

Zachary A. Russell

Associate Professor
Department of Management & Entrepreneurship
Williams College of Business
Xavier University

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Education

Ph.D. Business Administration
Florida State University, 2016
Major Field: Organizational Behavior and Human Resources
Minor Field: Statistics and Research Methods

Dissertation Title: *Personal reputation in organizations: Scale development and model test*

Dissertation Committee: Gerald R. Ferris (co-chair), Jack Fiorito (co-chair), Irene Padavic,
Chad H. Van Iddekinge

M.B.A. Business Administration
Western Washington University, 2009

B.A. Business Administration
Western Washington University, 2006
Major Field: Finance
Minor Field: Economics

Research Interests

General areas: organizational behavior; human resource management; industrial relations

Specific topics: reputation; social influence; human resource practice implementation; attitudes regarding labor unions; individual differences in entrepreneurs

RESEARCH

Publications

- Fiorito, J., **Russell, Z. A.**, Keyes, A., & De Becdelievre, P. (forthcoming). Union attachment and activism. In G. Gall (Ed.), *The handbook of labour unions*. Newcastle upon Tyne, UK: Agenda Publishing Limited.
- Fiorito, J., Gallagher, D. G., **Russell, Z. A.**, & Thompson, K. W. (2021). Precarious work, young workers, and union-related attitudes: Distrust of employers, workplace collective efficacy, and union efficacy. *Labor Studies Journal*, 46(1), 5-32.
- Maher, L. P., **Russell, Z. A.**, Jordan, S. L., Hochwarter, W. A., & Ferris, G. R. (2020). Research methods in organizational politics: Issues, challenges, and opportunities. In E. F. Stone-Romero & P. J. Rosopa (Eds.), *Research methods in human resource management: Toward valid research-based inferences* (pp. 135-172). Charlotte, NC: Information Age Publishing.
- Russell, Z. A.**, Steffensen, D. S. Jr., Ellen, B. P. III., Zhang, L., Bishoff, J., & Ferris, G. R. (2018). High performance work practice implementation and employee impressions of line manager leadership. *Human Resource Management Review*, 28, 258-270.
- Fiorito, J., Padavic, I., & **Russell, Z. A.** (2018). Pro-social and self-interest motivations for unionism and implications for unions as institutions. In D. Lewin, & P. Gollan (Eds.), *Advances in industrial and labor relations* (Vol. 24). Bingley, UK: Emerald Publishing.
- Ferris, G. R., Harris, J. N., **Russell, Z. A.**, & Maher, L. (2018). Politics in organizations. In D. S. Ones, N. R. Anderson, C. Viswesvaren, & H. K. Sinangil (Eds.), *SAGE handbook of industrial, work, and organizational psychology* (2nd ed., Vol. 2, pp. 469-486). Thousand Oaks, CA: Sage Publications.
- Martinez, A. D., **Russell, Z. A.**, Maher, L. P., Brandon-Lai, S. A., Ferris, G. R. (2017). The sociopolitical implications of firm reputation: Firm financial reputation x social reputation interaction on firm financial performance. *Journal of Leadership & Organizational Studies*, 24, 55-64.
- DeGhetto, K., **Russell, Z. A.**, & Ferris, G. R. (2017). Organizational change, uncertainty, and employee stress: Sensemaking interpretations of work environments and the experience of politics and stress. In C. C. Rosen, & P. L. Perrewé (Eds.), *Power, politics, and political skill in job stress: Research in occupational stress and well-being* (Vol. 15, pp. 105-135). Bingley, UK: Emerald Publishing.
- Russell, Z. A.**, Ferris, G. R., & Sikora, D. M. (2016). Crossing the line between high performance work demands and abusive supervision: Context, implementation, and intentionality as interpretive triggers. In N. Ashkanasy, R. Bennett, & M. J. Martinko (Eds.), *Understanding the high performance workplace: The line between motivation and abuse* (SIOP Frontier Series volume) (pp. 126-147). New York, NY: Routledge/Taylor and Francis.

- Russell, Z. A.**, Ferris, G. R., Thompson, K. W., & Sikora, D. M. (2016). Overqualified human resources, career development experiences, and work outcomes: Leveraging an underutilized resource with political skill. *Human Resource Management Review*, 26, 125-135.
- Sikora, D. M., Thompson, K. W., **Russell, Z. A.**, & Ferris, G. R. (2016). Reimagining overqualified human resources to promote organizational effectiveness and competitive advantage. *Journal of Organizational Effectiveness: People and Performance*, 3, 23-42.
- Harris, J. N., **Russell, Z. A.**, Maher, L. P., & Ferris, G. R. (2015). Politics and power at work. In J. D. Wright (Ed.), *International encyclopedia of social and behavioral sciences* (2nd ed., Vol. 18, pp. 770-775). Oxford, UK: Elsevier Science Ltd.
- Ferris, G. R., Harris, J. N., **Russell, Z. A.**, Ellen, B. P. III, Martinez, A. D., & Blass, F. R. (2014). The role of reputation in the organizational sciences: A multilevel review, construct assessment, and research directions. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 32, pp. 241-303). Bingley, UK: Emerald Group Publishing Ltd.
- Fiorito, J., Padavic, I., & **Russell, Z. A.** (2014). Union beliefs and activism: A research note. *Journal of Labor Research*, 35, 346-357.

Research in Progress

- DeGhetto, K., **Russell, Z. A.**, McAllister, C. P., & Yonish, L. Corporate social responsibility, pride, and employee outcomes: The moderating effect of capitalistic values.
- Fiorito, J., & **Russell, Z. A.** Voting for the union: An experimental vignette study.
- Keyes, A., **Russell, Z. A.**, & Fiorito, J. Workplace instrumentality, prosocial instrumentality, and union satisfaction.
- Russell, Z. A.**, Ferris, G. R., Fiorito, J., & Ellen, B. P. III. Reputation in organizations: Scale development and validation.
- Russell, Z. A.** & Fiorito, J. Do you approve or disapprove? Public opinion on U.S. unions, 1936-2018.
- Russell, Z. A.** & Harris, J. N. Utilizing associated reputation to influence others.
- Russell, Z. A.** & Tolonen, D. M. Entrepreneur political skill and new venture performance.
- Scrimshire, A. & **Russell, Z. A.** A new hope (for combating ego depletion): How hope and gratitude minimize ego depletion, leading to more engaged employees.
- Tolonen, D. M., **Russell, Z. A.**, & Taylor, R. Manna from heaven: Investigating the gift of resources from business angels.

Refereed Conference Presentations

- Keyes, A., **Russell, Z. A.**, & Fiorito, J. (2021). *Workplace Instrumentality, Prosocial Instrumentality, and Union Satisfaction*. Labor and Employee Relations Association, 73rd Annual Meeting (Virtual).
- Fiorito, J. & **Russell, Z. A.** (2020). *Voting for the Union: An Experimental Vignette Study*. Academy of Management, 80th Annual Meeting, Vancouver, BC (Virtual). *Published in Academy of Management Proceedings.
- Keyes, A., **Russell, Z. A.**, & Fiorito, J. (2020). *The Union Experience: Workplace Instrumentality, Prosocial Instrumentality, and Union Satisfaction*. Labor and Employee Relations Association, 72nd Annual Meeting, Portland, OR (Virtual).
- Fiorito, J., **Russell, Z. A.**, & Marangi, N. A. (2019). Why 'Chris' really voted for the union: Union representation voting intentions in an experimental vignette study. Labor and Employee Relations Association, 71st Annual Meeting, Cleveland, OH.
- Russell, Z. A.** & Fiorito, J. (2017). *Do you approve or disapprove? Public Opinion on U.S. Unions, 1936-2015*. Labor and Employee Relations Association, 69th Annual Meeting, Anaheim, CA.
- Fiorito, J., Padavic, I., & **Russell, Z. A.** (2017). *Pro-social and self-interest motivations for unionism and implications for unions as institutions*. Labor and Employee Relations Association, 69th Annual Meeting, Anaheim, CA.
- Russell, Z. A.** & Fiorito, J. (2016). *Do you approve or disapprove? Public Opinion on U.S. Unions, 1936-2015*. British Universities Industrial Relations Association, 66th Annual Conference, Leeds, England.
- Fiorito, J., **Russell, Z. A.**, & Padavic, I. (2015). *For justice, just us, or just unions? A new look at the evidence on worker consciousness*. Academy of Management, 75th Annual Meeting, Vancouver, BC.
- DeGhetto, K., & **Russell, Z. A.** (2014). *Making do in emerging economies: How new ventures can exploit institutional voids*. Strategic Management Society, 34th Annual International Conference, Madrid, Spain.
- Fiorito, J., Gallagher, D. G., **Russell, Z. A.**, & Thompson, K. W. (2014). *Age, precarious work, and union-related attitudes*. Society for the Advancement of Socio-Economics, 26th Annual Conference, Chicago, IL.
- Fiorito, J., **Russell, Z. A.**, & Padavic, I. (2014). *Why workers really join unions: For justice, or just us?*. Labor and Employee Relations Association, 66th Annual Meeting, Portland, OR.
- Harris, J. N. & **Russell, Z. A.** (2014). *Boss narcissism and supervisor political support*. Southern Management Association Annual Meeting, Savannah, GA.

- Russell, Z. A.** (2014). *Seeing value in the union: Potential members and the decision process of joining*. Labor and Employee Relations Association, 66th Annual Meeting, Portland, OR.
- Russell, Z. A.**, Ferris, G. R., Thompson, K. W., & Sikora, D. (2014). *Overqualified human resources, career development experiences, and work outcomes: Leveraging an underutilized resource*. Southern Management Association Annual Meeting, Savannah, GA.
- Ferris, G. R., Harris, J. N., **Russell, Z. A.**, Ellen, B. P. III, Martinez, A. D., & Blass, F. R. (2013). *The role of reputation in the organizational sciences: A multi-level review and construct assessment*. Academy of Management, 73rd Annual Meeting, Orlando, FL.
- Fiorito, J., Padavic, I., & **Russell, Z. A.** (2013). *Union activism: Attitudes, norms, and perceived control: A research note*. British Universities Industrial Relations Association, 63rd Annual Conference, Glasgow, Scotland.

TEACHING

Williams College of Business, Xavier University

MGMT 200: Organizational Management

This course provides a foundational survey of strategic human resources, micro (organizational behavior), and macro (strategy) aspects of management. Topics covered include staffing, training and development, compensation, leadership, motivation, teams, decision making, organizational structure, business strategy, and the effects of the business environment.

MGMT 201: Business and Professional Communication

This course helps students develop the ability to communicate effectively in business and professional settings. The course covers the essentials of effective written, oral, and digital business communication.

MGMT 300: Managerial Behavior

This course addresses major theories and principles of management, focusing on creating and maintaining an effective and efficient organization. The purpose of this course is to present an overview of the field of managerial behavior, demonstrate its importance by linking it to work-related outcomes, and highlight its practical relevance through real-world examples.

MGMT 312: Negotiation and Conflict Management

This course provides a practical framework for understanding individual and group conflicts as they operate in organizations. The purpose of this course is to impart a body of knowledge about human social dynamics that result in conflict and to develop skills for managing and navigating these conflicts.

SHRM 360: Staffing

This course provides an overview of the processes by which organizations staff positions. The purpose of this course is to demonstrate the performance and legal-related benefits of a strategic approach to identifying, attracting, selecting, deploying, and retaining talent.

MGMT 550: Strategy and Organizations – Online & Asynchronous

This graduate-level course covers strategy, organizational design, and human resource management. Topics covered include organizational structure, business strategy, leadership, motivation, and strategic human resources.

College of Business, Florida State University

MAN 4441: Negotiation and Conflict Management

This course provides a practical framework for understanding individual and group conflicts as they operate in organizations. The purpose of this course is to impart a body of knowledge about human social dynamics that result in conflict and to develop skills for managing and navigating these conflicts.

MAN 3240: Organizational Behavior

This course addresses major theories and principles related to the actions and behaviors of people in organizations. Topics include groups and teams, motivation, leadership, organizational change, organizational culture, structure, conflict resolution, and communication. The purpose of this course is to present an overview of these topics and their practical applications and implications for organizations.

MAN 3240: Organizational Behavior – Online & Asynchronous (Teaching Assistant)

SERVICE

Doctoral Committee Chair

Tolonen, D. M. (2020). *Manna from Heaven: Investigating the gift of resources from business angels.*

Service to the Profession

Editorial Board, *Group & Organization Management*, 2020-present

Ad hoc reviewer, *Journal of Management Studies*, 2021-present

Ad hoc reviewer, *Journal of Business Research*, 2020-present

Ad hoc reviewer, *Management Decision*, 2018-present

Ad hoc reviewer, *Journal of Organizational Behavior*, 2017-present

Ad hoc reviewer, *Human Resource Management*, 2017-present

Ad hoc reviewer, Academy of Management Annual Meeting, OB Division, 2013-present

Ad hoc reviewer, Southern Management Association Annual Meeting, 2013-present

Session facilitator, Southern Management Association Annual Meeting, St. Pete Beach, FL, 2017

Session facilitator, Southern Management Association Annual Meeting, Charlotte, NC, 2016

Service to the University

Xavier University, Oral Communication Flag Committee
Williams College of Business Representative, 2019-present

Xavier University, Student Organization Resource Fund
Faculty Representative, 2018-present

Xavier University, Business Leaders for Tomorrow Student Club
Faculty Representative, 2017-present

Xavier University, Strategic Human Resource Management Student Club
Faculty Representative, 2016-2021

Xavier University, Department of Management and Entrepreneurship
Human Resource Management Major Coordinator, 2019-2020

Xavier University, Department of Management and Entrepreneurship
Search Committee Chair, 2019

Florida State University, Doctoral Business Student Association
President, 2015-2016
Vice President, 2014-2015

Florida State University, College of Business Ph.D. Policy Committee
Student Representative, 2015-2016

Professional and Academic Affiliations

Academy of Management

Labor and Employment Relations Association

Southern Management Association

HONORS AND AWARDS

D. J. O'Connor Fellowship, Xavier University, Williams College of Business, 2018-2021

Downing Award, Xavier University, Williams College of Business, 2018-2019

Herbert M. Johnson Scholarship, Florida State University, 2015

Recipient of the Outstanding Author Contribution in the 2015 Emerald Literati Network Awards for Excellence, for the publication:
Ferris, G. R., Harris, J. N., **Russell, Z. A.**, Ellen, B. P. III, Martinez, A. D., & Blass, F. R. (2014). The role of reputation in the organizational sciences: A multi-level review, construct assessment, and research directions. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 32, pp. 241-303). Bingley, UK: Emerald Group Publishing Ltd.

Outstanding Reviewer, Southern Management Association Annual Meeting, Savannah, GA, 2014

Florida Catastrophic Storm Risk Management Scholarship, Florida State University, 2013

Beta Gamma Sigma Honor Society, Western Washington University, inducted 2009

Professional Development

Participant, HR New Faculty Consortium, Academy of Management, 77th Annual National Meeting, Atlanta, GA, 2017

Participant, 2nd Annual Junior Faculty Consortium, Labor and Employee Relations Association, 69th Annual Meeting, Anaheim, CA, 2017

Participant, SEM Short Course, Consortium for the Advancement of Research Methods and Analysis (CARMA), Detroit, MI, 2016

Participant, Late-Stage Doctoral Student Consortium, Southern Management Association Annual Meeting, St. Pete Beach, FL, 2015

Participant, New Doctoral Student Consortium, Academy of Management, 73rd Annual National Meeting, Orlando, FL, 2013

EMPLOYMENT HISTORY

Associate Professor Xavier University Cincinnati, OH	2022 – Present
Assistant Professor Xavier University Cincinnati, OH	2016 – 2022
Research Assistant & Instructor Florida State University Tallahassee, FL	2012 – 2016
Sales Representative ServiceSource (SREV) San Francisco, CA & Nashville, TN	2011 – 2012
Sole Proprietor – Consulting DC Enterprises Lynnwood, WA	2006 – 2011
Research Analyst Center for Economic Vitality (Small Business Administration affiliate) Bellingham, WA	2008 – 2009
Licensed Loan Originator Mortgage Broker Associates, Inc. Lynnwood, WA	2006 – 2008