

NATHAN A. BLACK

Department of Management and Entrepreneurship
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EDUCATION

The University of Iowa – Tippie College of Business

Doctor of Philosophy, Management and Entrepreneurship

Iowa City, IA

Expected Graduation: 2024

Brigham Young University – Marriott School of Business

Bachelor of Science, Human Resource Management

Provo, UT

Dec 2018

RESEARCH

Dissertation: *A Role Theory Perspective of Supervisors' Diverging Responses to Employee Voice about Mental Health*

Proposed: July 11th, 2023

(Co-Chairs: Jennifer Nahrgang and Daniel Newton; Committee Members: Amy Colbert and Greg Stewart)

**Winner of the 2023 SHRM Foundation Dissertation Grants Award, Academy of Management Human Resources Division*

Journal Articles

Ingerson, M-C, DeTienne, K., Hooley, J., & **Black, N.A.** (2020). Dealing with dysfunction: Negotiating with difficult individuals. *Negotiation Journal*, 36, 287-307. doi: 10.1111/nejo.12331

Manuscripts under Review

Black, N.A., Newton, D.W., & Nahrgang, J.D. (3rd round revise-and-resubmit). An integrative theory of collective voice juxtaposed with individual voice. *Academy of Management Review*.

Black, N.A., Newton, D.W., Bartels, A., Fogel, B., & Courtright, S. (Under 1st round review). The spillover effects of spouse voice cultivation on voice at work. *Organization Science*

Park, H.M., Newton, D.W., & **Black, N.A.** (Under 1st round review). A moral exclusion view of the relationship between voice and abusive supervision. *Personnel Psychology*.

Working Papers

Black, N.A., Reid, S., Stewart, G.L., & Courtright, S. A social networks approach to team task interdependence optimization (Writing stage; Target: *Organization Science*).

Kim, A.J., Newton, D.W., **Black, N.A.**, & Su, R. A meta-analysis of demographic effects on voice and voice endorsement. (Writing stage; Target: *Journal of Applied Psychology*).

- Reid, S., Nahrgang, J.D., **Black, N.A.**, & Newton, D.W. The nuanced relationship between misfit and voice. (Writing stage; Target: *Journal of Applied Psychology*).
- Vaulont, M., Nahrgang, J.D., **Black, N.A.**, & Crawford, E.R. Examining multiple team membership time fracture and attention residue in predicting performance. (Data analysis stage).
- Newton, D.W., Kim, A.J., **Black, N.A.**, & Nahrgang, J.D. Employee reactions to supervisors' voice credit claiming behavior (Data collection stage).

Conference Presentations

- Black, N.A.**, Newton, D.W., Bartels, A.L., Fogel, B.M., & Courtright, S.H. "How was work today?" An enrichment model of spouse voice cultivation to propel voice at work. Presented as part of the symposium, 'Exploring Work and Non-Work Recovery: Dynamics Across Individuals, Couples, and Contexts' organized for the 2023 Annual Proceedings of the *Academy of Management*, Boston, MA.
- Vaulont, M.J., Nahrgang, J.D., **Black, N.A.**, & Crawford, E.A. Examining multiple team membership time fracture, attention residue, and personal resources in predicting performance. Presented as part of the symposium, 'Multiple Team Membership Arrangements: Putting the Worker Front and Center' organized for the 2023 Annual Proceedings of the *Academy of Management*, Boston, MA.
- Black, N.A.**, Reid, S., Nahrgang, J.D., & Newton, D.W. Here's to the misfits: Investigating whether misfit magnifies or mutes employee voice. Presented as part of the symposium, 'Tuning into the Life Cycle of Voice: Voice Emergence, Adoption, and Decline into Silence' organized for the 2022 Annual Proceedings of the *Academy of Management*, Seattle, WA.
- Ferguson, A., Lu, L., O'Neill, T.A., Park, S., **Black, N.A.**, Emich, K.J., Klock, E., Stewart, G.L., Reid, S., Peterson, R.S., Mathieu, J., Bergman, D., & Tannenbaum, S. Configurational research in teams. Panel symposium presented at the 2022 Annual Proceedings of the *Academy of Management*, Seattle, WA.
- Park, H.M., Newton, D.W., & **Black, N.A.** Steadying the ship after rocking the boat: The effects of voice staging on supervisor hostility. Paper presented at the 2022 Annual Proceedings of the *Academy of Management*, Seattle, WA.
- Black, N.A.**, Reid, S., Stewart, G.L. Toward a theory of role structure: A configurational approach to team roles. Paper presented at the 2022 17th Annual *INGROUP* Conference, Hamburg, Germany.
- Black, N.A.**, Stewart, G.L., & Reid, S. Team performance improves with star role sharing, but do stars isolate or collaborate? Presented as part of the symposium, 'A New Way for Teams to Come Together: Unpacking Process Gains Through Team Composition' organized for the 2021 Annual Proceedings of the *Academy of Management*.
- Bingham, J., Duerden, M., **Black, N.A.**, McClain, J., & Perkins, C. The interplay between organizational and employee CSR salience. Paper presented at the 2019 Annual Proceedings of the *Society for Industrial & Organizational Psychology*, National Harbor, MD.

TEACHING EXPERIENCE

University of Iowa**Mean Ratings**

Performance Management and Strategic Rewards (MGMT 4350): Fall 2021

5.90/6.0

PROFESSIONAL MEMBERSHIP & AWARDS

SHRM Foundation Dissertation Grants Award (\$5,000), Academy of Management Human Resources Division—2023

Best Reviewer Award, Academy of Management Organizational Behavior Division—2023

Academy of Management—2019-2023

Society for Industrial and Organizational Psychology—2023

INGRoup—2022-2023

Graduate College Iowa Post-Comprehensive Fellowship

Graduate College Iowa Recruitment Fellowship—2019-2023

Dean's List at Brigham Young University—2017, 2018

PROFESSIONAL SERVICE

Volunteer Reviewer

Academy of Management Annual Meeting: 2019-2023

INGRoup Conference: 2022

LANGUAGES

Spanish