

Mark A. Maltarich, Ph.D.
Curriculum Vitae

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Columbia, SC 29208

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RESEARCH INTERESTS

Teams (composition/compilation, roles, conflict)

Human Capital (turnover, firm-level consequences)

EDUCATION

PhD (2009), University of Wisconsin-Madison

Major: Organizational Behavior; Minor: Research Methods

Dissertation: *A first examination of the effects of conscious and subconscious goals and conscious and subconscious goal commitment on performance.*

MBA (1998), DePaul University (with distinction); Concentration: Entrepreneurship

BA (1994), Northwestern University; Major: Psychology

ACADEMIC WORK EXPERIENCE

2013 – Present – University of South Carolina, Darla Moore School of Business, Assistant Professor

2008 – 2013 - Saint Ambrose University, College of Business, Assistant Professor

TEACHING INTERESTS

Human resources: Training and development, recruiting and selection, organization development

Organizational behavior

REFEREED PUBLICATIONS

Bliese, P. D., Maltarich, M. A., & Hendricks, J. L. (2018). Back to basics with mixed-effects models: Nine take-away points. *Journal of Business and Psychology*, 33(1): 1-23.

Maltarich, M. A., Nyberg, A. J., Reilly, G., & Martin, M. (2017). Pay-for-performance, sometimes: An interdisciplinary approach to integrating economic rationality with psychological emotion to predict individual performance. *Academy of Management Journal*, 60(6): 2155-2174.

Maltarich, M. A., Kukenberger, M., Reilly, G., & Mathieu, J. E. (2017). Conflict in teams: Modeling early and late conflict states and the interactive effects of conflict processes. *Group and Organization Management*, In Press.

Maltarich, M. A., Greenwald, J., & Reilly, G. (2016). Team-level goal orientation: An emergent state and its relationships with team inputs, process, and outcomes. *European Journal of Work and Organizational Psychology*, 25(1): 68-88.

Reilly, G., Nyberg, A. J., Maltarich, M. A., & Weller, I. (2014). Human capital flows: Using CET theory to explore the process by which turnover, hiring, and job demands affect patient satisfaction. *Academy of Management Journal*, 57(3): 766-790.

Ployhart, R.E., Nyberg, A. J., Reilly, G., & Maltarich, M. A. (2014). Human capital is dead; long live human capital resources! *Journal of Management*, 40(2): 371-398.

Maltarich, M. A., Reilly, G., & Nyberg, A. J. (2011). Objective and subjective overqualification: Distinctions, relationships, and a place for each in the literature. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4(2): 236-239.

Maltarich, M. A., Nyberg, A. J., & Reilly, G. (2010). A conceptual and empirical analysis of the cognitive ability – voluntary turnover relationship. *Journal of Applied Psychology*, 95(6): 1058-1070.

Jain, S., George, G., & Maltarich, M. A. (2009). Academics or entrepreneurs? University scientists' commercialization activity as role identity transformation. *Research Policy*, 38(6): 922-935.

INVITED TALKS, CONFERENCE PRESENTATIONS & PARTICIPATION

Park, J., Maltarich, M. A., Thatcher, S. M. B., & Schepker, D. J. (2017). The dynamic nature of activated faultlines: Does task allocation matter? *Academy of Management*. Atlanta, GA.

- Abdulsalam, D., Maltarich, M. A., Reilly, G., Martin, M., & Nyberg, A. J. (2017). When collective equity creates value slippage: Effects of human capital resource homogeneity. ***Academy of Management***. Atlanta, GA.
- Park, J., Maltarich, M. A., & Meister, A. (2017). The temporal dynamics of faultlines in groups. ***Academy of Management***. Atlanta, GA.
- Maltarich, M.A. (2017). Choosing projects wisely. Presentation as part of the HR Division middle-level doctoral student consortium PDW. ***Academy of Management***. Atlanta, GA.
- Nyberg, A. J., Maltarich, M. A., Abdulsalam, D., & Cragun, O. (2016). Multilevel pay theory. ***Academy of Management***. Anaheim, CA.
- Maltarich, M.A. (2016). Choosing projects wisely. Presentation as part of the HR Division middle-level doctoral student consortium PDW. ***Academy of Management***. Anaheim, CA.
- Maltarich, M. A. (2015). Compensation strategy: The role of threshold and forgiveness in pay for performance systems. Invited Presentation at ***Ludwig Maximillians-Universität***, Munich, Germany.
- Maltarich, M.A., Reilly, G., Ployhart, R., & Nyberg, A. (2013). A multi-component conceptualization of the human capital resource. ***Strategic Management Society***. Atlanta, GA.
- Maltarich, M. A., Reilly, G., & Souder, D. (2012). The interactive human capital resource: Performance gains from the configuration and bundling of human capital. ***Strategic Management Society***. Prague, Czech Republic.
- Reilly, G., Maltarich, M. A., & Nyberg, A. (2012). Beyond motivation: A theory of firm level goal setting strategy. ***Strategic Management Society***. Prague, Czech Republic.
- Maltarich, M. A., Reilly, G. P., & Kukenberger, M. (2012). The emergence and management of conflict influences in teams. ***Academy of Management***. Boston, MA.

Maltarich, M. A., Nyberg, A. J., Reilly, G. P., & Weller, I. (2012). The relationships of unit level turnover, hiring, and job demands with unit performance. *Academy of Management*. Boston, MA.

Maltarich, M. A., & Ciuchta, M. P. (2012). Informal and formal opportunities: The role of entrepreneurial motivation. *Academy of Management*. Boston, MA.

Maltarich, M. A. (2012). The “Goldilocks” goal in formal and real organizations. *Association for Psychological Science*. Chicago, IL.

Maltarich M. A. (2011). Facilitator, Cross-Divisional Paper Session: Job embeddedness, employment, and managerial performance. *Academy of Management*. San Antonio, TX.

Maltarich, M.A., Reilly, G., & Mathieu, J. E. (2011). Inputs, process, and outcomes as antecedents of an emergent state. *Society for Industrial & Organizational Psychology*. Chicago, IL.

Maltarich, M. A., Reilly, G., & Mathieu, J. E. (2010). Seeding of our (dis)content: Compositional influences on team conflict – performance relationships. *Academy of Management*, Montreal, Canada.

Jain, S., George, G., & Maltarich, M.A. (2006). Building legitimacy for novel technologies: The case of human embryonic stem cells. *Academy of Management*, Atlanta, GA.

Maltarich, M.A., & Nyberg, A.J. (2006). Ability mismatch: Are performance gains offset by increased risk of voluntary turnover. *Association for Psychological Science*, New York, NY.

George, G., & Maltarich, M.A. (2005). Academic entrepreneurship: Entrepreneurial intent and motivation of scientists. *Babson Kauffman Entrepreneurship Research Conference*, Babson Park, MA.

George, G., Maltarich, M.A., & Jain, S. (2005). Academic entrepreneurship: Entrepreneurial intent and the disclosure of university inventions. *Academy of Management*. Honolulu, HI.

Maltarich, M.A., & Nyberg, A.J. (2005). Beyond performance: The impact of intelligence on job tenure. *Academy of Management*. Honolulu, HI.

BOOK CHAPTERS

Welsch, H.P., & Maltarich, M.A. (2004). Emerging patterns of entrepreneurship: Distinguishing attributes of an evolving discipline. In Welsch, H.P. (ed.). *Entrepreneurship: The way ahead*. New York: Routledge.

ACADEMIC HONORS & ACCOMPLISHMENTS

Academy of Management, OB Division, Outstanding Reviewer Award, 2014

Invited to St. Ambrose University Honors Program Faculty, 2012.

Henry C. Naiman Excellence in Teaching Award. UW-Madison, 2007.

Attended OB/OT doctoral student consortium, Academy of Management, 2007.

Attended Entrepreneurship PhD Seminar at Case Western Reserve University, 2005.

TEACHING EXPERIENCE

University of South Carolina, Moore School of Business

Graduate Teaching

Consulting and Organizational Development

Competing through People

Undergraduate Teaching

Organizational Behavior

Saint Ambrose University

Doctoral Seminars

Organizational Behavior

Human Resources

Entrepreneurship

Organizational Culture

Teams

Organizational Change

Case Research

Training and Development

Undergraduate Teaching

Principles of Management

Entrepreneurship

University of Wisconsin-Madison

Instructor

Organizational Behavior

Managing Change and Organizational Effectiveness

ACADEMIC AFFILIATIONS

Academy of Management

Organizational Behavior Division

Research Methods Division

Entrepreneurship Division

American Psychological Association

Society for Industrial and Organizational Psychology

Association for Psychological Science

Midwest Academy of Management

Strategic Management Society

FELLOWSHIPS AND GRANTS

2012

\$600 Saint Ambrose University Faculty Development Grant

2010

\$525 Saint Ambrose University Faculty Development Grant

\$325 Saint Ambrose Managerial Studies Department Grant

2007

\$1,500 - Henry C. Naiman Teaching Award; UW-Madison School of Business.

\$750 - Robert B. Bruce Fellowship; UW-Madison School of Business.

2006

\$200 - Association for Psychological Science (APS) travel assistance grant.

\$7,500 - Center for International Business Education and Research (CIBER) grant
(with A. Stajkovic and M. Carpenter).

2005

\$1,200 - E. M. Kauffman Foundation Fellowship to attend the Summer Entrepreneurship PhD
Seminar at Case Western Reserve University.

2004

\$7,500 - Center for International Business Education and Research (CIBER) grant
(with A. Stajkovic, M. Carpenter, & A. Nyberg).

UNIVERSITY SERVICE

University of South Carolina

Faculty Co-Advisor, USC SHRM, 2015-Present

Faculty Senate, Caucus Member, 2015-Present

Management Department Speaker Series, Organizer, 2015-2016

Student Academic Grievance Committee, Member, 2015-Present

Guest Speaker, PhD Student Seminar, September, 2015

Center for Executive Succession, Affiliate, 2014- Present

Honors Thesis Director, 2014

Guest Speaker, Arnold School of Public Health, September, 2015

Management Department Hiring Committee, 2014

MHR Admissions Committee, 2013-2014

Management Department Hiring Committee, 2013

MHR Program Mock Career Fair Volunteer, 2013

MHR Assessment Center Panelist, 2013-2015

Guest Presenter to Honors Freshmen, 2013

Saint Ambrose University

University Strategic Planning Committee, 2012-2013

Ambrose Hall Renovation Advisory Committee, 2012-2013

DBA Admissions and Retention Committee, 2012-2013

Institutional Review Board, 2010-2013

Undergraduate Advising (about 25 students), 2009-2013

Doctoral Faculty Council, 2008-2013

Managerial Studies Hiring Committee, 2012

Finance Hiring Committee, 2010

Incoming Freshman Advising (3 days), 2010

DBA Hiring Committee, 2009-2010

ACADEMIC & PROFESSIONAL SERVICE

Editorial Board Member, *Journal of Applied Psychology*, 2016-Present

Editorial Board Member, *Academy of Management Journal*, 2017-Present

Ad Hoc Reviewer, *Journal of Management*

Ad Hoc Reviewer, *Journal of Management Studies*

Ad Hoc Reviewer, *Journal of Managerial Psychology*

Ad Hoc Reviewer, *American Journal of Psychology*

Ad Hoc Reviewer, *Production and Operations Management*

Ad Hoc Reviewer, *Human Relations*

Ad Hoc Reviewer, *Technovation*

Ad Hoc Reviewer, *Minerva*

PhD Pipeline Opportunity Program Member, 2014-Present

SMS Special conference invited reviewer, 2013

Reviewer, Academy of Management Annual Meetings, 2006 - Present

Reviewer, Midwest Academy of Management Conference, 2010 - Present

Reviewer, SIOP Conference, 2009- Present

Reviewer, Southern Management Association Conference, 2008

PROFESSIONAL WORK EXPERIENCE

1998-2003 - General Manager, Binny's Beverage Depot, Chicago, IL

1996-1997 - Finance Intern, Unitrin, Inc., Chicago, IL

1994-1996 - Psychiatric Services Coordinator, Albany Care Nursing Home, Evanston, IL