

CURRICULUM VITAE

ETHAN R. BURRIS

The University of Texas at Austin
McCombs School of Business
Management Department
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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

- 2020-Present Chair, Management Department
- 2018-Present Professor of Management & Chevron Centennial Fellow
- 2015-Present Director, Center for Leadership and Ethics
 McCombs School of Business, The University of Texas at Austin
 Courtesy Appointment, Department of Medical Education
- 2017-2020 Visiting Scholar
 Human Resource Business Insights, Microsoft
- 2011-2018 Associate Professor of Management
 McCombs School of Business, The University of Texas at Austin
- 2015-2016 Visiting Scholar
 People Analytics, Google
- 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

RESEARCH PUBLICATIONS

- Burris, E.R., McClean, E., Detert, J.R., & Quigley, T. Voice to Influential Targets: How Target Agency Changes the Relationship between Voice and Individual Performance. Conditionally Accepted. *Organization Science*.
- Burris, E. R., & Sohn, W. (Forthcoming). Creating a culture of voice. *Behavioral Science and Policy*.
- Burris, E.R., Rockmann, K.W., & Kimmons, Y.S. (2017). The value of voice (to managers): Employee identification and the content of voice. *Academy of Management Journal*, 60(6): 2099-2125.
- Detert, J.R. & Burris, E.R. (2016). Can your employees really speak freely? *Harvard Business Review*, January-February: 81-87.
- Howell, T.M., Harrison, D.A., Burris, E.R., & Detert, J.R. (2015). Who gets credit for input? Demographic and structural status cues in voice recognition. *Journal of Applied Psychology*, 100(6): 1765-1784.
- Fast, N.J., Burris, E.R., & Bartel, C.A. (2014). Managing to stay in the dark: Managerial self-efficacy, ego defensiveness, and the aversion to employee voice. *Academy of Management Journal*, 57(4): 1013-1034.
- Detert, J.R., Burris, E. R., Harrison, D.A., & Martin, S.R. (2013). Voice flows to and around leaders: Understanding when units are helped or hurt by employee voice. *Administrative Science Quarterly*, 58(4): 624-668.
- McClean, E.J., Burris, E.R., & Detert, J.R. (2013). When does voice lead to exit? It depends on leadership. *Academy of Management Journal*, 56(2): 525-548.
- Burris, E.R., Detert, J.R., & Romney, A.C. (2013). Speaking up vs. being heard: The disagreement around and outcomes of employee voice. *Organization Science*, 24(1): 22-38.
- Burris, E.R. (2012). The risks and rewards of speaking up: Managerial responses to employee voice. *Academy of Management Journal*, 55(4): 851-875.
- 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.

BOOK CHAPTERS AND WHITE PAPERS

- Burris, E.R., Bruno, E.A., Detert, J.R., & Caldwell, A. (2018). From barriers to drivers: Understanding different approaches to getting systematic upward voice in organizations. In P. Podsakoff's, S.B. Mackenzie's, and N.P. Podsakoff's (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*: Oxford University Press.
- Shapiro, D.L. & Burris, E. (2014). The role of voice in managing conflict. In O.B. Ayoko's, N.M. Ashkanasy's, & K.A. Jehn's (Eds.), *Handbook of Conflict Management Research*. Edward Edgar Publishing Limited (UK): 173-192.
- Burris, E.R., Detert, J.R., & Harrison, D. (2010). Employee voice and (missed) opportunities for learning in credit unions. *Filene Research Institute* (Madison, WI), White Paper no. 209(3/10): i-78 (95 pages).

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

Bartel, C.A., Janardhanan, N.S., & Burris, E.R. Collective voice: How speaking up in groups arises and is effective. Submitted to *Academy of Management Annals*

Burris, E.R., Martins, L., & Kimmons, Y. Mixed Messages: Why managers (do not) endorse employee voice.

WORK IN PROGRESS

Brodsky, A., Blunden, H., & Burris, E.R. Speaking up or typing out: Examining the consequences of communication media on employee voice.

Burris, E.R., Howell, T., Stubben, S., & Welch K. Second Hand Accounts: Why speaking up on behalf of others is both hearsay and more effective.

Burris, E.R. & Jo, J.K. Crafting jobs or engagement? The contingencies of job crafting on voice.

Howell, T., Burris, E.R., Detert, J.R., & Pettit, N. Voice advocates: Who is nominated to speak up for others and when.

Patil, S.V., Shardlow, E., & Burris, E.R. When Discretion Backfires: A Study of Autonomy, Perceived Public Understanding, and High-Risk Decision Making.

CONFERENCE PRESENTATIONS

Burris, E.R. (2020). Managing by Emailing Around? How Globally Integrated and Locally Attuned Manager Networks Shape What Employees Voice. Paper presented at the Society of Industrial and Organizational Psychology, Austin, TX, April.

Burris, E.R. (2020). Managing by Emailing Around? How Globally Integrated and Locally Attuned Manager Networks Shape What Employees Voice. Paper presented at the Berkeley Culture Conference, Berkeley, CA, January.

Patil, S.V., Shardlow, E., & Burris, E.R. (2019). When Discretion Backfires: A Study of Autonomy, Perceived Public Understanding, and High-Risk Decision Making. Paper presented at the annual meeting of the Academy of Management, Boston, MA, August.

Howell, T. & Burris, E.R. (2019). Don't Shoot the Messenger: Manager Reactions to Voice from Advocates. Paper presented at the annual meeting of the Academy of Management, Boston, MA, August.

- Brodsky, A., Blunden, H., & Burris, E.R. (2018). Speaking up or typing out: Examining the consequences of communication media on employee voice. Paper presented at the annual meeting of the Academy of Management, Chicago, IL, August.
- Burris, E.R. & Jo, J.K. (2016). Crafting jobs or engagement? The contingencies of job crafting on voice. Paper presented at the annual meeting of the Academy of Management, Anaheim, BC, August.
- Burris, E.R. & Jo, J.K. (2016). Crafting jobs or engagement? The contingencies of job crafting on voice. Paper presented at the Wharton People Analytics Conference, April.
- Janardhanan, N.S., Bartel, C.A., & Burris, E.R. (2015). The Choral Crescendo: Emergence of Collective Voice in Teams. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, August.
- Mueller, J., Burris, E.R., & Kamdar, D. (2015). The proactivity paradox: The tradeoffs of behaving in ways to generate and implement creative ideas. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, August.
- Burris, E.R., Martins, L., & Kim, Y. (2014). Tailoring the Pitch: The Impact of Idea Framing and Regulatory Fit on Managerial Endorsement of Subordinate Voice. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA, August.
- Burris, E.R., Rockmann, K.W., & Kim, Y. (2014). The value of voice (to managers): Employee identification and the content of voice. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA, August.
- Burris, E.T., Howell, T., Detert, J.R., & Pettit, N. (2013). Voice champions: How advocates and advocating for others influence performance. Paper presented at the annual meeting of the Academy of Management, Orlando, FL, August.
- 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

- Burris, E.R., Martins, L., & Kim, Y. Tailoring the pitch: The impact of idea framing and regulatory fit on managerial endorsement of subordinate voice. Paper presented at the Mendoza School of Business, Notre Dame University, October, 2019
- Burris, E.R., Martins, L., & Kim, Y. Tailoring the pitch: The impact of idea framing and regulatory fit on managerial endorsement of subordinate voice. Paper presented at the Stern School of Business, New York University, September, 2019
- Burris, E.R., Martins, L., & Kim, Y. Tailoring the pitch: The impact of idea framing and regulatory fit on managerial endorsement of subordinate voice. Paper presented at the Eccles School of Business, University of Utah, March, 2019
- Burris, E.R., Martins, L., & Kim, Y. Tailoring the pitch: The impact of idea framing and regulatory fit on managerial endorsement of subordinate voice. Paper presented at the Olin School of Business, Washington University in St. Louis, January, 2019
- Burris, E.R., Martins, L., & Kim, Y. Tailoring the pitch: The impact of idea framing and regulatory fit on managerial endorsement of subordinate voice. Paper presented at the Cox School of Business, Southern Methodist University, October, 2018

- Burris, E.R., Martins, L., & Kim, Y. Tailoring the pitch: The impact of idea framing and regulatory fit on managerial endorsement of subordinate voice. Paper presented at the Psychology Department, The University of Texas at Austin, November, 2017
- Howell, T., Burris, E.R., Detert, J.R., & Pettit, N. (2017). Voice advocates: Who is selected to speak up for others and how they (and their bosses) benefit. Paper presented at Warrington College of Business, University of Florida, October, 2017.
- Patil, S.V., Shardlow, E., & Burris, E.R. (2017). Enabling Law Enforcement Officers to Cope with Role-Based Image Discrepancies: The Performance Benefits of Limiting Autonomy. Paper presented at the Psychology Department, The University of Texas at Austin, September, 2017.
- Burris, E.R., Detert, J.R., McClean, E., & Quigley, T. (2017). Speaking sideways or speaking up: How the choice for voice impacts employee performance. Paper presented at Owen School of Management, Vanderbilt University, February, 2017.
- Howell, T., Burris, E.R., Detert, J.R., & Pettit, N. (2016). Voice champions: How advocates and advocating for others influence performance. Paper presented at the Psychology Department, The University of Texas at Austin, August, 2016.
- Burris, E.R., Rockmann, K.W., & Kim, Y. (2015). The value of voice (to managers): Employee identification and the content of voice. Paper presented at Marriott School of Business, Brigham Young University, February, 2015.
- Burris, E.R., Rockmann, K.W., & Kim, Y. (2014). The value of voice (to managers): Employee identification and the content of voice. Paper presented at Fuqua Business School, Duke University, April, 2014.
- Fast, N.J., Burris, E.R. & Bartel, C.A. Managerial feelings of incompetence, ego defensiveness, and the suppression of employee voice. Presented at the Kenan-Flagler School of Business, University of North Carolina, January, 2013.
- Fast, N.J., Burris, E.R. & Bartel, C.A. Managerial feelings of incompetence, ego defensiveness, and the suppression of employee voice. Presented at the Sauder School of Business, University of British Columbia, January, 2013.
- Fast, N.J., Burris, E.R. & Bartel, C.A. Managerial feelings of incompetence, ego defensiveness, and the suppression of employee voice. Presented at the Rotman School of Business, University of Toronto, January, 2013.
- Fast, N.J., Burris, E.R. & Bartel, C.A. Managerial feelings of incompetence, ego defensiveness, and the suppression of employee voice. 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

- People Analytics*, MBA core course at the University of Texas at Austin
- Leading for Impact*, MBA core course at The University of Texas at Austin
- Organizational Behavior*, online undergraduate elective course at The University of Texas at Austin
- Directed Studies in Global Management: South Africa*, MBA elective course at the University of Texas at Austin
- Power and Politics*, MBA elective course at the University of Texas at Austin
- 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, 2016-17: \$15,000
McCombs Research Excellence Grant, 20013-14: \$15,000
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

Inaugural winner of the Amplify award for creating an inclusive classroom, full-time MBA, 2019
Organization Science Editorial Board Outstanding Reviewer, 2019
Organization Science Editorial Board Outstanding Reviewer, 2018
Jim Nolen Award for Excellence in Graduate Teaching, 2018
Research Excellence Award for Associate Professors, 2017
Organization Science Editorial Board Outstanding Reviewer, 2017
Finalist, Best paper, Wharton People Analytics Conference, 2016
Academy of Management Journal Editorial Board Outstanding Reviewer, 2015
McCombs School Award for Research Excellence, 2014-2015
Fawn and Vijay Mahajan Teaching Excellence Award for Executive Education, 2014-2015
Best Symposium Award, OB Division, Symposium presented at the annual meeting of the Academy of Management, Philadelphia, PA, August, 2014
Academy of Management Journal Editorial Board Outstanding Reviewer, 2013
MBA Applause Award, 2012, 2013
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:

Co-Chair, Departmental Teaching Review Committee, 2017-present
Ph.D. Program Director, 2013-2017
Promotion Committee for Professor Emily Amanatullah, Member, Fall 2014
Work-in-Progress Series, Director, 2006-2010
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 Loewenstein, Member, Fall 2007
Executive Committee, Member, 2006-07, 2013-2014, 2018-2020

College:

Center for Leadership and Ethics, Director, 2012-present
Leadership Curriculum Committee, Dell Medical School, 2015-present
Faculty Research Committee, 2018-present
Diversity and Inclusion Committee, 2018-present
Faculty Research Committee, 2018- present
Social Innovation Initiative, member, 2017-present
Enterprise and Policy Analytics Center, member, 2017-present
Behavioral Lab Committee, 2017-present
Leadership Task Force for MBA Programs Committee curricular redesign, 2017
Business Honors Program Committee, Member, 2009-2012
Architectural and Design Committee for the new MBA Business School Building,
Member, 2012- 2013

University:

Faculty Council, 2018-present
Recreational Sports Committee, 2018-present
Faculty Search Diversity and Inclusion Committee Member, 2017-present
Bridging Disciplines Committee Member, 2016-present
University Libraries Committee, Member, 2012- 2014
Ideas of Texas Team, Faculty Mentor, 2009-2012

PROFESSIONAL SERVICE

Editorial Review Board Member:

Academy of Management Journal, 2010-present
Organizational Behavior and Human Decision Processes, 2010-present
Organization Science, 2008-present
Administrative Science Quarterly, 2015-2018

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