

**David Joseph Keating**  
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## Education

<b>University of Mississippi</b> , University, MS PhD Candidate in Management (Current) PhD Minor in Applied Statistics (Completed 2022)	2020–present
<b>University of Georgia</b> , Athens, GA PhD Student – Completed Years 1 & 2	2014–2016
<b>Liautaud Graduate School of Business – UIC</b> , Chicago, IL M.B.A. with concentrations in Management and Marketing	2011–2012
<b>University of Illinois at Chicago</b> , Chicago, IL B.S. in Entrepreneurship Minor in Marketing	2009–2011

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## Research Interests

Employee emotions, mood and affect, Negative work behavior, Virtual/remote/hybrid work, The changing nature of work, Motivation, Self-regulation, Employee volunteerism, Social exchange, Workplace relationships

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## Peer-Reviewed Publications

Keating, D. J., Cullen-Lester, K., & Meuser, J. D. (2023). Virtual Work Conditions Impact Negative Work Behaviors Via Ambiguity, Anonymity, and (Un)Accountability: An Integrative Review. *Journal of Applied Psychology*, In Press. <https://doi.org/10.1037/apl0001126>

Keating, D. J., & Meuser, J.D. (2023). The High-Maintenance Employee: Example of a Scale Development and Validation. In L. R. Ford & T. A. Scandura (Eds.) *The SAGE Handbook of Survey Development and Application* (pp. 495–511). Thousand Oaks, CA: Sage Publications.

Mitchell, M. S., Greenbaum, R. L., Vogel, R. M., Mawritz, M. B., Keating, D. J. 2019. Can you handle the pressure? The effect of performance pressure on stress appraisals and behavior. *Academy of Management Journal*, 62: 531–552. <https://doi.org/10.5465/amj.2016.0646>

- Featured by *The London School of Economics and Political Science LSE Business Review* (2019, July 18). How to encourage better performance without straining employees.

- Featured by *Academy of Management Insights* (2019, October). Pressuring Employees to Rise to the Challenge.

Rodell, J. B., Breitsohl, H., Schröder, M., & Keating, D. J. 2016. Employee volunteering: A review and framework for future research. *Journal of Management*, 42: 55-84.

<https://doi.org/10.1177/0149206315614374>

## Conference Presentations

Gray., T. W., Zabinski, A. M., Lambert, L. S., Williams, L., Keating, D. J., Harms, P., Cortina, J., Miller, S., Meuser, J., Keener, S., & Greckhamer, T. 2023. *Ask the Experts: SAGE Handbook of Survey Development & Application*. Professional development workshop presented at the Academy of Management. Boston, MA.

Keating, D. J. 2022. Emotion-Behavior-Reflection Theory. Paper presented at the annual meeting of the Academy of Management. Seattle, Washington.

Keating, D. J., & Meuser, J.D. 2021. Supervisors' Emotional Responses to High-Maintenance Employees: A Research Proposal. Paper presented at the annual meeting of the Academy of Management. Virtual.

Keating, D. J., & Meuser, J.D. 2020. Guilt, Pride or Hubris: Supervisor Responses to Interactions with High-Maintenance Employees. Symposium conducted at the Southeast University Management Doctoral Student Consortium.

Mitchell, M. S., Vogel, R. M., & Keating, D. J. 2015. Supervisor bottom-line mentality and employee behavior: Examining self-regulatory coping processes. In M. J. Quade and R. L. Greenbaum (Chairs), *New Perspectives on Bottom-Line Mentality Research*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

## Additional Research

Keating, D. J., & Meuser, J. D. (Writing). Survey Methodology and Best Practices. *Targeted for Organizational Research Methods*.

Keating, D. J. (Writing - Dissertation). A Meta-Analytic Investigation of Self-Conscious Emotions in the Workplace: When are Good Emotions Bad and Bad Emotions Good? *Targeted for Journal of Applied Psychology*.

Keating, D. J. (Writing). Emotion-Behavior-Reflection Theory. *Targeted for Academy of Management Review*.

Keating, D. J., Maupin, C., Hetrick, A., Cullen-Lester, K., & Lester, H. (Writing). Supervision of High-Maintenance Employees. *Targeted for Academy of Management Journal*.

Keating, D. J., Cullen-Lester, K., & Maupin, C. (Data Collection). Ambiguity in Computer-Mediated Communication. Targeted for *Journal of Applied Psychology*.

Keating, D. J. (Data Collection - Dissertation). Rebounding from Failure: The Role of Self-Conscious Emotions in Employee Recovery. Targeted for *Academy of Management Journal*.

Keating, D. J., Cullen-Lester, K., & Maupin, C. (Study Design). Isolation of Virtual Employees. Targeted for *Journal of Applied Psychology*.

Keating, D. J., Hettrick, A., & Ravid, D. (Study Design). Electronic Monitoring and Negative Work Behavior. Targeted for *Journal of Applied Psychology*.

Keating, D. J., & Maupin, C. (Study Design). High-Maintenance Employees on Teams. Targeted for *Academy of Management Journal*.

Keating, D. J. (Study Design). Uncontrolled Emotional Reactions. Targeted for *Journal of Applied Psychology*.

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## Teaching Experience

Instructor, Human Resource Management, University of Mississippi	2023–2024
Facilitator, Summer Internship Program, University of Mississippi	2023
TA, Principles of Management, University of Mississippi	2020–2022
Lecturer, Organizational Behavior, Terry College of Business – UGA	2015
TA, Management, Terry College of Business – University of Georgia	2014–2015

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## Awards & Grants

University of Mississippi Outstanding Ph.D. Student of the Year Award. March 2023.

University of Mississippi Excellence in Community Engagement Awards: 2021 Finalist with Distinction for Community-Engaged Service, “LeadershipServ’s™: Excellence in Servant Leadership Program.” April 2021, \$3,000.

Get Comfortable: Community Service Award. Athens, Georgia. May 2016.

Liautaud Community Impact Award. Nominee, University of Illinois at Chicago Liautaud Graduate School of Business. May 2012.

Community Service Action Team. Builder Level Volunteer University of Illinois at Chicago  
Liautaud Graduate School of Business. May 2012.

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## **Professional Service**

### **Ad-Hoc Reviewing**

Personnel Psychology

Organizational Behavior and Human Decision Processes [Ghost Reviewer]

Journal of Managerial Psychology

Motivation and Emotion

Group & Organization Management

Administration & Society

### **University Service**

University of Mississippi Department of Management - Website Management

University of Mississippi Food Pantry - Board Member

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## **Professional Organization Memberships**

Academy of Management

Southern Management Association

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## **Additional Professional Experience**

Bridges & Bourbon, Pittsburgh, PA 2016–2023  
Founding Partner  
(Non-Managing Partner: 2020–Present)

Walgreens, Chicago, IL 2013–2014  
Search Engine Marketing Analyst

Gerber Group, Chicago, IL 2011–2013  
General Manager

Pantheon Wine, Northbrook, IL 2011  
Marketing & E-Commerce Manager

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## References

Available upon request

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