

# Brooke A. Gazdag (née Shaughnessy) (01.05.2017)

---

## Studium

---

- 08/2008 – 06/2012      **Ph.D. Business Administration: Organizational Behavior and Human Resources**  
*State University of New York at Buffalo*
- 08/2004 – 06/2008      **Bachelor in Psychologie und Spanisch mit Nebenfach Soziologie**  
*State University of New York at Buffalo*

## Berufserfahrung

---

- 07/2014 - heute      **Assistant Professor**  
*Ludwig-Maximilians-Universität München, Fakultät für Betriebswirtschaft, Institut of Leadership and Organization*
- 01/2012-06/2014      **Wissenschaftliche Mitarbeiterin**  
*im Forschungsprojekt "Auswahl und Beurteilung von Führungskräften in Wirtschaft und Wissenschaft" (Teilvorhaben Wissenschaft) gefördert durch das Bundesministerium für Bildung und Forschung (BMBF) und den Europäischen Sozialfonds (ESF), Technische Universität München, TUM School of Management, Professur für Forschungs- und Wissenschaftsmanagement, Deutschland*
- 08/2009 – 01/2012      **Lecturer**  
*State University of New York at Buffalo, School of Management, Buffalo, USA*
- 08/2008 – 01/2012      **Graduate Research Assistant**  
*State University of New York at Buffalo, School of Management, Buffalo, USA*
- 09/2005 – 06/2007      **Research Assistant**  
*State University of New York at Buffalo, College of Arts and Sciences, USA*
- während des Studiums      **Pillar Processing, Buffalo, NY**  
**John Snow Inc, Boston, MA**  
**Uneda Shu, Rochester, NY**

## Publikationen

---

- 2016**      Knipfer, K., Shaughnessy, B. A., Schmid, E., & Hentschel, T. (2017). Unlocking women's leadership potential: A curricular example for developing female leaders in academia. *Journal of Management Education, 41*(2), 272-302. doi:10.1177/1052562916673863.
- Shaughnessy, B. A., Treadway, D. C., Breland, J. W. & Perrewé, P. L. (2017). Informal Leadership Status and Individual Performance: The Roles of Political Skill and Political Will. *Journal of Leadership and Organization Studies, Special Issue: Social Influence and Politics in Organizational Research: What We Know and What We Need to Know, 24*(1), 83-94. doi:10.1177/1548051816657983
- Bentley, J. R., Treadway, D. C., Williams, L. V., Shaughnessy, B. A., & Yang, J. (conditionally accepted). The tough get going: Moderating effect of employee political skill on the link between perceptions of a victimizing work environment and job performance. *Frontiers in Psychology*.
- 2016**      Shaughnessy, B. A., Braun, S., Hentschel, T., & Peus, C. (Forthcoming). Diverse and Just? The Role of Quota-Based Selection Policies on Organizational Outcomes. *European Journal of Social Psychology, Special Issue: The Opportunities and Challenges of Diversity: Explaining Its Impact on Individuals and Groups, 46*, 880-890.

- 2015 Mislin, A., Williams, L. & Shaughnessy, B. A. (2015). Motivating Trust: Can Mood and Incentives Increase Interpersonal Trust? *Journal of Behavioral and Experimental Economics*, 58, 11-19.
- Shaughnessy, B. A., Mislin, A., & Hentschel, T. (2015). Should He Chit Chat? The Benefits of Small Talk for Male vs. Female Negotiators. *Basic and Applied Social Psychology*, 37(2), 105-117.\*
- \*Received media attention online in *The Globe and Mail*, *Wall Street Journal*, *Fortune*
- 2013 Dansereau, F., Seitz, S., Chiu, C., Shaughnessy, B. A., Yammarino, F. J. (2013). What makes leadership, leadership? Using self-expansion theory to integrate traditional and contemporary approaches. *The Leadership Quarterly*, 24, 798-821.
- Treadway, D. C., Shaughnessy, B. A., Breland, J. W., Yang, J., & Reeves, M. (2013). Political skill and the job performance of bullies. *Journal of Managerial Psychology*, 28 (3/4), 273-289. Special Issue: Workplace aggression and bullying at the cross-roads: State of the art in theory and research.\*
- \*Recognized as one of the top 3 Highly Commended Papers for 2013 by JMP
- \*Received media attention online in *TIME Magazine Online*, *NBC news*, *Wall Street Journal Blogs*, *The Washington Post*
- Treadway, D. C., Witt, L.A., Stoner, J., Perry, S. J. & Shaughnessy, B. A. (2013). Political skill as a moderator of the relationship between subordinate perceptions of interactional justice and supervisor ratings of interpersonal facilitation. *American Journal of Business*, 28, 233-251.\*
- \*Recognized as an Outstanding Paper and recipient of the Best Paper award by AJB
- 2011 Shaughnessy, B. A., Treadway, D. C., Breland, J. W., Williams, L. M., & Brouer, R. L. (2011). Influence and promotability: Importance of female political skill. *Journal of Managerial Psychology*, 26(5), 584-603.
- Breland, J. W., Treadway, D. C., Yang, J., Shaughnessy, B. A., Stepina, L. P., & Moeller, M. (2011). Participation and procedural justice: The role of national culture. *International Journal of Human Resources Development and Management*, 11(2), 194-207.

### Konferenzbeiträge

- 2017 Gazdag, B. A. & Chiu, C. (2017). *The role of networks and resilience in gendered social roles*. Poster to be presented at the Small Group Meeting of the European Association of Social Psychology, Berlin, Germany.
- Badawy, B., Gazdag, B. A., Bentley, J. R. (2017). *I can't fail if I don't try! A look into why impostors self-handicap*. Paper to be presented at the annual meeting for the Academy of Management, Atlanta, Georgia.
- Gazdag, B. A., Weiß, M. & Hoegl, M. (2017). *Affect and Negotiation Performance: A Field Study on the Moderating Role of Negotiator Resilience*. Paper to be presented at the annual meeting for the International Association for Conflict Management, Berlin, Germany.
- Haude, M., Gazdag, B. A., Muethel, M. & Hoegl, M. (2017). *I don't want to trust you, but I do: On the relationship between trust intent, trusting behavior, and time pressure*. Poster to be presented at the annual meeting for the International Association for Conflict Management, Berlin, Germany.
- 2016 Badawy, R. L., Brouer, R. L., Shaughnessy, B. A. (2016). *Felt Accountability: Helping or hindering the internal conflict for imposters?* Paper presented at the annual meeting for the International Association for Conflict Management, New York, NY.
- Shaughnessy, B. A. & Kapoutsis, I. (2016). *Negotiator Political Skill: A Two-Study Exploration into Subjective Value*. Paper presented at the annual meeting for

the International Association for Conflict Management, New York, NY.  
Shaughnessy, B. A., Weiß, M. & Hoegl, M. (2016). *Bouncing back: How resilience influences recovery from negotiation setbacks*. Paper presented at the annual meeting for the International Association for Conflict Management, New York, NY.  
Shaughnessy, B. A. (2016). *Understanding the role of norms, values and identity in workplace presenteeism*. Paper presented at the biannual meeting for the Israel Organizational Behavior Conference in Tel Aviv, Israel.

2015

Knipfer, K., Shaughnessy, B. A., Schmid, E., & Hentschel, T. (2015). *Leading in academia: A curricular example for developing women scientists for leadership roles*. Paper presented at the annual meeting for the Academy of Management, Vancouver, BC, Canada.\*

\*Paper accepted to the Proceedings of the 2015 Academy of Management

\*Recipient of the *Sage/Journal of Leadership and Organizational Studies* Junior Faculty Best Paper award

Shaughnessy, B. A. & Hentschel, T. (2015). *Diverse and just? The role of quota-based selection policies on organizational outcomes*. Paper presented at the annual meeting for the Academy of Management, Vancouver, BC, Canada.

Shaughnessy, B. A. & Mislin, A. (2015). Skillful small talk: How the ability to chat and dyad gender composition affects the negotiation process. In the symposium *Looking beyond the bargaining process: Negotiation research across the spectrum*. Paper presented at the annual meeting for the Academy of Management, Vancouver, BC, Canada.

Shaughnessy, B. A. (2015). *Proactive personality and power distance: When do employees negotiate idiosyncratic deals?* Paper presented at the annual meeting for the International Association for Conflict Management, Clearwater Beach, Florida.

Knipfer, K., Hentschel, T., Shaughnessy, B. A., & Schmid, E. (2015). *Women's academic leadership development: A curricular example*. Poster presented at the 17<sup>th</sup> European Association for Work and Organizational Psychology, Oslo, Norway.

2014

Shaughnessy, B. A., Badawy, R. L., Brouer, R. L., & Treadway, D. C. (2014). *How do I know I fit? A relational identity explanation?* Accepted for presentation at the annual meeting for the Southern Management Association, Savannah, Georgia.

Badawy, R. L., Shaughnessy, B. A., Ramia, J., & Brouer, R. L. (2014). *Oh no, people might see my performance! The impact of felt accountability, competency norms, and tension on the relationship between the impostor phenomenon and performance*. Accepted for presentation at the annual meeting for the Southern Management Association, Savannah, Georgia.

Shaughnessy, B. A., Mislin, A., Hentschel, T., & Peus, C. (2014). *Should we chit chat? Benefits of small talk for male, but not female negotiators*. Accepted for presentation at the annual meeting for the Academy of Management, Philadelphia, PA.

Shaughnessy, B. A. & Mislin, A. (2014). *Salt in the wound or water under the bridge: The role of communication in the Ultimatum Game*. Accepted for presentation at the annual meeting of the International Association for Conflict Management, Leiden, The Netherlands.

2013

Shaughnessy, B. A. & Peus, C. (2013). *When power paralyzes: The role of type of power, culture, and the value of cultural norms*. Paper presented at the annual meeting of the Academy of Management, Orlando, Florida.

Angulo, A. & Shaughnessy, B. A. (2013). Get fit with power!: Power fit and match influence message persuasiveness. In A. Galinsky & E. T. Higgins (Chairs), *Managerial Agility and Innovation: Managing Change*, Tel Aviv, Israel.

Shaughnessy, B. A. & Peus, C. (2013). Gender quotas and justice perceptions: The role of gender and outcome favorability. In C. Peus, D. Frey, S. Braun, B. Shaughnessy, and T. Hentschel (Chairs/Conference organizers), *Perspektiven für*

*Chancengerechtigkeit und Diversität am Wissenschaftsstandort Deutschland* ("Perspectives in equal opportunities and diversity in Research and Science in Germany"), Munich, Germany.

Mislin, A., Shaughnessy, B. A., & Williams, L. (2013). Gender differences in motivating trust. (Equal contribution, names presented alphabetically). In S. Braun & B. Shaughnessy (Chairs), *Understanding and overcoming obstacles to women in leadership*, Symposium conducted at the meeting of the European Association for Work and Organizational Psychology, Münster, Germany.

Shaughnessy, B. A. & Bentley, J. (2013). *More flies with honey: The effects of dyad gender compositions in the effectiveness of negotiations and small talk*. Paper presented for presentation at the annual meeting of the Society of Industrial/Organizational Psychology in Houston, TX.

Bentley, J. & Shaughnessy, B. A. (2013). Paper presented for presentation at the annual meeting of the Society of Industrial/Organizational Psychology in Houston, TX.

2012

Badawy, R. L., Brouer, R. L., Seitz, S. R., & Shaughnessy, B. A. (2012). *Role of LMX and political skill on motive attributions*. Paper presented at the annual meeting of the Academy of Management in Boston, MA.

Shaughnessy, B. A., Treadway, D.C., Stepina, L.P., & Breland, J.W. (2012). *You're just envious: The interactive effects of abusive supervision and narcissism on envy and outcomes*. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology in San Diego, CA.

2011

Shaughnessy, B. A., Treadway, D. C., Breland, J. W., Perrewé, P. L., & Ferris, G. R. A *political perspective on the emergence and performance of informal leaders*. Paper presented at the annual meeting of the Southern Management of Academy, Savannah, GA.

Shaughnessy, B. A. & Mislin, A. (2011). *Should we chit chat? The importance of small talk in the negotiation relationship*. Paper presented at the 71st annual meeting of the Academy of Management, San Antonio, TX.

Shaughnessy, B. A. (2011). *The distinctive role of person-organization and person-job fit: Implications for trust, pos, performance, and intention to quit*. Paper accepted for presentation at the annual meeting of the Eastern Academy of Management, Boston, MA.

Bentley, J.R., Treadway, D.C., Williams, L.V., Shaughnessy, B. A., & Yang, J. (2011). *The moderating effect of political skill on the workplace victimization-job performance relationship, a three-study constructive replication*. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology, Chicago, IL.

Treadway, D. C., Shaughnessy, B. A., Breland, J. W., Yang, J., Reeves, M., & Roberts, M. (2011). *When bullying pays off: political skill as a moderator of the bully – job performance relationship*. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology, Chicago, IL.

Treadway, D.C., Breland, J.W., Williams, L. M., Yang, J., & Shaughnessy, B. A. (2011). *The interactive effects of political skill and narcissism on social network positioning*. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology, Chicago, IL.

2010

Shaughnessy, B. A. (2010). *A social interactionist approach to backlash: bullying as a reaction to counternormative behavior*. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.

Williams, L. V., Treadway, D. C., Bentley, J., Shaughnessy, B. A., Breland, J. W. & Zellars, K. L. (2010). *The company you keep: Perceptions of victimization in the workplace and the moderating effect of narcissism on trust and performance*. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.

Shaughnessy, B. A. & Mislin, A. A. (2010). *Should she chitchat? Engendering post-negotiation success through small talk*. Paper presented at the annual meeting

of the Southern Management Association, St. Pete Beach, FL.\*

\*Best Doctoral Paper in the Ethics/Social Issues/Diversity Track

Breland, J.W., Treadway, D.C., Lovelace, K., & Shaughnessy, B. A. (2010). *The effect of applicant political skill on the race distance-recruiter evaluations relationship*. Paper presented at the 70th annual meeting of the Academy of Management, Montreal, QC, Canada.

### Preise & Auszeichnungen

Recipient, 2016, Research grant through LMUexcellent and the German Excellence Initiative (Project lead),  
*Ludwig-Maximilians-Universität München, Munich, Germany*

Recipient, 2015, *Sage/Journal of Leadership and Organizational Studies* Junior Faculty Best Paper award,  
Management Education Division, Annual Meeting of the Academy of Management, Vancouver, BC,  
Canada

Participant, 2015, JMS-WHU – Management Studies Paper Development Workshop, Vallendar, Germany

Mentee, LMUexcellent Mentoring for Early Career Researchers, Ludwig-Maximilians-Universität, Munich,  
Germany

EAWOP Early Career Summer School (accepted), 2014, ISCTE-IUL University Institute of Lisbon, Lisbon,  
Portugal

Recipient, Highly Commended Paper (1 of 3) for 2013 by *Journal of Managerial Psychology*

Recipient, Outstanding Paper and Best Paper award by *American Journal of Business*

Participant, 2013, First annual summer school on Managerial Agility and Innovation: Managing Change,  
Chaired by: Adam Galinsky and E. Tory Higgins, Hosted by: IDC Herzliya, Tel Aviv, Israel

Outstanding Ph.D. Student Researcher Award, 2011, Department of Organization and Human Resources, SUNY  
at Buffalo

Best Doctoral Paper Award, 2010, Ethics/Social Issues/Diversity Track, Southern Academy of Management  
Meeting, St. Pete Beach, FL

Participant, 2010, Conflict Management Division Doctoral Consortium, Academy of Management Meeting,  
Montreal, QC, Canada

Outstanding Ph.D. Student Teaching Award, 2010, Department of Organization and Human Resources, SUNY at  
Buffalo

Outstanding Reviewer Award, 2010, Organizational Behavior Division of Academy of  
Management