CURRICULUM VITAE

ETHAN R. BURRIS

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EDUCATION

2005	Ph.D., Management and Organizations Johnson Graduate School of Management, Cornell University
1999	B. A., Psychology, Organization and Human Resources Washington University in St. Louis

ACADEMIC POSITIONS

2011-Present	Associate Professor of Management McCombs School of Business, The University of Texas at Austin
2005-2011	Assistant Professor of Management McCombs School of Business, The University of Texas at Austin
2002-2004	Part-Time Lecturer of Management and Organizations Johnson Graduate School of Management, Cornell University

PUBLICATIONS

McClean, E., & Burris, E.R., Detert, J.R. When voice leads to exit: The moderating effect of leadership and resources. Forthcoming. *Academy of Management Journal.*

Burris, E.R., Detert, J.R., & Romney, A. Speaking up versus being heard: The dimensions of disagreement around and outcomes of employee voice. Forthcoming. *Organization Science.*

Burris, E.R. (2012). The risks and rewards of speaking up: Responses to voice in organizations. *Academy of Management Journal*, 55(4): 851-876.

Detert, J.R., Burris, E.R., & Harrison, D.H. (2010). Debunking four myths about employee silence. *Harvard Business Review*. June: 26.

Burris, E.R., Rodgers, M.S., Mannix, E.A., Hendron, M.G., & Oldroyd, J.B. (2009). Playing favorites: The influence of leaders' inner circle on group processes and performance. *Personality and Social Psychology Bulletin*, 35(9): 1244-1257.

Burris, E.R., Detert, J.R., & Chiaburu, D.S. (2008). Quitting before leaving: The mediating effects of psychological attachment and detachment on voice. *Journal of Applied Psychology*, 93(4): 912-922.

Detert, J.R., Trevino, L.K., Burris, E.R., & Andiappan, M. (2007). Managerial modes of influence and counterproductivity in organizations: A longitudinal business-unit-level investigation. *Journal of Applied Psychology*, 92(4): 993-1005.

Detert, J.R. & Burris, E.R. (2007). Leadership behavior and employee voice: Is the door really open? *Academy of Management Journal*, 50(4): 869-884.

Sullivan, B.A., O'Connor, K.M., & Burris, E.R. (2006). Negotiator confidence: The impact of self-efficacy on tactics and outcomes. *Journal of Experimental Social Psychology*, 42: 567-581.

O'Connor, K.M., Arnold, J.A., & Burris, E.R. (2005). Negotiators' bargaining histories and their effects on future negotiation performance. *Journal of Applied Psychology*, 90 (2): 350-362.

BEST PAPER PROCEEDINGS

Sharek, J.A., Burris, E.R., & Bartel, C.A. (2010). When does voice prompt action? Constructing ideas that trigger attention, importance and feasibility. Annual meeting of the Academy of Management, Montreal, Canada, August.

MANUSCRIPTS UNDER REVIEW AND IN REVISION

Detert, J.R., Burris, E.R., Harrison, D.A., & Martin, S. Voice flows to and around leaders: Is more always better for unit performance? Manuscript under revision. *Administrative Science Quarterly*.

Fast, N.J., Burris, E.R. & Bartel, C.A. Needing the most and getting the least: Feelings of incompetence and (lack of) voice solicitation. Manuscript under revision. *Academy of Management Journal*

Howell, T., Harrison, D.A., Burris, E.R., & Detert, J.R. Can you hear me now? Demographic and network status signals in voice reception. Manuscript under review. *Academy of Management Journal.*

Mueller, J., Burris, E.R., & Kamdar, D. The proactivity paradox: The tradeoffs of behaving in ways to generate and implement creative ideas. Manuscript under review. *Administrative Science Quarterly.*

WORK IN PROGRESS

Burris, E.R. & Bartel, C.A. Construing voice as a threat or opportunity: How organizational identification influences how managers respond to employees who speak up.

Burris, E.R., McClean, E., Detert, J.R., & Quigley, T. Speaking sideways or speaking up: How the choice for voice impacts employee performance.

Burris, E.R., Rockmann, K.W., & Baldi, C. The value of voice (to managers): Employee identification and the content of voice.

Sharek, J.A., Burris, E.R., & Bartel, C.A. When does voice prompt action? Constructing ideas that trigger attention, importance and feasibility.

CONFERENCE PRESENTATIONS

Howell, T., Harrison, D.A., Burris, E.R., & Detert, J.R. (2012) Can you hear me now? Demographic and network status signals in voice reception. Paper presented at the annual meeting of the Academy of Management, Boston, MA, August.

Burris, E.R., McClean, E., Detert, J.R., & Quigley, T. (2012). Speaking sideways or speaking up: How the choice for voice impacts employee performance. Paper presented at the annual meeting of the Academy of Management, Boston, MA, August.

McClean, E., Detert, J.R., & Burris, E.R. (2011). When voice leads to exit: The moderating effect of leadership and resources. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX, August.

Sharek, J.A., Burris, E.R., & Bartel, C.A. (2010). When does voice prompt action? Constructing ideas that trigger attention, importance and feasibility. Paper to be presented at the annual meeting of the Academy of Management, Montreal, Canada, August.

Burris, E.R., Detert, J.R., Harrison, D.A., & Martin, S. (2010). Voice networks: The flow of ideas to and around leaders. Paper to be presented at the annual meeting of the Academy of Management, Montreal, Canada, August.

Burris, E.R., Detert, J.R., & Romney, A. (2009). Speaking up versus being heard: The dimensions of disagreement around and outcomes of employee voice. Paper presented at the annual meeting of the Academy of Management, Chicago, IL, August.

Pettit, N., Detert, J.R., Burris, E.R., & Quigley, T. (2008). Speaking sideways to speak up. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA, August.

Burris, E.R., Detert, J.R., & Chiaburu, D.S. (2007). Speaking up versus being heard: The outcomes of voice from multiple perspectives. Paper presented at the annual Wharton Organizational Behavior Conference, Philadelphia, PA, November.

Hendron, M., Burris, E.R., & Oldroyd, J. (2007). Fostering bottom-up change: The role of network characteristics and leader-member relationships. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA, August.

Burris, E.R., Detert, J.R., & Chiaburu, D.S. (2007). Quitting before leaving: The mediating effects of psychological attachment and detachment on voice. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, New York, NY, April.

Burris, E.R., Detert, J.R., & Chiaburu, D.S. (2006). Speaking up versus being heard: The outcomes of voice from multiple perspectives. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA, August.

Burris, E.R., Thomas-Hunt, M.C., & Proell, C.P. (2006). From knowledge integration to competition: The effects of power distribution on knowledge sharing and team performance. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA, August.

Behfar, K., Burris, E.R., & Thomas-Hunt, M.C. (2004). The effects of process conflict on identifying experts and team performance. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA, August.

Burris, E.R., Rodgers, M.S., & Mannix, E.A. (2004). Friends in high places: Leader and relational status in decision making groups. Paper presented at the annual meeting of the International Association for Conflict Management, Pittsburgh, PA, June.

Sullivan, B.A., O'Connor, K.M., & Burris, E.R. (2003). Negotiator confidence: The impact of self-efficacy on negotiation tactics and performance. Paper presented at the annual meeting of the Academy of Management, Seattle, WA, August.

Burris, E.R., Thomas-Hunt, M.C., & Stanton, A. (2002). Reputations and confidence in decision-making groups. Paper presented at the annual meeting of the Academy of Management, Denver, CO, August.

Burris, E.R. & Thomas-Hunt, M.C. (2002). Too much of a good thing: The effects of complex configurations of status and expertise on influence and performance within groups. Paper presented at the annual meeting of the International Association for Conflict Management, Park City, UT, June.

Sullivan, B.A., O'Connor, K.M., & Burris, E.R. (2001). Negotiator confidence: The impact of self-efficacy on negotiation performance. Paper presented at the annual meeting of the International Association for Conflict Management, Cergy, France, June.

Burris, E.R., Thomas-Hunt, M.C., McLean Parks, J., & Kidder, D. (2000). Through multi-colored glasses: Using proverbs to explore cultural profiles. Paper presented at the annual meeting of the International Association for Conflict Management, St. Louis, MO, June.

INVITED PRESENTATIONS

Fast, N.J., Burris, E.R. & Bartel, C.A. Needing the most and getting the least: Feelings of incompetence and (lack of) voice solicitation. Presented at the Kenan-Flagler School of Business, University of North Carolina, January, 2013.

Fast, N.J., Burris, E.R. & Bartel, C.A. Needing the most and getting the least: Feelings of incompetence and (lack of) voice solicitation. Presented at the Rotman School of Business, University of British Columbia, January, 2013.

Fast, N.J., Burris, E.R. & Bartel, C.A. Needing the most and getting the least: Feelings of incompetence and (lack of) voice solicitation. Presented at the Rotman School of Business, University of Toronto, January, 2013.

Fast, N.J., Burris, E.R. & Bartel, C.A. Needing the most and getting the least: Feelings of incompetence and (lack of) voice solicitation. Presented at the Stern School of Business, New York University, October, 2012.

Burris, E.R., Detert, J.R., Harrison, D.A., & Martin, S. (2010). Voice networks: The flow of ideas to and around leaders. Presented at the Jones School of Business, Rice University, February, 2011.

Burris, E.R., Detert, J.R., & Romney, A. Speaking up versus being heard: The dimensions of disagreement around and outcomes of employee voice. Presented at the College of Communications, The University of Texas at Austin, March 2010.

Burris, E.R., Detert, J.R., & Romney, A. Speaking up versus being heard: The dimensions of disagreement around and outcomes of employee voice. Presented at the Marshall School of Business, University of Southern California, March 2010.

Burris, E.R. The politics of speaking up: Responses to employee voice. Presented at the Wharton School of Business, University of Pennsylvania, October 2008.

Burris, E.R. The politics of speaking up: Responses to employee voice. Presented at the Anderson School of Business, University of California, Los Angeles, March 2008.

Burris, E.R., Detert, J.R., & Chiaburu, D.S. Speaking up versus being heard: The outcomes of voice from multiple perspectives. Presented at the annual Wharton Junior Organizational Behavior Conference, The Wharton School of the University of Pennsylvania, November 2007.

Burris, E.R., Rodgers, M.S., Mannix, E.A., Hendron, M.G., & Oldroyd, J.B. Playing favorites: The effects of relational ties to the leader on team processes and performance. Presented at the Psychology Department, The University of Texas at Austin, March 2007.

TEACHING

Managing Groups and Teams, undergraduate elective course at The University of Texas at Austin
Introduction to Organizational Behavior, undergraduate required course at The University of Texas at Austin
Negotiations, MBA and graduate elective course at Cornell University

FUNDED RESEARCH/GRANTS

McCombs Research Excellence Grant, 2008-09: $10,000
Herb Kelleher Center for Entrepreneurship Research Grant, 2008: $10,000
Filene Research Institute, 2008: $80,500
McCombs Research Excellence Grant, 2007-08: $14,400

HONORS AND AWARDS

Hank & Mary Harkins Foundation Award for Effective Teaching in Undergraduate Classes, 2011-2012
ING Professor of Excellence, 2011
Regents' Outstanding Teaching Award, 2010-2011
Trammell/CBA Foundation Teaching Award for Assistant Professors, 2009-10
Preferred Professor, Mortar Board Senior Honor Society, 2009

Faculty Honor Roll for Excellence in Undergraduate Teaching, 2008, 2010, 2011
Finalist, Texas Exes Teaching Award, 2006-07
State Farm Doctoral Dissertation in Business Award, 2004
Dean's List for Teaching Excellence, Cornell University, 2002-03, 2003-04
New Doctoral Student Symposium Award, 2000

DEPARTMENT, COLLEGE AND UNIVERSITY SERVICE

Department:

Work-in-Progress Series, Director, 2007-2011
Faculty Recruiting Committee, Member, 2005-present
Ph.D. Recruiting Committee, Member, 2005-present
Third Year Review Committee for Professor Emily Amanatullah, Member, Fall 2010
Promotion Committee for Professor Jeffrey Loewenstein, Member, Fall 2009
Third Year Review Committee for Professor Jeffrey Lowenstein, Member, Fall 2007
Executive Committee, Member, 2006-07

College:

Business Honors Program Committee, Member, 2009-present
Architectural and Design Committee for the new MBA Business School Building, Member, 2012- present

University:

Ideas of Texas Team, Faculty Mentor, 2009-present
University Libraries Committee, Member, 2012- present

PROFESSIONAL SERVICE

Editorial Review Board Member:

Academy of Management Journal, 2010-present
Organizational Behavior and Human Decision Processes, 2010-present
Organization Science, 2008-present

Ad-hoc Reviewer (within previous three years):

Academy of Management Journal
Administrative Science Quarterly
Journal of Applied Psychology
Organizational Behavior and Human Decision Processes
Organization Science

Conference Reviewer:

Annual Meeting of the Academy of Management, 2004-present
Annual Meeting of the International Association for Conflict Management, 2000-2002

Co-Chair, Program Committee New Doctoral Student Consortium, Annual Meeting of the Academy of Management, Seattle, WA, 2003

Program Committee Member, New Doctoral Student Consortium, Annual Meeting of the Academy of Management, Denver, CO, 2002

RESEARCH INTERESTS

Organizational voice
Organizational citizenship behaviors
Leadership behaviors, processes, and outcomes
Conflict management and negotiations

TEACHING INTERESTS

Leading People and Organizations
Managing Groups and Teams
Negotiations
Power and Politics