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EDUCATION

University of Iowa, Tippie College of Business

2020-Present Ph.D. Business Administration (anticipated graduation 2025)
Area of Study: Management

Brigham Young University, College of Physical and Mathematical Sciences

2016-2020 B.S. Applied Statistics & Analytics
Minors: Business Management, Mathematics

ACADEMIC EMPLOYMENT

University of Iowa, Tippie College of Business

2020-Present Graduate Research Assistant

Brigham Young University, Marriott School of Business

2018-2020 Undergraduate Research Assistant

MANUSCRIPTS UNDER REVIEW OR NEARING SUBMISSION (in order of research stage)

Reid, S. M., Reeves, C. J., Guay, R. P., & Kristof-Brown, A. L. [*Title omitted to protect blind-review process*]. Revise and resubmit (1st Round) at *Organizational Behavior and Human Decision Processes*.

Reid, S. M., Smith, T. A., Courtright, S. H., McClean, S. T., & Mecham, B. *Is One Enough? The Effects of Co-Leader Behavioral Complementarity on Team Functioning*. Preparing for submission at *Personnel Psychology*.

Black, N., Reid, S. M., Stewart, G. L., Courtright, S. H. *'Light work or spoiled broth'? Investigating the contingent effects of structural task interdependence and task interdependence alignment on team performance*. Preparing for submission at *Journal of Applied Psychology*.

WORKING MANUSCRIPTS (in order of research stage)

Reid, S. M., Black, N., Nahrgang, J. D. & Newton, D. *Misfit or innovator? How psychological safety unlocks misfit voice quality, endorsement, and work behaviors*. Analyzing data.

Colquitt, J., Long, D., Steel, P., Villamor, I., Layegh, R., Faribozzi, H., Song, S., Ramani, R., Memari R., Reid, S. M., Ge, X., Parkinson, S., Konduk, B. C., Rapp, M., Sarrafzadeh, S., Bates, J. T., Sadeghi, S., Hendijani, R., Rezaei, F., Tian, A., Burnett, L., Rahimian, S., & Rafati, A. *Meta-analysis on organizational justice*. Analyzing data.

Courtright, S. H., Jepsen, R., & Reid, S. M. *Good, bad, and ugly leadership*. Collecting data.

Reid, S. M. & Colbert, A. C. *How leaders reward or punish follower personality traits via support*. Designing second study.

CONFERENCE PRESENTATIONS

2024 Reid, S. M., Black, N., Nahrgang, J. D. & Newton, D. *Misfit or innovator? How psychological safety unlocks misfit voice quality, endorsement, and work behaviors*. Academy of Management annual meeting. Chicago, IL.

Colquitt, J., Faribozzi, H., Konduk, B. C., Long, D., Reid, S. M., Steel, P., & Villamor, I. *Building an inference engine using AI and the world's largest meta-analysis: Lesson learned*. Academy of Management annual meeting. Chicago, IL.

2023 Reid, S. M., Smith, T. A., Courtright, S. H., McClean, S. T., & Mecham, B. *Good cop, bad cop? How co-leader behavioral complementarity impacts team coordination and cohesion*. Academy of Management annual meeting. Boston, MA.

2022 Reid, S. M., Smith, T. A., Courtright, S. H., McClean, S. T., & Mecham, B. & *Supervisor-supervisor fit: How co-leaders' behavioral fit impacts team coordination and cohesion*. Society for Industrial & Organizational Psychology annual meeting. Seattle, WA.

Reid, S. M. & Vasi, I. B. *All the news that's fit to wire: Organizational images and media amplification platforms*. European Group for Organizational Studies annual meeting. Vienna, Austria.

Black, N., Reid, S. M., Stewart, G. L. *Toward a theory of role structure: A configurational approach to team roles*. Interdisciplinary Network for Group Research annual meeting. Hamburg, Germany.

Black, N., Reid, S. M., Stewart, G. L. *Toward a theory of role structure: A configurational approach to team roles*. Academy of Management annual meeting. Seattle, WA.

Black, N., Reid, S. M., Nahrgang, J. D. & Newton, D. *Here's to the misfits, the round pegs in the square holes: Investigating whether misfit magnifies or mutes employee voice*. Academy of Management annual meeting. Seattle, WA.

2021 Black, N., Stewart, G. L., Reid, S. M. *Team Performance Improves with Star Role Sharing, but Do Stars Isolate or Collaborate?*. Academy of Management annual meeting. Virtual.

2020 Reeves, C., J., Reid, S. M., Guay, R. P., & Kristof-Brown, A. L. *The lens of the beholder: How recruiters weigh perceptions of applicant fit in the hiring process*. Olin Undergraduate Business Research Conference. Virtual.

2019 Reeves, C., J., Reid, S. M., Guay, R. P., & Kristof-Brown, A. L. *The lens of the beholder: How recruiters weigh perceptions of applicant fit in the hiring process*. Academy of Management annual meeting. Boston, MA.

TEACHING EXPERIENCE

University of Iowa, Tippie College of Business

2022 *Leadership and Personal Development*. Undergraduate elective for business majors.
Median effectiveness rating: 5.50/6.00

AWARDS AND RECOGNITION

2023 Best Reviewer Award (Academy of Management Annual Meeting 2023)
2023 Graduate College Summer Fellowship
2022 Post-Comprehensive Fellowship
2016-2020 Brigham Young Scholarship

SERVICE

2022-present Reviewer for Academy of Management Annual Meeting
2022 Discussant for European Group for Organizational Studies Annual Meeting

PROFESSIONAL EXPERIENCE

2017-2020 Qualtrics, *Data Quality Analyst* (Provo, UT)
2016-2017 Brigham Young University, *Demand Planner* (Provo, UT)

PROFESSIONAL AFFILIATIONS

2019-present Academy of Management (Organizational Behavior and Human Resources divisions)
2022-2023 Society for Industrial & Organizational Psychology
2022-2023 European Group for Organizational Studies