

Brian A. Burgess, Ph.D.

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ACADEMIC APPOINTMENTS

Colorado State University, <i>Post-Doctoral Research Fellow, College of Business</i>	2024-present
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EDUCATION

Ph.D. Michigan State University Broad College of Business <i>Ph.D. Organizational Behavior and Human Resource Management (Minor: Research Methods)</i> <i>Dissertation Topic:</i> Responsible leadership, structural power, multi-stakeholder contexts, organizational justice <i>Dissertation Chair:</i> John R. Hollenbeck	2024
B.A. California State University, Fullerton <i>Business Administration - Emphasis in Accounting and Human Resources Management.</i>	2016

RESEARCH INTERESTS

Leadership, Responsibility in Multi-Stakeholder Contexts, Inclusion, Social Support

PUBLISHED MANUSCRIPTS

Wuorinen, S.*, **Burgess, B. A.***, & Wright, P. M. (2021). Managing mergers and acquisitions: Perspectives from human resources. *Management and Business Review*, 1(2). *indicates equal first authorship

Burgess, B., & Pichler, S. (2020). Integrating talent management and performance management: A workplace differentiation perspective. In I. Tarique (Ed.). *Routledge Companion to Talent Management*.

REVISE AND RESUBMIT

Hemsley, R. S., **Burgess, B.A.**, Matusik, J.G., & Hollenbeck, J.R. – Flip-flopping leadership ideals: Changes in leadership schemata in leadership succession contexts. - *Revise and Resubmit at Organizational Science*

First Author Invitations to Resubmit

Burgess, B. A., & Hays, N. – Power and responsibility to whom? A role theory perspective on leaders' responsibility and inclusive behaviors in multi-stakeholder contexts. – *Reject and Resubmit at Organizational Behavior and Human Decision Processes, Data collection complete, In preparation for resubmission*

UNDER REVIEW

Burgess, B. A. & Hetrick, A. – The Meaning of Proactive Help Varies by Its Nature: Unpacking the Self- and Pro-social Motive Attributions Made in Response to Task and Personal Helping– *Under review at Journal of Management*

MANUSCRIPTS IN PREPARATION

Burgess, B.A., Andriese, N., & Hayes. – Enacting The Responsibilities of Power: A Moral Foundations Perspective on Power and Justice Enactment– Target Journal: *Journal of Organizational Behavior*, *Data collection complete, Writing Phase*

Awasty, N., **Burgess, B.A.**, Matusik, J.G., & Hollenbeck, J.R. – Sinking Ships and Charismatic Idiots: The Process of Mutiny Against Irresponsible Leaders. – *In preparation for resubmission*. Target Journal: *Journal of Applied Psychology*.

Blocker, V., Boora, L., Seo, D., Hemsley, R. S., **Burgess, B.A.**, Hollenbeck, J.R., Yoon, S., Watson, M – Gender composition in multiteam systems: The moderating role of task and communication structures on performance – *In preparation for resubmission*. Target Journal: *Academy of Management Journal*

Literature Review Proposals

Henle, C., **Burgess, B.A.**, Waller, M., & Maynard, T. – Team Structure, Climate, and Leadership on Deviance and Counterproductivity at The Team Level: A literature review clarifying constructs and methods – *Initial literature review and coding complete. Proposal writing phase*, Target Journal: *Journal of Applied Psychology*

RESEARCH IN PROGRESS

Trzebiatowski, T., **Burgess, B. A.**, Shore, L., & Metz – Gender Inequity and Joining In Against Men and Women: Gendered Emotional Cues and Bystander Support of Leaders' Exclusionary Behaviors – *Data collection phase. Target Journal: Journal of Applied Psychology*.

Burgess, B.A., Griffin, D., Somaraju, A., & Hemsley, R. S. – Back to the Basics: Measuring Hierarchy and Inequality Using Interactions Among the Moments of the Distribution – *writing phase in preparation for resubmission*, Target Journal: *Organizational Research Methods*.

Wong, H., Boora, L. Hollenbeck, J.R., **Burgess, B. A.**, & Heidle, R. - Missing the big picture: Ethical leadership and inspirational motivation during a crisis – *In preparation for resubmission*. Target Journal: *Academy of Management Journal*

Hemsley, R., Somaraju, A., Guo, A., **Burgess, B.A.**, & Hays, N.– The temporal dynamics of conflict transformation: The role of power and status in decoupling task and relationship conflict – *Data collection phase*

Boora, L., Hemsley, R.S., Blocker, V.E., Seo, D. **Burgess, B.A.** & Hollenbeck, J.R. – We need leaders, not cheerleaders: Leaders and subleaders and the effect of their promotive voice on leadership effectiveness in multi-team systems – *empirical paper, writing phase*

CONFERENCE PRESENTATIONS

Blocker, V., Seo, D., Hemsley, R.S., Boora, L, **Burgess, B. A.**, & Hollenbeck, J.R. (2025) - Empirical Frontiers: National Infrastructure to Investigate Multi-Team Systems – *INGroup conference Symposium 2025*

Burgess, B. A., (2025) – What types of support make us feel supported? Proactively providing care, but not competence, before being asked makes others feel supported. – *Society for Industrial and Organizational Psychology (SIOP) Conference in Denver*

Burgess, B.A., (2024) Novel and comparative approaches to hierarchy in organizations – *Academy of Management Symposium Organizer*.

- *Included participants from Stanford University, Emory University, Singapore Management University, Imperial College London, and Michigan State University*

Burgess, B.A., Griffin, D.J., Hays, N., Hemsley, R.S., & Gou, Z. (2024). Differential effects of power and status asymmetries on team goal clarity and performance -- *The Academy of Management Proceedings*

Boora, L., Hemsley, R.S., Blocker, V.E., Seo, D. **Burgess, B.A.** & Hollenbeck, J.R. (2024) We need leaders, not cheerleaders: Leaders and subleaders and the effect of their promotive voice on leadership effectiveness in multi-team systems - *The Academy of Management Proceedings*

Burgess, B.A., & Griffin, D. (2022) – Operationalizing leadership hierarchy in teams: Concerns and remedies regarding the measurement of centralization in teams. - *The Academy of Management Proceedings*

Hemsley, R., Somaraju, A., Gao, A., Hays, N., & **Burgess, B.A.** (2022) – The temporal dynamics of conflict transformation: The role of power and status in decoupling task and relationship conflict - *The Academy of Management Proceedings*

Salvador, R., Davoudpour, S., & **Burgess, B. A.** (2019). The effectiveness of ethics instruction: A meta-analytic review. *Society for Business Ethics Conference*

TEACHING EXPERIENCE

Undergraduate: MGT 310 – *Human Resources Management* – Colorado State University **2024-2025**

- Teacher Overall Effectiveness Rating – Overall rating not collected.

Undergraduate: *Organizational Behavior* - Michigan State University Asynchronous, **Summer, 2023**

- Teacher Overall Effectiveness Rating – Overall rating not collected.

Undergraduate Teaching Assistant – *Organizational Behavior and HRM* – Michigan State U. **Fall, 2023**

- Teaching Assistantship Rating: 4.42/5

Master's Level (TA) – *Leadership and Teamwork* – Michigan State U. **Fall, 2021- Fall 2022**
Instructor: Dr. John R. Hollenbeck

Undergraduate: MGT 315 – *Human Resources Management* – Michigan State U. **Summer, 2019**

- Teacher Overall Effectiveness Rating – 4.5/5 - *Department Average: 3.92*

RESEARCH GRANTS

- \$8,900 - Research Grant, *Center for Ethical and Responsible Leadership*, 2023

HONORS AND RECOGNITIONS

- *Spot award for contributions to the Department of Management – Colorado State U.* **2024**
- *Graduate School Recognition for Excellent Peer Mentorship, Michigan State U.* **2020 & 2021**
- *Leadership Development Program of the Year – National Recognition out of 200 Chapters – LEAD Coordinator, Sigma Nu Fraternity* **2016**

SERVICE

Human Resources Case Competition Faculty Mentor – Colorado State University **Spring 2025**

- Mentored a team of students that achieved second place in an HR case competition.

Spartan Methods Series - Research Methods Workshops for Graduate Students **Spring 2024**

- Organized a set of methods lectures conducted by Michigan State University Alumni to foster alumni engagement and augment the education of junior scholars.
- Topics included: introduction to *Lavaan* in R, automating data collection, longitudinal data analysis, multi-level modeling, and AI power tools for researchers.

Guest Lectures

- *Organizational Justice as the Key to Good Leadership* – in Michigan State University Management 460, Undergraduate Management Capstone - March 2020
- *Human Resources Law* - in Michigan State University, Psych 395, Advanced IO Psychology – October 2022

Conference Reviewer

Academy of Management Annual Meeting, OB Division	2018-present
Academy of Management Annual Meeting, HR Division	2018-present
Society for Industrial Organizational Psychology Annual Meeting	2019-present

VOLUNTEER WORK EXPERIENCE

Refugee Development Volunteer – Lansing, Michigan **Summer 2024 & 2025**

- I volunteered for ~100 hours in an English language learning class at the Refugee Development Center in Lansing, Michigan. I interacted with and spoke with refugees who came from over 50 different countries and guided each one through their own unique learning difficulties and disabilities.

Peace Core Volunteer – Senegal, West Africa **2016-2017**

- Language Proficiency in Wolof – Strong

Leadership Development Chairman – Sigma Nu Fraternity **2013-2016**

- Led and developed a four-phase leadership development program for undergraduate students.
- Networked with business and community leaders to get qualified and engaging facilitators, including the city Mayor, a state congressman, CEOs, CFOs, and university leaders.
- Recognized for excellence as the best LEAD program out of 200 chapters nationally

ACADEMIC REFERENCES For professional letters of recommendation, please contact:

Dr. Nicholas A. Hays
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Michigan State University
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