

**V I T A**  
of  
**Brian W. McCormick**

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**EDUCATION:**

**Ph.D.**, Henry B. Tippie College of Business, University of Iowa  
Business Administration (Organizational Behavior & Human Resource Management)

**B.A.**, *Magna Cum Laude*, Luther College  
English

**ACADEMIC POSITIONS:**

Associate professor, Dept. of Management, Northern Illinois University      August 2020-present  
Assistant professor, Dept. of Management, Northern Illinois University      August 2014-August 2020  
GA and instructor, Dept. of Management & Organizations, Univ. of Iowa      August 2009-August 2014

**RESEARCH FOCUS:**

Leadership, individual differences, and team composition as predictors of individual and team performance

**PUBLICATIONS:**

- Downes, P. E., Reeves, C. J., McCormick, B. W., Boswell, W. R., & Butts, M. M. (in press). Incorporating job demand variability into job demands theory: A meta analysis. *Journal of Management*.  
<https://doi.org/10.1177/0149206320916767>
- McCormick, B. W., Reeves, C. J., Downes, P. E., Li, N., & Ilies, R. 2020. Scientific contributions of within-person research in management: Making the juice worth the squeeze. *Journal of Management*, *46*: 321-350. <https://doi.org/10.1177/0149206318788435>
- Gonzalez-Mulé, E., Cockburn, B. S., McCormick, B. W., & Zhao, P. 2020. Team tenure and team performance: A meta-analysis and process model. *Personnel Psychology*, *73*: 151-198.  
<https://doi.org/10.1111/peps.12319>
- McCormick, B. W., Colbert, A. E., Stewart, G., & Guay, R. 2019. Proactive personality and proactive behavior: Perspectives on person-situation interactions. *Journal of Occupational and Organizational Psychology*, *92*: 30-51. <https://doi.org/10.1111/joop.12234>
- Courtright, S. H., McCormick, B. W., Mistry, S., & Wang, J. 2017. Quality charters or quality members? A control theory perspective on team charters and team performance. *Journal of Applied Psychology*, *102*: 1462-1470. <http://dx.doi.org/10.1037/apl0000229>

- Courtright, S. H., Gardner, R., Smith, T., McCormick, B. W., & Colbert, A. E. 2016. My family made me do it: A cross-domain, self-regulatory perspective on antecedents to abusive supervision. *Academy of Management Journal*, *59*: 1630-1652. <https://doi.org/10.5465/amj.2013.1009>
- Gonzalez-Mulé, E., Degeest, D. S., McCormick, B. W., Seong, J. Y., & Brown, K. G. 2014. Can we get some cooperation around here? The mediating role of group norms on the relationship between team personality and individual helping behaviors. *Journal of Applied Psychology*, *99*: 988-999. <http://dx.doi.org/10.1037/a0037278>
- Hosmanek, A. H., McCormick, B. W., & Gonzalez-Mulé, E. 2014. Born and raised: Intelligence and personality matter in negotiations. *Journal of Conflict Management*, *2*: 33-48.
- \*Courtright, S. H., \*McCormick, B. W., \*Postlethwaite, B. E., Reeves, C. J., & Mount, M. K. 2013. A meta-analysis of sex differences in physical ability: Revised estimates and strategies for reducing differences in selection contexts. *Journal of Applied Psychology*, *98*: 623-641. <http://dx.doi.org/10.1037/a0033144> \*Note: the first three authors contributed equally to this manuscript and are listed in alphabetical order.

Dissertation: Proactive interpersonal influence tactics: Leadership precedent in teams  
Committee: Amy E. Colbert (chair), Ken G. Brown, Ning Li, Sara L. Rynes, Greg L. Stewart

#### **LATE-STAGE WORK IN PROGRESS:**

- Reeves, C. J., McCormick, B. W., Postlethwaite, B. E., & Courtright, S. H. *Title omitted to protect the blind-review process*. Manuscript under first review at *Personnel Psychology*.
- McCormick, B. W. *Title omitted to protect the blind-review process*. Manuscript in final preparation for submission.
- McCormick, B. W., Gonzalez-Mulé, E., & Seong, J. Y. *Title omitted to protect the blind-review process*. Manuscript in final preparation for submission.

#### **PEER-REVIEWED CONFERENCE PRESENTATIONS:**

- McCormick, B. W. (2020, August). **Catalysts that cause individuals' change: A taxonomy of cycles**. Paper accepted for the annual meeting of the Academy of Management scheduled for Vancouver, British Columbia, Canada (note: the conference was held online due to COVID-19).
- Downes, P. E., & McCormick, B. W. (2019, April). **Using meta-analysis to advance the study of within-person change**. Paper presented as part of a symposium, Challenging Assumptions via Within-Person Research, at the annual meeting of the Society for Industrial and Organizational Psychology. Washington D.C.
- Downes, P. E., Reeves, C. J., Boswell, W. R., & McCormick, B. W. (2018, August). **A tough day or a tough life? A meta-analysis of job demands within and between persons**. Paper presented at the annual meeting of the Academy of Management. Chicago, IL.

- McCormick, B. W., Gonzalez-Mulé, E., & Seong, J. Y. (2017, August). **Harsh leadership and team member deviance: An exploration of leader-team extraversion incongruence.** Paper presented at the annual meeting of the Academy of Management. Atlanta, GA.
- Gonzalez-Mulé, E., Cockburn, B., McCormick, B. W., & Zhao, P. (2017, August). **A conceptual framework and meta-analysis of the relationship of team tenure with team performance.** Paper presented at the annual meeting of the Academy of Management. Atlanta, GA.
- Courtright, S. H., Wang, J., Mistry, S., & McCormick, B. W. (2016, August). **A control theory perspective on team charters, team agreeableness, and team performance.** Paper presented at the annual meeting of the Academy of Management. Anaheim, CA.
- McCormick, B. W., & Reeves, C. J. (2015, August). **Today is not the same as yesterday: A review of the study of dynamic intra-individual processes.** Paper presented at the annual meeting of the Academy of Management. Vancouver, BC, Canada.
- McCormick, B. W., Li, N., Chiaburu, D., & Zhang, X. (2013, August). **Worker prosocial motivation: Responses to customers in an experience sampling study.** Paper presented at the annual meeting of the Academy of Management. Orlando, FL.
- Courtright, S. H., Colbert, A. E., Thurgood, G., & McCormick, B. W. (2013, August). **When empowering leadership is perceived as passive-avoidant leadership: The role of leader extraversion.** Paper presented as part of a symposium, New Research Directions in Leader Development and Derailment, at the annual meeting of the Academy of Management. Orlando, FL.
- Courtright, S. H., Gardner, R., McCormick, B. W., & Smith, T. (2013, April). **Family-work conflict and abusive supervision: The moderating role of gender.** Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Houston, TX.
- McCormick, B. W., Colbert, A. E., Stewart, G., & Guay, R. (2012, August). **Proactive personality and proactive performance: Perspectives on person-situation interactions.** Paper presented at the annual meeting of the Academy of Management. Boston, MA.
- Postlethwaite, B., Courtright, S. H., McCormick, B., & Mount, M. K. (2011, April). **Sex differences in physical ability: Implications for adverse impact.** Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

### **TEACHING EXPERIENCE:**

**Managerial Leadership**, Primary Instructor, Northern Illinois University (developed and taught fifteen times in both in-person and online delivery formats to various audiences—executive and traditional MBA students, masters of accountancy students, and undergraduates)

**Human Resource Management**, Primary Instructor, Northern Illinois University (taught ten times)

**Staffing and Planning**, Primary Instructor, Northern Illinois University (taught four times)

**Dynamics of Negotiations**, Primary Instructor, University of Iowa (taught twice)

## **AWARDS AND HONORS:**

David and Joanne Weick Faculty Research Fellowship, 2017-2020

Summer Research Grant, Northern Illinois University College of Business, various years

Recipient, 2017 Rosabeth Moss Kanter Award (given to the best work-family research paper of the year, as determined by a committee of 60 scholars; “My Family Made Me Do It: A Cross-Domain, Self-Regulatory Perspective on Antecedents to Abusive Supervision” was selected from amongst a pool of more than 2500 articles published in 65 leading journals). Announcement from Purdue University:  
<https://www.purdue.edu/hhs/hdfs/cff/initiatives/kanteraward/winners/>

Outstanding Reviewer, Organizational Behavior Division, Academy of Management, 2017

Outstanding Reviewer, Organizational Behavior Division, Academy of Management, 2016

Beta Gamma Sigma Honor Society, University of Iowa, 2014

Presidential Graduate Research Fellowship, University of Iowa, August 2009-summer 2014

Ponder Summer Research Fellowship, University of Iowa, June 2010-2013

Phi Beta Kappa Honor Society, Luther College, 1997

Sigma Tau Delta English Honor Society, Luther College, 1997

## **RELEVANT WORK EXPERIENCE AND MEDIA:**

Consultant for Executive Edge Inc. (company that provides customized corporate experiential training and development); in an ongoing week-long annual commitment from 2003-2019 served as a facilitator at a large-scale recruitment and leadership development event for a Big 4 financial services firm; in this role, have served corporate clients who have ranged in roles from partner to senior manager to recruiter to intern

Consultant for the American Academy of Pediatrics (professional association representing pediatricians); developed and conducted five leadership training sessions for 130 executives and managers at the organization’s corporate offices

Consultant for NIU stakeholders (developed and led programs for faculty, external executives, and internal employees on strategic initiatives)

Consultant for NIU College of Business on employee engagement

Consultant for ExecuSearch Solutions (executive recruiting firm in the financial services industry); selection and recruitment advising for identifying high potential job candidates

Consultant for TheLadders.com (online job board and recruiting company); engaged in market research and produced a consulting report based on data from 40 interviews the company conducted

Consultant for Symbria (service company in the healthcare industry); member of a consulting team that interviewed the company's corporate leaders and synthesized themes in order to develop a leadership competency model to be used as the basis for a 360-degree feedback survey administered throughout the organization

Author and interviewer, LeaderNetwork.org (blog); conducted qualitative interviews and provided insight on leadership based on conversations with leaders in industry and nonprofit organizations

High school administrator, teacher, and coach, Savanna and West Carroll School Districts; led a significant change initiative—the merger of three high schools' athletic departments; negotiated public-private partnerships with businesses; conducted performance appraisals; handled media and public relations; ensured compliance with state standards; handled selection and staffing

Media relations to communicate my research findings to practitioners: WGN Chicago television; WGN Chicago radio; Tronc. Inc. (Chicago Tribune, Orlando Sentinel, Pennsylvania's The Morning Call, South Florida Sun Sentinel), Atlanta Newstalk AM radio, NIU Today, NIU Newsroom, Chicago's WLS radio

## **PROFESSIONAL AND SERVICE ACTIVITIES:**

### **Service Activities:**

Editorial Review Boards: *Personnel Psychology* and *Human Resource Management*

Ad Hoc Reviewer: *Academy of Management Journal*, *Journal of Applied Psychology*, *Organization Science*, *Journal of Management*, *Human Resource Management Review*, *Journal of Occupational and Organizational Psychology*, *Journal of Personnel Psychology*, *European Journal of Work and Organizational Psychology*, Academy of Management Annual Meeting, Israeli Science Foundation Grant Proposal

Dissertation committee member, Rushika De Bruin, Northern Illinois University

Organizer, Academy of Management Professional Development Workshop (PDW), HR Division Middle-Stage Doctoral Consortium, 2020 conference-present

Chair, management department curriculum committee, Northern Illinois University, fall 2020-present

Member, management department curriculum committee, Northern Illinois University, fall 2019-present

Member, college of business undergraduate curriculum committee, Northern Illinois University, 2019-2020

Member, management department research committee, Northern Illinois University, fall 2016-present

Group leader, NIU new student initiative, fall 2020

Invited presenter, University of Illinois-Chicago faculty and PhD students, spring 2019

Guest facilitator, PhD seminar on team personality, University of Illinois-Chicago, spring 2019

Invited presenter, Psychology Department at Northern Illinois University, spring 2019

Invited presenter, Southeast Asia Youth Leadership Program, spring 2019

Member, University Athletic Board, Northern Illinois University, fall 2017-2019

Served as mentor in the Student-Faculty Links Mentorship Program, Northern Illinois University, 2018-2019

Member, College of DuPage, Business, Management, and Marketing Advisory Committee, fall 2017-present

Invited presenter, Southeast Asia Youth Leadership Program, spring 2018

Invited presenter, Young Southeast Asian Leaders Initiative (delivered a leadership seminar session to early-career professionals from approximately a dozen Asian countries), fall 2017

Member, Passport advisory committee, Northern Illinois University, fall 2017-2019

Contributor, Management department panel assessing graduate program expansion, fall 2016

Facilitator, student consulting team conducting planning and staffing consulting for a local nonprofit organization, spring 2017

Member, Management department scholarship selection committee, spring 2016-spring 2019

Contributor, Northern Illinois University student recruitment phone-a-thon, spring 2017

Member, strategic planning group studying research impact, Northern Illinois University College of Business, spring 2017

Invited presenter, Southeast Asia Youth Leadership Program, spring 2017

Facilitator, career compass sessions administered to College of Business students, 2017-2019

Invited presenter, Psychology Department at Northern Illinois University, spring 2016

Conference Session Chair at Academy of Management Annual Meeting: Staffing Strategies, Vancouver, BC, August 2015

Invited presenter, Management Executive Advisory Board, Northern Illinois University, spring 2015

Department representative, Northern Illinois University library meetings, 2014-2015

Leader, team building sessions for College of Business student orientation events, Northern Illinois University

Leader, team building for student organizations (e.g., Business Administration Student Association), Northern Illinois University

Invited presenter, SHRM (Society for Human Resource Management) chapter, Northern Illinois University

Contributor, student recruitment activities, Northern Illinois University

Facilitator, Academy of Management PDW (Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students), Philadelphia, Pennsylvania, August 2014

Invited presenter on “physical abilities” (with Cody J. Reeves), University of Iowa doctoral seminar, spring 2014

Invited presenter, University of Iowa Tippie College of Business Student Optimist Chapter

Invited presenter, local organizations (i.e., Rotary Club)

Contributor to the development of a department protocol for Institutional Review Board research project approval, University of Iowa

**Professional Associations:**

Academy of Management: Human Resources, Organizational Behavior, and Research Methods Divisions

Society for Industrial and Organizational Psychology