. *The Leadership Quarterly*.

### Manuscripts in Preparation

- Gregg, H., Xu, C., Dasborough, M. T. Ostroff, C., & Qu, Y. A decade of climate denial: A critique of facet specific team climate measurement. Stage: Full draft complete. Revision in process.
- Dasborough, M. T., Gregg, H. R., Goldwert, D., & Lieberman, D. The impact of disgust-evoking behavior and race on social value in the workplace: It is not just black and white. Stage: Full draft complete. Revision in process.
- Gregg, H. R., Xu, C., & Cooper C. An application of item response theory to investigate measurement quality. Target: Leadership Quarterly. Stage: Manuscript preparation.
- Xu, C.\*, Gregg, H. R.\*, Schriesheim, C. A., & Dasborough, M. T. Did video kill the radio (and paper) star? An investigation into vignette modality effects and emotional engagement in leadership experiments. Stage: Full draft complete. Revision in process.
- Schriesheim, C. A., Yammarino, F. J., Gregg, H. R., Sosik, J. J., Jung, D. I. Multifactor leadership questionnaire (mlq) levels of analysis: An empirical assessment at the item level. Target:? Stage: Full draft complete.

## **PROFESSIONAL**

### **Reviewer:**

#### Ad Hoc Reviewer

2022 Journal of Managerial Psychology  
2022 Motivation and Emotion  
2021 Journal of Managerial Psychology  
2020 Journal of Managerial Psychology  
2020 Journal of Organizational Behavior  
2019 Journal of Managerial Psychology  
2018 Journal of Managerial Psychology  
2017 Journal of Managerial Psychology  
2016 Journal of Managerial Psychology

#### Ad Hoc Conference Reviewer

2020 Academy of Management Annual Meeting  
2019 Academy of Management Annual Meeting  
2018 Academy of Management Annual Meeting  
2017 Academy of Management Annual Meeting  
2021 SMA Annual Meeting  
2020 SMA Annual Meeting  
2019 SMA Annual Meeting  
2018 SMA Annual Meeting  
2017 SMA Annual Meeting

### **Professional Memberships:**

2016-Current Academy of Management (OB, CM, RM Divisions)  
2016-Current Southern Management Association  
2021-Current Management & Organizational Behavior Teaching Society

### **Academic Community Activities:**

2020 Invited and served on the OB Track Best Paper Committee for the 2020 SMA Annual Conference  
2019 Board of Directors Volunteer, University of Miami Leadership Challenge  
2018 AOM Annual Meeting 1<sup>st</sup> time Attendee Mentor  
2018 Voluntary Judge for Academy of Management PDW – Improving Leadership Research:  
Mentoring to Develop Proposals into High Quality Publications  
2017 Voluntary Judge for University of Miami School of Business Administration ‘Undergraduate  
Research Forum’

## OTHER PROFESSIONAL ACTIVITIES

### Refereed Conference Presentations:

Gregg, H. R., & Xu, C. (2022) Incivility or just another form of mistreatment at work? Paper presented at the 82<sup>nd</sup> *Academy of Management Annual Meeting*, August 4-9, Seattle, WA, USA. Finalist for the Conflict Management Division Best Paper Award for New Directions in conflict research.

Gregg, H., Dasborough, M. T., Goldwert, D., & Lieberman, D. (2021). The impact of disgust-evoking behavior and race on social value in the workplace: it is not just black and white. Presented at the 2021 *Southern Management Association Annual Meeting*, as part of the symposium “Now We Got Bad Blood: A Symposium on Counterproductive Work Behavior Research” November 2-6, New Orleans, LA, USA.

Gregg, H., Dasborough, M. T. & (2020). That’s disgusting! An investigation of moral emotional responses to incivility at work. Presented at the 2020 *Southern Management Association Annual Meeting*, as part of the symposium “Rebels Without a Cause? A Symposium about Quantitative and Qualitative Counterproductive Work Behavior Research” October 20-24, SMA's first-ever virtual conference.

Xu, C., Gregg, H. R., & Schriesheim, C. A. (2020) Abusive supervision or just another negative interaction at work? Presented at the 2020 *Southern Management Association Annual Meeting*, October 20-24, SMA's first-ever virtual conference.

Gregg, H., Xu, C., & Dasborough, M. T. (2020). Nasty or naïve? An investigation of follower attributions for leader incivility behaviors. Invited for virtual presentation at the 80<sup>th</sup> *Annual Meeting of the Academy of Management*, AOM's first-ever virtual conference, as part of the symposium “In the Eye of the Follower: Follower Attributions that Affect Leader-Follower Relationships”, 7-11 August.

He, Y., Deen, C. M., Gregg, H. R., & O’Leary-Kelly, A. (2020). Intimate partner aggression and work: An interdisciplinary review and agenda for future research. Invited for virtual presentation at the 80<sup>th</sup> *Annual Meeting of the Academy of Management*, AOM's first-ever virtual conference, as part of the symposium “Victimization in Domestic and Work Contexts: Victim and Third-Party Perspectives”, August 7-11.

Gregg, H., Xu, C., Dasborough, M. T. & Qu, Y. (2019) Climate denial: A critique of organizational climate measures. Paper presented at the 2019 *Southern Management Association Annual Meeting*, October 8-12, Norfolk, VA, USA.

Gregg, H. R., Xu, C., Schriesheim, C. A. Supervisor Workplace Incivility (2019): An experimental investigation of the role of cultural dissimilarity. Paper presented at the 79<sup>th</sup> *Academy of Management Annual Meeting*, August 9-13, Boston, MA, USA.

Gregg, H. R., Schriesheim, C. A., & Cooper C. (2018). An application of item response theory to investigate measurement quality. Paper presented at the 2018 *Southern Management Association Annual Meeting*, November 6-10, Lexington, KY, USA.

Gregg, H. R., Xu, C., Schriesheim, C. A., & Dasborough, M. T. (2018). Video killed the paper star: An investigation into wording effects and vignette methodology. Paper presented at the 2018 *Southern Management Association Annual Meeting*, November 6-10, Lexington, KY, USA.

Lee, G., Dasborough, M.T., & Gregg, H. R. (2018). A dyadic view of organizational fear. Presented at the 2018 *Southern Management Association Annual Meeting*, as part of the symposium “Exploration of Emotions and Leadership in Organizations at Multiple Levels of Analysis”, November 6-10, Lexington, KY, USA.

Gregg, H. R. & Dasborough, M. T. (2018). CSR and the effect of industry on investor attributions and investment. Poster presented at the 2018 *Third International Symposium on Attribution Theory*, March 16-17, Tallahassee, Florida, USA.

Gregg, H. R. (2017). Relative leader member exchange quality as a predictor of workplace incivility. Presented at the 77<sup>th</sup> *Academy of Management Annual Meeting*, as part of the symposium “New Directions in the Study of Leader Behavior”, August, Atlanta, GA, USA.

#### **Doctoral Consortia**

- 2019 Late-Stage Doctoral Student Consortia, Southern Management Association Meeting (Norfolk)
- 2019 Mid-Stage Student Doctoral Consortium, Academy of Management Annual Meeting (Boston)
- 2018 Mid-Stage Student Doctoral Consortium, Academy of Management Annual Meeting (Chicago)
- 2017 Early-Stage Doctoral Student Consortia, Southern Management Association (St Pete’s Beach)
- 2016 New Student Doctoral Consortium, Academy of Management Annual Meeting (Anaheim)

#### **Conferences Attended**

- 2022 Academy of Management (Seattle)
- 2020 Academy of Management (Virtual)
- 2019 Academy of Management (Boston)
- 2018 Academy of Management (Chicago)
- 2017 Academy of Management (Atlanta)
- 2016 Academy of Management (Anaheim)
- 2021 Southern Management Association (New Orleans)
- 2020 Southern Management Association (Virtual)
- 2019 Southern Management Association (Norfolk)
- 2018 Southern Management Association (Lexington)
- 2017 Southern Management Association (St Pete’s Beach)
- 2016 Southern Management Association (Charlotte)
- 2018 Third International Symposium on Attribution Theory (Tallahassee)

## **TEACHING**

### **Teaching Recognition**

2017 Recipient of honorary membership into the University of Miami chapter of the Golden Key International Honor Society in recognition of being an advocate for the academic success of students.

### **Teaching Specialization (courses taught):**

#### University of Miami (2015-2022)

MGT 307 – Advanced Organizational Behavior (Undergraduate)  
Fall 2022

MGT 609 – Leading with Introspection (MBA)  
Fall 2022 x 2

MGT 655 – Research Methods (PhD)  
Spring 2022

MGT 422 – Leading Teams (Undergraduate)  
Spring 2022

MGT 608 – Leading with Insight (MBA)  
Spring 2022

MGT 610 – Leading with Foresight (MBA)  
Spring 2022  
Fall 2022

BUS 660 – High Performance Leadership (Graduate Executive MBA)  
Fall 2021

MGT 304 – Organizational Behavior (Undergraduate)  
Fall 2021 x 2  
Fall 2020  
Spring 2020  
Fall 2019  
Spring 2019  
Fall 2016  
Spring 2016 x 2

Tutor – Athletes and Artists Executive MBA (Graduate)  
Organizational Behavior  
Leadership  
Finance