Graham, Katrina (Associate Professor)

Refereed Journal Articles

Journal Article, Academic Journal

Ziegert, J. C., Knight, A. P., Resick, C. J., Graham, K. A. (2022). Addressing performance tensions in multiteam systems: Balancing informal mechanisms of coordination within and between teams. *Academy of Management Journal, 65*(1), 158-185.

Ziegert, J. C., Mayer, D. M., Piccolo, R. F., Graham, K. A. (2021). Collectivistic leadership in context: An examination of how and when collective charismatic leadership relates to unit functioning. *Journal of Leadership & Organizational Studies, 28*, 112-136.

Graham, K. A., Smith, R. S. (2021). When leaders are marketers: a duality perspective on the effect of openness to experience on marketing behaviors and the moderating role of bottom-line mentality. *Current Psychology*. https://link.springer.com/article/10.1007/s12144-021-02216-2

Graham, K. A., Resick, C. J., Margolis, J. A., Shao, P., Hargis, M. B., Kiker, J. D. (2020). Egoistic norms, organizational identification, and the perceived ethicality of unethical pro-organizational behavior: A moral maturation perspective. *Human Relations, 73*, 1249-1277.

Graham, K. A., Mawritz, M. B., Dust, S. B., Greenbaum, R. L., Ziegert, J. C. (2019). Too many cooks in the kitchen: The effects of dominance incompatibility on relationship conflict and subsequent abusive supervision. *The Leadership Quarterly, 30*, 351-364.

Graham, K. A., Dust, S. B., Ziegert, J. C. (2018). Supervisor-employee power distance incompatibility, gender similarity, and relationship conflict: A test of interpersonal interaction theory. *Journal of Applied Psychology, 103*, 334-336.

Mawritz, M. B., Greenbaum, R. L., Butts, M. M., Graham, K. A. (2017). I just can't control myself: A self-regulation perspective on the abuse of deviant employees. *Academy of Management Journal, 80*, 1482-1503.

Graham, K. A., Ziegert, J. C., Capitano, J. (2015). The effect of leadership style, framing, and promotion regulatory focus on unethical pro-organizational behavior. *Journal of Business Ethics, 126*, 423-436.

Book Chapters

Book, Chapter in Scholarly Book-New

Graham, K. A., Yoo, G., Kristal, E. K. (2022). *The Psychology of Abusive Supervision*. https://doi.org/10.1093/acrefore/9780190236557.013.816

Ligon, G. S., Graham, K. A., Edwards, A., Osburn, H. K., Hunter, S. T. (2012). Performance management: Appraising performance, providing feedback, and developing for creativity. In M. D. Mumford (Ed.), *The Handbook of Organizational Creativity* (pp. 633-666). London: Elsevier.

Other Intellectual Contributions

Magazine/Trade Publication

Mawritz, M. B., Greenbaum, R. L., Butts, M. M., Graham, K. A. (2016). *We're all capable of being an abusive boss*. Harvard Business Review. hbr.org/2016/10/were-all-capable-of-being-an-abusive-boss

Presentations

Detjen, Jodi (Presenter & Author), Graham, Katrina (Author Only), Yap, Xin Yi (Author Only), SIOP Annual Conference, "Unique Approaches to FitHow do masculine norms impact the Person – Environment Fit," SIOP, Seattle, WA. (April 30, 2022).

Shao, P., Graham, K. A., Zhou, Z., Li, H., L., Zhao, "You make me feel understood and trusted: The role of leader appreciation expression.," Academy of Management Annual Meeting. (August 2021).

Graham, K. A., Shao, P., Zhou, Z. E., Li, A., "When patients abuse doctors: Relational outcomes and the dark side of leader empathy," Academy of Management Annual Meeting. (August 2020).

Graham, K. A., "Beyond uncertainty: A theoretical perspective on the perceived surface acting of inconsistent leaders," Academy of Management Annual Meeting, Boston, MA. (August 2019).

Graham, K. A., Mawritz, M. B., Dust, S. B., Ziegert, J. C., "Dominance incompatibility, relationship conflict, and subsequent abusive supervision," Academy of Management Annual Meeting, Chicago, IL. (August 2018).

Ziegert, J. C., Resick, C. J., Knight, A. P., Graham, K. A., "Attentional resource allocation in multiteam systems: Using wearable sensors to examine interaction patterns within and between teams," Academy of Management Annual Meeting, Atlanta, GA. (August 2017).

Graham, K. A., Quade, M. J., Cunningham, Q. W., "When supervisors are abusive in email: Effects on employee perceptions," Academy of Management Annual Meeting, Atlanta, GA. (August 2017).

Graham, K. A., Dust, S. B., Ziegert, J. C., "Do we go together? Effects of dyadic power distance congruence and gender on conflict and burnout," Academy of Management Annual Meeting, Anaheim, CA. (August 2016).

Ziegert, J. C., Muthel, M., Graham, K. A., "How I see them and how they see me: A relational identification perspective of ethics in teams," Academy of Management Annual Meeting, Anaheim, CA. (August 2016).

Graham, K. A., Baskerville Watkins, M., Ziegert, J. C., "The effect of leader gender and social dominance orientation on abusive supervision," Academy of Management Annual Meeting, Anaheim, CA. (August 2016).

Graham, K. A., Cunningham, Q. W., Quade, M. J., "The "dark side" of working from home: Abusive supervision over email," Academy of Management Annual Meeing, Vancouver, BC Canada. (August 2015).

Mawritz, M. B., Graham, K. A., Butts, M. M., Mathe-Soulek, K., "They bring it on themselves: The high-performing deviant as a provocative victim of abusive supervision and the exacerbating effect of supervisor bottom-line mentality," Academy of Management Annual Meeting, Vancouver, BC Canada. (August 2015).

Knight, A. P., Resick, C. J., Graham, K. A., Ziegert, J. C., King, K., "Using wearable sensors to examine the evolution of interpersonal dynamics in project teams," Academy of Management Annual Meeting, Vancouver, BC Canada. (August 2015).

Graham, K. A., Mawritz, M. B., Greenbaum, R. L., "Assigning blame and restoring justice: Employee reactions to vicarious abuse," Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA. (April 2015).

Graham, K. A., Mawritz, M. B., Greenbaum, R. L., "Leader dominance and theory X: A social dominance theory perspective of abusive supervision," Academy of Management Annual Meeting, Philadelphia, PA. (August 2014).

Rosikiewicz, B. L., Graham, K. A., Margolis, J., Greenhaus, J. H., "Leadership antecedents of family-supportive supervisory behaviors: The role of theory X beliefs and bottom-line mentality," Academy of Management Annual Meeting, Philadelphia, PA. (August 2014).

Resick, C. J., Graham, K. A., Margolis, J., Hargis, M. B., Shao, P., "Unethical pro-organizational behavior: Examining traits, norms, and judgments," Academy of Management Annual Meeting, Philadelphia, PA. (August 2014).

Shao, P., Graham, K. A., McDonnell, A., Margolis, J., Resick, C. J., Hargis, M. B., "Motivation, personality, and organizational deviance: Do ethical judgments matter?," Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI. (May 2014).

Graham, K. A., "The supervisor-subordinate relationship: The effect of leaders' egalitarian views," Bi-annual Meeting of the Positive Relationships at Work   Microcommunity, Malvern, PA. (March 2014).

Shor, J., Greenhaus, J. H., Graham, K. A., "Context matters: A model of family- supportive supervision and work-family conflict," Academy of Management Annual Meeting, Orlando, FL. (August 2013).

Graham, K. A., Mawritz, M. B., Greenbaum, R. L., "Deontic reactions to supervisor abuse of coworkers," Academy of Management Annual Meeting, Orlando, FL. (August 2013).

Graham, K. A., Cunningham, Q. W., Ziegert, J. C., Capitano, J., "The impact of self-efficacies and ability on job search," Society for Industrial and Organizational Psychology Annual Meeting, Houston, TX. (April 2013).

Graham, K. A., Greenhaus, J. H., Shor, J., "Organizational, supervisor, and employee antecedents of family-supportive supervision," Academy of Management Annual Meeting, Boston, MA. (August 2012).

Graham, K. A., Ziegert, J. C., Capitano, J., "The effect of leadership and framing on unethical pro-organizational behavior," Academy of Management Annual Meeting, Boston, MA. (August 2012).

Capitano, J., Ziegert, J. C., Graham, K. A., "The impact of framing and feedback on decision making," Academy of Management Annual Meeting, Boston, MA. (August 2012).

Graham, K. A., Mawritz, M. B., Greenhaus, J. H., "Abusive supervision and emotional exhaustion: An affective events theory perspective," Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA. (April 2012).

Ligon, G. S., Graham, K. A., Zongrone, B. M., "Developing Generation Y to lead for innovation," Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA. (April 2012).

Ligon, G. S., Graham, K. A., "Developing leaders of innovative teams and organizations," Midwest Academy of Management Annual Meeting, Omaha, NE. (October 2011).

Graham, K. A., Ligon, G. S., "HR practices and risk-taking climate for innovative positions," Midwest Academy of Management Annual Meeting, Omaha, NE. (October 2011).

M. Bardes, Greenbaum, R. L., Graham, K. A., "Abusive supervision as a retaliatory action," Academy of Management Annual Meeting, San Antonio, TX. (August 2011).