**R. DAVID LEBEL**

Ben L. Fryrear Faculty Fellow & Associate Professor of Management

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**EDUCATION**

**The Wharton School, University of Pennsylvania**

## Ph.D., Organizational Behavior (2012), M.S., Organizational Behavior (2009)

B.S. (2002), Economics (concentration in Management)

**ACADEMIC POSITIONS**

**Katz School of Business, University of Pittsburgh**

Associate Professor (2020- )

Assistant Professor (2012-2020)

**RESEARCH INTERESTS**

Proactivity; Employee Voice; Emotions at Work

PUBLICATIONS

Patil, S. V., & Lebel, R. D. (2019). “I want to serve but the public does not understand:” Prosocial motivation, image discrepancies, and proactivity in public safety. *Organizational Behavior and Human Decision Processes*, 154, 34-48. <https://doi.org/10.1016/j.obhdp.2019.07.002>

Lebel, R.D., & Patil, S.V. (2018). Proactivity despite discouraging supervisors: The powerful role of prosocial motivation. *Journal of Applied Psychology*, *103*(7), 724-737 <https://doi.org/10.1037/apl0000301>

Lebel, R.D. (2017). Moving beyond fight and flight: A contingent model of how the emotional regulation of anger and fear spark proactivity. *Academy of Management Review*, *42*(2), 190-206. <https://doi.org/10.5465/amr.2014.0368>

* Lead article

Lebel, R.D. (2016). Overcoming the fear factor: How perceptions of supervisor openness lead employees to speak up when fearing external threat. *Organizational Behavior and Human Decision Processes*, *135,* 10-21. <http://dx.doi.org/10.1016/j.obhdp.2016.05.001>

Rosette, A.S., Mueller, J.S., & Lebel, R.D. (2015). Are male leaders penalized for seeking help? The Influence of gender and asking behaviors on competence perceptions. *The Leadership Quarterly.* *26*(5), 749-762.<https://doi.org/10.1016/j.leaqua.2015.02.001>

MANUSCRIPTS UNDER REVIEW AND RESEARCH IN PROGRESS

Lebel, R.D., Yang, X., Parker, S., & Kamran-Morley, D. Proactivity and burnout (title withheld to ensure blind review). Revise & resubmit at the *Journal of Applied Psychology.*

Sumanth, J.J, Joshi, A., & Lebel, R.D. Voice and misinformation (title withheld to ensure blind review). Under review at the *Academy of Management Review.*

Lebel, R.D., Parker, S. & Kamran-Morley, D. Emotional reactions at work during COVID-19. Target: *Organizational Behavior and Human Decision Processes.*

Lebel, R.D., Sumanth, J.J., & Bolino, M.C. No, I won’t back down: When and why employees persist in speaking up. Writing up to submit to: *Academy of Management Review.*

Haan, K., Lebel, R.D., & Bae, J. Just give me a reason: High-performance work systems and the mediating and interactive effects of can-do and reason-to factors on proactive customer service behavior. Data analysis phase. Target: *Personnel Psychology*.

OTHER PUBLICATIONS

Lebel, R. D., & Kamran-Morley, D. (2021). Igniting Initiative: Clarifying the Conceptualization of the Energized-to Pathway of Proactivity. In K.Z. Peng & C. Wu (Eds.), *Emotion and proactivity at work* (pp. 55-76)*.* Bristol, UK: Bristol University Press.

Sumanth, J.J., & Lebel, R.D. (2016). Employee Voice. In *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press. doi: 10.1093/obo/9780199846740-0109

REFEREED CONFERENCE PRESENTATIONS

Lebel, R.D., Parker, S., & Kamran-Morley, D. (2020). Examining How Employees are Adapting During COVID-19: The role of emotions, engagement, and burnout. Paper presented as a part of the asynchronous program during the Academy of Management Annual Meeting.

Lebel, R.D. & Sumanth, J.J. (2018). From purgatory to persistence: When and why employees speak up again. In Lebel, R.D. & Sumanth, J.J. (co-chairs), *Speaking up and trying to be heard: Examining the enactment and persistence of voice over time.* Paper presented at the Academy of Management Annual Meeting in Chicago, Illinois.

Keeney, J.E., Lebel, R.D., & Sharma, P.N. (2017). Turning dark into light: Examining observer empathy in leader social undermining. In Keeney, J.E. & Sharma, P.N. (co-chairs), *Moving beyond the leader: The social embeddedness of ethical leadership dynamics.* Paper presented at the Academy of Management Annual Meeting in Atlanta, GA.

Keeney, J.E., Melwani, S., Lebel, R.D., & Sharma, P.N. (2017). Turning dark into light: Examining observer empathy in leader social undermining. Paper presented at the Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.

Lebel, R.D. & Sumanth, J.J. (2015). Unlocking the black box: A process model of employee voice. In Lebel, R.D. & Maynes, T.D. (co-chairs), *Examining voice outcomes: How speaking up impacts the voicer, peers, and the organization.* Paper presented at the Academy of Management Annual Meeting in Vancouver, British Columbia, Canada.

Lebel, R.D. & Patil, S.V. (2014). Extra credit for proactivity only if I set you free: How granting autonomy shapes supervisor reactions to proactivity. In Kim, Y. (chair), *The power of speaking up in organizations: An exploration of outcomes of voice*. Paper presented at the Academy of Management Annual Meeting in Philadelphia, PA.

Tarr, E.N., Wilk, S.L., Rothbard, N.P., & Lebel, R.D. (2014). Do I talk too much? Supervisor trust and the interplay between self and other-oriented proactive behaviors. In Park, H. & McAlpine, K.L (co-chairs), *Trust in leadership: New insights and empirical evidence*. Paper presented at the Academy of Management Annual Meeting in Philadelphia, PA.

Lebel, R.D. (2013). Overcoming the fear factor: Exploring what leads employees to voice when experiencing fear. Paper presented at the Academy of Management Annual Meeting in Orlando, FL.

Lebel, R.D. (2012). Speaking up for the greater good: Prosocial motivation and voice in unfavorable contexts. Paper presented at the Academy of Management Annual Meeting in Boston, MA.

* Selected for Academy of Management Best Paper Proceedings 2012

Lebel, R.D., Morrison, E.W., & Wheeler-Smith, S.L (2011). Employee voice: Development and validation of a multi-dimensional measure. Paper presented at the Academy of Management Annual Meeting in San Antonio, TX.

Lebel, R.D., Mueller, J.M., & Rosette, A.S. (2009). For whom is it lonely at the top? Gender stereotypes and social costs of asking for help. Paper presented at the Academy of Management Annual Meeting in Chicago, IL.

Lebel, R.D., Rothbard, N.P., Klein, K.J., & Wilk, S.L. (2009). Is it safe to speak up? The effects of voice behavior on individual performance ratings. In Lebel, R.D., Klein, K.J., & Rothbard, N.P. (co-chairs), *Speaking up or shutting up: Exploring new directions in research on voice and silence.* Paper presented at the Academy of Management Annual Meeting in Chicago, IL.

#### INVITED PRESENTATIONS

University of Pennsylvania, Wharton School of Business. 24th Annual Wharton Organizational Behavior Conference (Nov 2018)

Carnegie Mellon University, Tepper School of Business: Organizational Behavior & Theory Seminar (Oct 2013)

**AWARDS and GRANTS**

Ben L. Fryrear Faculty Fellowship (2021-2022)

Katz School of Business Excellence in Teaching Award (2012-2013, 2014-2015, 2016-2017, 2017-2018, 2018-2019, 2019-2020)

* *Highest* rated faculty member at Katz during the 2017-2018 academic year

Katz School of Business Excellence in Research Award (2015-2016)

Two-time winner of the Doris & Douglas Bernstein Award for Faculty Teaching Excellence (2016-2017; 2019-2020)

Member of Beta Gamma Sigma business honor society for AACSB-credited universities (2020-present)

BNY Mellon Faculty CSR Fellow and research grant (2013-2016)

Center for Healthcare Management research grant (2016-2017)

Wharton Center for Leadership and Change Management research grant (2010-2012)

**TEACHING EXPERIENCE**

**Katz School of Business, University of Pittsburgh** **Instructor Ratings**

Undergraduate Organizational Behavior (BUSORG 1020, Spring 2013-Present)

* Average rating, 19 sections 4.6 / 5

Executive Ed (Healthcare) Organizational Behavior (BOAH 2801, Fall 17, 18) 4.85 / 5

Executive Ed (Healthcare) Leading People in Healthcare (BORG 2402, Fall 19, 21; Spring 21) 5.0 / 5

PhD Seminar: Innovation and Organizational Change (BORG 3005, Fall 2014, 2016, 2022) NA

**DISSERTATION AND THESIS COMMITTEES**

Joel Levin, University of Pittsburgh, Organizational Behavior, PhD (current)

Yinyin Cao, University of Pittsburgh, Human Resources, PhD (2019)

Jirs Meuris, University of Pittsburgh, Organizational Behavior, PhD (2018)

Raul Rios, University of Pittsburgh, Public Health, MHA (2018)

#### PROFESSIONAL ACTIVITIES and AFFILIATIONS

**Reviewing**

* Editorial Board Member, *Organizational Behavior and Human Decisions Processes,* (2022- )
* Ad Hoc reviewer for the *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly, Organization Science*, *Personnel Psychology, Human Relations*, *Journal of Organizational Behavior*, *PLOS ONE*, *Journal of Organizational and Occupational Psychology*, *Human Resource Management Review*, *Human Performance*, Academy of Management Annual Meeting (2007-2021)

**Wharton School of Business, University of Pennsylvania**

Ph.D. Student Representative, Management Department, The Wharton School (2008-2009)

Ph.D. Admissions Committee, Management Department, The Wharton School (2009)

**Affiliations**

Academy of Management, Organizational Behavior (OB) and Research Methods (RMD) divisions

#### PROFESSIONAL EXPERIENCE

**Deloitte Consulting LLP.**  Business Analyst / Consultant, Strategy & Operations (2005-2006)

**C&S Wholesale Grocers**  Business Analyst in Management Rotation Program (2002-2004)