

KLODIANA LANAJ

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ACADEMIC POSITIONS

University of Florida, Warrington College of Business

Professor & Martin L. Schaffel Professor	August 2023 – present
Associate Professor & Martin L. Schaffel Professor	2019 – 2023
Associate Professor & Walter J. Matherly Professor	2017 – 2018
Assistant Professor	2013 – 2017

EDUCATION

Michigan State University

Ph.D. in Business Administration (2013)

American University in Bulgaria

B.A. in Business Administration (2004)

B.A. in Journalism & Mass Communication (2004)

AWARDS AND HONORS

Teaching (selected by students):

2024	Teaching Excellence Award for Core MBA Courses/Teacher of the Year Award
2022	Teaching Excellence Award for Core MBA Courses /Teacher of the Year Award
2019	Teaching Excellence Award for Core MBA Courses/Teacher of the Year Award
2016	Teaching Excellence Award for Core MBA Courses/Teacher of the Year Award
2016	Teaching Excellence Award for Elective MBA Courses/Teacher of the Year Award

Research & Service:

2024-2027	University of Florida Research Foundation Professorship
2024	Cummings Early to Mid-Career Scholarly Achievement Award, Academy of Management OB Division
2020	Top 30 Management Thinkers to Watch in 2020, Thinkers50 Radar
2019	SIOP Distinguished Early Career Contributions Science Award
2019-2022	University Term Professorship, University of Florida
2015-2018	Hough Faculty Research Fellowship, University of Florida
2017	Best Reviewer Award, Academy of Management Journal
2016	Excellence Award for Assistant Professors, University of Florida

RESEARCH INTERESTS

My research focuses on better understanding leader effectiveness and wellbeing. I primarily study mindsets and behaviors that enable leaders to be successful at work and to experience wellbeing both at work and at home. In related streams of research, I also examine leadership structures that facilitate team success, and self-regulation behaviors and mindsets that help and/or harm employee performance and wellbeing.

REFEREED JOURNAL ARTICLES

(†denotes current or former PhD student at time of submission)

- †Kim, D., Lanaj, K. & Koopman, J. Forthcoming. Incivility affects actors too: The complex effects of incivility on perpetrators' work and home behaviors. *Journal of Business Ethics*.
- Hu, J., †Kim, D., Lanaj, K. In press. The benefits of reflecting on gratitude received at home for leaders at work: Insights from three field experiments. *Journal of Applied Psychology*.
- Lanaj, K., Gabriel, A. S., & †Jennings, R. E. 2023. The importance of leader recovery for leader identity and behavior. *Journal of Applied Psychology*, 108(10), 1717–1736.
Press coverage by [Wall Street Journal](#), [US News](#), [Fast Company](#)
- Lanaj, K., Foulk, T. A., & †Jennings, R. E. 2023. Improving the lives of leaders: The beneficial effects of positive leader self-reflection. *Journal of Management*, 49(8): 2595–2628.
- †Rogers, B. A., Christian, J. S., †Jennings, R. E., & Lanaj, K. 2023. The growth mindset at work: Will employees help others to develop themselves? *Academy of Management Discoveries*, 9 (1), 67-92.
- Koopman, J., Lanaj, K., †Lee, Y. E., †Alterman, V., †Bradley, C., & Stoverink, A. C. 2023. Walking on eggshells: A self-control perspective of workplace political correctness. *Journal of Applied Psychology*, 108(3): 425–445.
- †Jennings, R. E., Lanaj, K., & Kim, Y. J. 2023. Self-compassion at work: A self-regulation perspective on its beneficial effects for work performance and wellbeing. *Personnel Psychology*, 76 (1): 279–309.
- Lanaj, K., †Jennings, R. E., Ashford, S. J., & Krishnan, S. 2022. When leader self-care begets other care: Leader role self-compassion and helping at work. *Journal of Applied Psychology*, 107(9): 1543–1560.
- Li, Y., Koopmann, J., Lanaj, K., & Hollenbeck, J. R. 2022. An integration-and-learning perspective on gender diversity in self-managing teams: The roles of learning goal orientation and shared leadership. *Journal of Applied Psychology*, 107(9): 1628–1639.

- Foulk, T. A., & Lanaj, K. 2022. With great power comes more job demands: The dynamic effects of experienced power on perceived job demands and their discordant effects on employee outcomes. *Journal of Applied Psychology*, 107(2): 263–278.
- †Jennings, R. E., Lanaj, K., Koopman, J., & McNamara, G. 2022. Reflecting on one's best possible self as a leader: Implications for professional employees at work. *Personnel Psychology*, 75 (1): 69–90.
Press coverage by Forbes, FastCompany, Yahoo! Finance, iHeart Radio,
- Gabriel, A. S., Lanaj, K. & †Jennings, R. E. 2021. Is one the loneliest number? A within-person examination of the adaptive and maladaptive consequences of leader loneliness at work. *Journal of Applied Psychology*, 106(10): 1517–1538.
- Lanaj, K., Gabriel, A. S., & †Chawla, N. 2021. The self-sacrificial nature of leader identity: Understanding the costs and benefits at work and home. *Journal of Applied Psychology*, 106(3): 345–363.
- Lanaj, K., & †Jennings, R. E. 2020. Putting leaders in a bad mood: The affective costs of helping followers with personal problems. *Journal of Applied Psychology*, 105(4): 355–371.
- Lanaj, K., †Foulk, T. A., & Erez, A. 2019. Energizing leaders via self-reflection: A Within-person field experiment. *Journal of Applied Psychology*, 104(1): 1-18.
- †Foulk, T. A., Lanaj, K., & Krishnan, S. 2019. The virtuous cycle of daily motivation: Effects of daily strivings on work behaviors, need satisfaction, and next-day strivings. *Journal of Applied Psychology*, 104(6): 755-775.
- Porck, J. P., Matta, F. K., Hollenbeck, J. R., Oh, J., Lanaj, K. & Lee, S. M. 2019. Social identification in multiteam systems: The role of depletion and task complexity. *Academy of Management Journal*, 62(4): 1137-1162.
- Venus, M., Zhang, S., Wang, X.-H., Johnson, R. E., & Lanaj, K. 2019. Seeing the big picture: A within-person examination of leader construal level and daily vision. *Journal of Management*, 45(7): 2666 –2684
- Koopmann, J., Johnson, R. E., Wang, M., Lanaj, K., Wang, G., & Shi, J. A. 2019. Self-regulation perspective on how and when regulatory focus differentially relates to citizenship behaviors. *Journal of Applied Psychology*, 104(5): 629-641.
- Ilies, R., Lanaj, K., Goh, Z. W. C., & Pluut, H. 2018. Intrapersonal and interpersonal need fulfillment at work: Differential antecedents and incremental validity in explaining job satisfaction and citizenship behavior. *Journal of Vocational Behavior*, 108: 151-164.
- Lanaj, K., Kim, P. H., Koopman, J., & Matta, F. K. 2018. Daily mistrust: A Resource perspective and its implications for work and home. *Personnel Psychology*, 71:545–570.

- Lanaj, K., †Foulk, T. A., Hollenbeck, J. R. 2018. The benefits of not seeing eye to eye with leadership: Divergence in risk preferences impacts multiteam system behavior and performance. *Academy of Management Journal*, 61(4): 1554–1582
- †Song, Y., †Liu, Y., Wang, M., Lanaj, K., Johnson, & R. E., Shi, J. A. 2018. A social mindfulness approach to understanding experienced customer mistreatment: A within-person field experiment. *Academy of Management Journal*, 61(3): 994–1020.
- †Foulk, T. A., Lanaj, K., †Tu, M-H., Erez, A., & Archambeau, L. 2018. Heavy is the head that wears the crown: An actor-centric approach to daily psychological power, abusive leader behavior, and perceived incivility. *Academy of Management Journal*, 61(2): 661–684.
Press Coverage by Washington Post; Business News Daily, Chicago Tribune, Science Daily, Daily Mail, Association for Psychological Science (APS)
- †Woolum, A. H., †Foulk, T. A., Lanaj, K. & Erez, A. 2017. Rude color glasses: The contaminating effects of witnessed morning rudeness on perceptions and behaviors throughout the workday. *Journal of Applied Psychology*, 102(12): 1658-1672.
- Farh, C. I. C., Lanaj, K., & Ilies, R. 2017. Resource-based contingencies of when team-member exchange helps member performance in teams. *Academy of Management Journal*. 60 (3): 1117–1137.
- †Koopmann, J. M., Lanaj, K., Bono, J. E., & Campana, K. L. 2016. Daily shifts in regulatory focus: The influence of work events and implications for employee well-being. *Journal of Organizational Behavior*. 37: 1293 –1316.
- Lanaj, K., Johnson, R. E., & Wang, M. 2016. When lending a hand depletes the will: The daily costs and benefits of helping. *Journal of Applied Psychology*. 101(8): 1097-1110.
Press coverage by NBC Today.com, CBS Local, Futurity, Medical Daily, Business News Daily, Glamour, Toronto Star, New York Magazine
- †Koopmann, J. M., Lanaj, K., Wang, M, & Zhou, L., & Shi, J. 2016. Non-linear effects of team tenure on team psychological safety climate and climate strength: Implications for average team member performance. *Journal of Applied Psychology*. 101(7): 940–957.
- Koopman, J., Lanaj, K., & Scott, B. A. 2016. Integrating the bright and dark sides of OCB: A daily investigation of the benefits and costs of helping others. *Academy of Management Journal*, 59(2): 414-435.
- Lanaj, K., Johnson, R. E., & Lee, S. M. 2016. Benefits of transformational behaviors for leaders: A daily investigation of leader behaviors and need fulfillment. *Journal of Applied Psychology*, 101(2): 237-251.
- Lanaj, K., & Hollenbeck, J. R. 2015. Leadership over-emergence in self-managing teams: The role of gender and countervailing biases. *Academy of Management Journal*, 58(5): 1476-1494.

Press Coverage by Forbes, Business Insider, Futurity, Yahoo! Finance, World Economic Forum, Government Executive

Lee, S. M., Koopman, J., Hollenbeck, J. R., Wang, L., & Lanaj, K. 2015. The team descriptive index (TDI): A multidimensional scaling approach to team description. *Academy of Management Discoveries*, 1(1): 88-113.

❖ Runner-up for the 2015 Academy of Management Discoveries Best Paper Award

Lanaj, K., Johnson, R. E., & Barnes, C. M. 2014. Beginning the workday yet already depleted? Consequences of late-night smartphone use and sleep. *Organizational Behavior and Human Decision Processes*, 21(1): 11-23.

Press coverage by Financial Times, Time.com, The Wall Street Journal, NPR, Forbes, Huffington Post, The Globe and Mail, Yahoo! News, Warrington Wire, Toronto Sun, Men's Health, Psychology Today, Women's Health, Michigan Radio, Medical Daily, WILX Channel 10, The State News, U.S. News & World Report, Psychology Today

Johnson, R. E., Lanaj, K., & Barnes, C. M. 2014. The good and bad of being fair: Effects of procedural and interactional justice behaviors on actors' regulatory resources. *Journal of Applied Psychology*, 99(4): 635-650.

Press coverage by Association for Psychological Science (APS), Daily Mail, Yahoo! News, Business News Daily, United Press International, Michigan State University Today, MSN Lifestyle

Lanaj, K., Hollenbeck, J. R., Ilgen, D. R., Barnes, C. M., & Harmon, S. J. 2013. The double-edged sword of decentralized planning in multiteam systems. *Academy of Management Journal*, 56(3): 735-757.

Johnson, R. E., Chang, C. -H., Meyer, T., Lanaj, K., & Way, J. D. 2013. Approaching success or avoiding failure? Examining approach and avoidance motives in the work domain. *European Journal of Personality*, 27: 424-441.

Lanaj, K., Chang, C. -H., & Johnson, R. E. 2012. Regulatory focus and work-related outcomes: A meta-analysis. *Psychological Bulletin*, 138(5): 998-1034.

Johnson, R. E., Venus, M., Lanaj, K., Mao, C., & Chang, C.- H. 2012. Leader identity as an antecedent of the frequency and consistency of transformational, consideration, and abusive leadership behaviors. *Journal of Applied Psychology*, 97(6): 1262-1272.

BUSINESS ARTICLES AND OTHER PUBLICATIONS

Hu, J., Kim, D., & Lanaj, K. Reflecting on gratitude received at home makes you a better leader at work. *Lead Read Today*. May 2024. Link: <https://fisher.osu.edu/blogs/leadreadtoday/reflecting-gratitude-received-home-makes-you-a-better-leader-work>

Jennings, R.E., Gabriel, A.S., & Lanaj, K. Want to be a better leader? Stop thinking about work after hours. *Harvard Business Review*. January 2024. Link: <https://hbr.org/2024/01/want-to-be-a-better-leader-stop-thinking-about-work-after-hours>

- Lanaj, K. Leading is challenging. *Character & Context Blog*. Society for Personality and Social Psychology. November 2022. Link: <https://spsp.org/news/character-and-context-blog/lanaj-leadership-challenges>
- Koopman, J., & Lanaj, K., When being politically correct at work depletes employees and backfires at home. *LSE Business Review*. June 2022. Link: <https://blogs.lse.ac.uk/businessreview/2022/06/14/when-being-politically-correct-at-work-depletes-employees-and-backfires-at-home/>
- Lanaj, K., & Jennings, R.E. The costs of being a caring manager. *Harvard Business Review*. January 2020. Link: <https://hbr.org/2020/01/the-costs-of-being-a-caring-manager>
- Lanaj, K., Foulk, T. A., & Erez, A. How self-reflection can help leaders stay motivated. *Harvard Business Review*. September 2018. Link: <https://hbr.org/2018/09/how-self-reflection-can-help-leaders-stay-motivated>
- Foulk, T. A. & Lanaj, K. 2017. Feeling powerful at work makes us feel worse when we get home. *Harvard Business Review*. June 2017. Link: <https://hbr.org/2017/06/feeling-powerful-at-work-makes-us-feel-worse-when-we-get-home>
- Lanaj, K. 2016. Yes, being helpful is tiring. *Harvard Business Review*. September 2016. Link: <https://hbr.org/2016/09/research-yes-being-helpful-is-tiring>
- Koopman, J., Lanaj, K., & Scott, B.A. 2016. Helping colleagues brings many benefits, but it may carry a cost. *LSE Business Review*. June 2016. Link: <http://blogs.lse.ac.uk/businessreview/2016/06/22/helping-colleagues-brings-many-benefits-but-it-may-carry-a-cost/>
- Barnes, C. M., Lanaj, K., & Johnson, R. E. 2014. Research: Using a smartphone after 9 pm leaves workers disengaged. *Harvard Business Review*. January 2014. Link: <https://hbr.org/2014/01/research-using-a-smartphone-after-9-pm-leaves-workers-disengaged>
- Johnson, R. E., Lanaj, K., Tan, J. A., & Chang, C. -H. 2012. *Putting our trust in fairness: Justice and regulatory focus as triggers of trust and cooperation*. In L. L. Neider & C. A. Schriesheim (Eds.), *Research in Management*, Vol. 9 (pp.1-28). Hartford, CT: Information Age Publishing.
- Venus, M., Mao, C., Lanaj, K. & Johnson, R. E. 2012. Collectivistic leadership requires a collective identity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 5, 432-436.

COURSES TAUGHT

- MAN6149: Developing Leadership Skills (core class, MBA); 2021 – present

- MAN5245/6: Organizational Behavior (core class, MBA & Professional MBA); 2014 – present
- MAN6930: Leading Teams (elective class, MBA & Specialized Masters); 2013 – present.
- MAN6930: Leading Teams (core class, Professional MBA); 2014 – 2017.

DOCTORAL STUDENT ADVISING

Dissertation Committee - University of Florida

- Daniel Kim, Management (chair)
- Yijun Lin, Social Psychology (member)
- Remy E. Jennings, Management (chair)
- Binyamin Cooper, Management (member)
- Valeria Alterman, Management (member)
- Christopher Leo, DBA (chair)
- Elisabeth Gilbert, Management (member)
- Yifan Song, Management (member)
- Yixuan Li, Management (member)
- Trevor Foulk, Management (member)
- Randall Croom, Management (member)
- Jaclyn Koopmann, Management (member)

JOURNAL REVIEWING SERVICE TO THE FIELD

Journal Editing

- Organizational Behavior and Human Decision Processes (Associate Editor, 2021 – 2024)

Editorial Board Member:

- Academy of Management Journal (2016 – present)
- Academy of Management Review (2017 – 2023)
- Journal of Applied Psychology (2014 – present)
- Organizational Behavior and Human Decision Processes (2015 – 2021; 2024 to present)
- Personnel Psychology (2017 – present)

Ad hoc Journal Reviewing (2013 – present):

Administrative Science Quarterly; Human Relations; Journal of Management; Journal of Organizational Behavior; Journal of Occupational and Organizational Psychology; National Science Foundation; Organization Science, Plos One, Strategic Management Journal

SELECTED CONFERENCE AND PAPER PRESENTATIONS

Jennings, R. E., Kim, D., Li, Y., Lanaj, K., & Settles, A. (2024, August). *The costs and benefits of personal help seeking at work*. In R. E. Jennings (Chair), *Context Matters: New Perspectives on How Social Context Shapes Employee Prosocial Behavior*. Symposium presented at the 84th Annual Conference of the Academy of Management. Chicago, IL.

- Jennings, R. E., Kim, D., Lanaj, K., & Krishnan, S. (2023, August). The good and bad of receiving personal disclosures at work. In R. E. Jennings (Chair), Who I really am: Antecedents and consequences of self-expression and self-disclosure at work. Symposium presented at the 83rd Annual Conference of the Academy of Management. Boston, MA.
- Jennings, R. E., & Lanaj, K. (2023, April). The costs and benefits of personal help seeking at work. In V. Scotney & L. Tay (Chairs), Receiving help at work: The good, the bad, and the unknown. Symposium at the 38th Annual Meeting of the Society of Industrial and Organizational Psychology. Boston, MA.
- Lanaj, K., Foulk, T. A., & Jennings, R. E. (2022, August). Improving the lives of leaders: The beneficial effects of positive leader self-reflection. In L. Desmet L., & N. Mohamed (Chairs), Identity opportunities in contemporary work. Symposium presented at the 82nd Annual Conference of the Academy of Management. Seattle, WA.
- Rogers, B., Christian, J., Jennings, R. E., & Lanaj, K. (2022, August). The Growth mindset at work: Will employees help others or only help themselves?. Paper presented at the 82nd Annual Conference of the Academy of Management. Seattle, WA.
- Kim, D., Jennings, R.E., & Lanaj, K. (2022, August). Power is sticky: The complicated nature of power for the powerholder. In R. Jennings R. & T. Sabey (Chairs), When hierarchy helps: Exploring positive outcomes of social hierarchies at work. Symposium presented at the 82nd Annual Conference of the Academy of Management. Seattle, WA.
- Lanaj, K. (2022, April). Early career faculty consortium: Networking for successful & efficient publishing. Panel discussion chaired by A. Hetrick and L. Locklear. At the 35th Annual Conference of the Society for Industrial and Organizational. Virtual Conference.
- Gabriel, A.S., Glomb, T., Kossek, E.E., Lanaj, K., Wade-Benzoni, K., & Wrzesniewski, A. (2021, August). Interventions in organizational research: Lessons learned, best practices, future directions. Panel discussion chaired by E. Trinh, S. Ashford, B. Caza, & B. Lambert at the 81st Annual Conference of the Academy of Management. Virtual Conference.
- Lanaj, K. & Jennings, R. E. (2021, August). The importance of leader recovery for leader identity and behavior. In K. Bae & D. M. Mayer (Chairs), A leader-centric approach to leader wellbeing: How leaders' behaviors affect their own wellbeing. Symposium presented at the 81st Annual Conference of the Academy of Management. Virtual Conference.
- Lanaj, K., Jennings, R. E., Ashford, S. J., & Krishnan, S. (2020, August). When self-care begets other care: Leader role self-compassion and helping at work. In L. Desmet, R. E. Jennings, K. Lanaj, & S. J. Ashford (Chairs), Seeing oneself as a leader: Exploring leader self-perceptions and leader behavior. Symposium accepted at the 80th Annual Conference of the Academy of Management. Virtual Conference.
- Lanaj, K., (2020, August). Invited speaker at the Conflict Management Doctoral Consortium. 80th Annual Conference of the Academy of Management. Virtual Conference.
- Lanaj, K. (2020, August). Invited speaker at the HR Division New Faculty Consortium, 80th Annual Conference of the Academy of Management. Virtual Conference.
- Jennings, R. E., & Lanaj, K. (2019, August). Reflecting on one's best possible self as a leader: Implications of authentic self-expression for professional employees at work. In S. McClean (Chair), Setting the clock on dynamic leader behaviors: Empirical and

- theoretical extensions. Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA.
- Jennings, R. E., Lanaj, K., & Kim, Y. J. (2019, August). Self-compassion at work: A self-regulation perspective on its beneficial effects for work and home. In Y. T. Heng & R. Fehr (Chairs), *Uncovering new perspectives on compassion towards others and the self*. Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA.
- Rogers, B., Christian, J., Jennings, R. E., & Lanaj, K. (2019, August). "If I can change, so can you": The growth mindset at work and implications for daily prosocial behavior. Paper presented at the 79th Annual Conference of the Academy of Management, Boston, MA.
- Jennings, R. E., & Lanaj, K. (2019, June). Reflecting on one's best possible self as a leader: Implications of authentic self-expression for professional employees at work. Paper presented at the 9th Biennial Positive Organizational Scholarship Conference, Ann Arbor, MI.
- Jennings, R. E., Lanaj, K., & Kim, Y. J. (2019, June). Self-compassion at work: A self-regulation perspective on its beneficial effects for work and home. Paper presented at the 9th Biennial Positive Organizational Scholarship Conference, Ann Arbor, MI.
- Lanaj, K., & Jennings, R. E. (2018, August). Putting leaders in a bad mood: The affective costs of helping followers with personal problems. In A. S. Gabriel & J. Koopman (Chairs), *When employees break bad: Examining the dark side of citizenship behaviors at work*. Symposium presented at the 78th Annual Conference of the Academy of Management, Chicago, IL.
- Lanaj, K. (2018, June). Gender diversity and leadership patterns in self-managing teams: A structural-emergence theory perspective. Paper presented at Team Science and Innovation Conference, Zhejiang Gongshang University, Hangzhou, China.
- Lanaj, K., Kim, P. H., Koopman, J., & Matta, F. K. (2017, August). Daily mistrust: A resource perspective and its implications for work and home. Paper presented at the 77th Annual Meeting of the Academy of Management. Atlanta, GA.
- Lanaj, K., Foulk, T.A., & Erez, A. (2017, August). The Energized and engaged leader: A within person field experiment. Paper presented at the 77th Annual Meeting of the Academy of Management. Atlanta, GA.
- Lanaj, K. (2016, June). Invited speaker at "The productivity process: Research tips and strategies from prolific junior faculty," 76th Annual Meeting of the Academy of Management. Anaheim, CA.
- Foulk, T. A., Lanaj, K., Tu, M-H., Erez, A., & Archambeau, L. (2016, August). Heavy is the head that wears the crown: An actor-centric approach to abusive leader behavior. Paper presented at the 76th Annual Meeting of the Academy of Management. Anaheim, CA.
- Woolum, A. H., Foulk, T. A., Lanaj, K. & Erez, A. (2016, August). The effects of daily rudeness on employees' perceptions and behaviors at work: A field experiment. Paper presented at the 76th Annual Meeting of the Academy of Management. Anaheim, CA.
- Lanaj, K. (2015, October). Smartphone use for work: Implications for regulatory resources, perceptions, and behaviors at work and well-being at home. Darmstadt Research Consortium, Darmstadt, DE.
- Lanaj, K. (2015, June). Leadership over-emergence in self-managing teams: The role of gender and countervailing biases. Lingnan Organizational Behavior Symposium. Guangzhou, CN.

- Lanaj, K. & Lee, S. M. (2015, August). The benefits of transformational leadership for leaders: A daily investigation of transformational behavior and need fulfillment. 74th Academy of Management Annual Meeting. Vancouver, CAN.
- Lanaj, K., Johnson, R.E., & Wang, M. (2015, August). When lending a hand depletes the will: The costs and benefits of helping. 74th Academy of Management Annual Meeting. Vancouver, CA.
- Lauricella, T., Chang, C. -H, Lanaj, K., & Johnson, R. E. (2015, August). Relations of Regulatory Focus with Employee Physical and Psychosocial Health. 74th Academy of Management Annual Meeting, Vancouver, CA.
- Koopmann, J. M, Lanaj, K., Wang, M, & Zhou, L, & Shi, J. (2014, August). Examining the nonlinear relationship between team tenure and member performance: The roles of psychological safety climate and climate strength. 73rd Academy of Management Annual Meeting. Philadelphia, PA.
- *Selected for Best Paper Proceedings of the 2014 Annual Meeting of the Academy of Management.*
- Farh, C. I. C., Lanaj, K. & Ilies, R. (2014, August). Social capital contingencies of when exchange relationships help or harm member performance in teams. 73rd Academy of Management Annual Meeting. Philadelphia, PA.
- Lanaj, K., Johnson, R. E., Lee, S. M. (2014, May). The benefits of transformational leadership for leaders: A daily investigation of transformational behaviors and need fulfillment. In Duffy, M. K. & Lee, K. (Chairs), Interplay of stable individual differences and mood. Paper presented at the 29th Annual Society for Industrial and Organizational Psychology Conference, Honolulu, HI.
- Koopman, J., Lanaj., K, & Scott, B. (2013, August). Doing good, feeling bad: A daily study on the effects of helping on emotional exhaustion. In M. Almeda (Chair), New developments in within-person research. Paper presented at the 73rd Academy of Management Annual Meeting. Orlando, FL.
- Lanaj, K., & Johnson, R. E. (2013, August). Within-person depleting and replenishing effects of justice behaviors. Paper presented at the 73rd Academy of Management Annual Meeting. Orlando, FL.
- Johnson, R. E., Lanaj, K., & Barnes, C. M. (2013, April). Within-person depleting and replenishing effects of justice behaviors. In J. Greenberg (Chair), Moderating established justice effects: New twists and varied contexts. Paper presented at the 28th Annual Society for Industrial and Organizational Psychology Conference, Houston, TX.
- Lanaj, K., Johnson, R. E., & Barnes, C. M. (2012, August). Beginning the workday already depleted? Consequences of late-night smartphone use and sleep quantity. Paper presented at the 72nd Academy of Management Annual Meeting, Boston, MA.
- *Selected for the Best Paper Proceedings of the 2012 Academy of Management Meeting*
- Johnson, R. E., Lanaj, K., & Barnes, C. M. (2012, April). Predictors of intra-individual justice behaviors. In J. A. Colquitt & M. D. Baer (Chairs), Affective and cognitive perspectives on fairness. Paper presented at the 27th Annual Society for Industrial and Organizational Psychology Conference, San Diego, CA.
- Hollenbeck, J.R., Lee, S., Lanaj, K., Koopman, J. (2012, July). The team descriptive index (TDI): Operationalizing the multidimensional scaling approach to team description. Paper presented at the 2012 INGRoup Conference, Chicago, IL.

- Venus, M., Mao, C., Lanaj, K., Johnson, R. E., & Chang, C.-H. (2012, April). Relations of leader identity with leader behavior and effectiveness. Poster presented at the 27th Annual Society for Industrial and Organizational Psychology Conference, San Diego, CA.
- Lanaj, K., Chang, C.-H., & Johnson, R. E. (2011, August). Regulatory focus and work-related outcomes: A meta-analysis. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
- Lanaj, K., Hollenbeck, J. R., Ilgen, D. R., Barnes, C. M., & Harmon, S. J. (2011, April). The double-edged sword of empowered planning: Application of structural empowerment theory to multiteam systems. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.