

Christopher Robert
October, 2020

ADDRESS

Dept. of Management
407C Cornell Hall
Columbia, MO 65211
(573) 882-3819
E-mail: Robertc@missouri.edu

EDUCATION and CERTIFICATIONS

Ph.D. (1998) University of Illinois at Urbana-Champaign
Major Area: Industrial/Organizational Psychology
Minor Area: Quantitative Psychology

M.A. (1995) University of Illinois at Urbana-Champaign
Major Area: Industrial/Organizational Psychology

B. A. (1992) University of Vermont
Major: Psychology (Magna Cum Laude)

ACADEMIC EXPERIENCE

2019-- Pinkney C. Walker Professor of Teaching Excellence, Trulaske College of Business, University of Missouri
2017-- *Associate Dean* for Graduate Programs and Research, Trulaske College of Business, University of Missouri
2008-- *Associate Professor of Management*, University of Missouri
2001- 2008 *Assistant Professor of Management (75%) and Psychological Sciences (25%)*, University of Missouri
1999-2001 *Visiting Assistant Professor*, University of Missouri at Columbia, Department of Psychology, *Adjunct Assistant Professor*, Department of Management (2000-2001).
1998-1999 *Visiting Assistant Professor*, University of Illinois at Urbana-Champaign, Institute of Labor and Industrial Relations

PUBLICATIONS

Peer reviewed journal articles

Robert, C., & Wall, J. E. (2019). Humor in Civil Case Mediations: A Functional Approach. *Humor: International Journal of Humor Research*, 32(3), 361-391.

Robert, C., & da Motta Veiga, S. P. (2017). Conversational humor and job satisfaction at work: Exploring the role of humor production, appreciation, and positive affect. *Humor: International Journal of Humor Research*, 30(4), 417-438. DOI: <https://doi.org/10.1515/humor-2017-0034>

Robert, C., Dunne, T., & Iun, J. (2016). The impact of leader humor on subordinate job satisfaction: The crucial role of leader-subordinate relationship quality. *Group and Organization Management, 41*(3), 375-406. <https://doi.org/10.1177/1059601115598719>

Clark, B., Robert, C., & Hampton, S. (2016). The technology effect: How perceptions of technology drive excessive optimism. *Journal of Business and Psychology, 31*, 87-102. DOI 10.1007/s10869-015-9399-4

Raub, S., & Robert, C. (2013). Empowerment, organizational commitment, and voice behavior in the hospitality industry: Evidence from a multi-national sample. *Cornell Hospitality Quarterly, 54*(2), 136-148.

Robert, C., & Wilbanks, J. E. (2012). The Wheel Model of Humor: Humor events and affect in organizations. *Human Relations, 65*(9), 1069-1097.

Haggard, D., Robert, C., & Rose, A. J. (2011). Co-rumination in the workplace: Adjustment trade-offs for men and women who engage in excessive discussions of workplace problems. *Journal of Business and Psychology, 26*, 27-40.

Raub, S. & Robert, C. (2010). Differential effects of empowering leadership on in-role and extra-role employee behaviors: Exploring the role of psychological empowerment and power values. *Human Relations, 63*(11), 1743-1770.

Robert, C. & Cheung, Y-H. (2010). An examination of the relationship between conscientiousness and group performance on a creative task. *Journal of Research in Personality, 44*(2), 222-231.

Rose, A. J., Swenson, L., & Robert, C. (2009). Boys' and girls' motivations for refraining from prompting friends to talk about problems. *International Journal of Behavioral Development, 33*, 178-184.

Robert, C., Lee, W. C., & Chan, K-Y. (2006). An empirical analysis of measurement equivalence with the INDCOL measure of individualism and collectivism: Implications for valid cross-cultural inference. *Personnel Psychology, 59*, 65-99.

Olekalns, M., Robert, C., Probst, T., Smith, P., & Carnevale, P. (2005). The Impact of Message Frame on Negotiators' Impressions, Moods, and Behaviors. *International Journal of Conflict Management, 16*, 379-402.

Robert, C. & Wasti, A. (2002). Organizational individualism and collectivism: Theoretical development and construct validation. *Journal of Management, 28*(4), 544-566.

Triandis, H. C., Carnevale, P. J., Gelfand, M., Robert, C., Wasti, S. A., Probst, T., Kashima, E. S., Dragonas, T., Chan, D., Chen, X. P., Kim, U., de Dreu, C., van de Vliert, E., Iwao, S., Ohbuchi, K., & Schmitz, P. (2001). Culture and deception in business negotiations: A multilevel analysis. *International Journal of Cross-Cultural Management, 1*(1), 73-90.

Robert, C., Probst, T., Martocchio, J., Drasgow, F., & Lawler, J. (2000). Empowerment and continuous improvement in the U.S., Mexico, Poland, and India: Predicting fit on the basis of the dimensions of power distance and individualism. *Journal of Applied Psychology, 85*(5), 643-658.

Robert, C., & Carnevale, P. J. (1997). Group choice in ultimatum bargaining. *Organizational Behavior and Human Decision Processes*, 72(2), 256-279.

Peer reviewed proceedings

Raub, S., & Robert, C. (2007). Empowerment and organizational citizenship: Moderation by culture in a multi-national sample. Academy of Management, Philadelphia, 2007. Published in Best Paper Proceedings.

Robert, C., & Yan, W. (2005). Why would a duck walk into a bar? A theoretical examination of humor and culture in organizations. Academy of Management, Honolulu, 2005. Published in Best Paper Proceedings.

Non-peer reviewed journals/volumes

Robert, C., & Seyrek, S. U. (2017). Paradoxes in workplace humor research: Theory, culture, and the messy work of moving forward. In C. Robert (Ed.) *Humor at work: A psychological perspective*, in *Current Issues in Work and Organizational Psychology* (A. Bakker, Series Ed.). East Sussex, UK: Psychology Press. 10.4324/9781315671659

Robert, C. (2017). Humor at work: Often experienced, seldom studied. In C. Robert (Ed.) *Humor at work: A psychological perspective*, in *Current Issues in Work and Organizational Psychology* (A. Bakker, Series Ed.). East Sussex, UK: Psychology Press. 10.4324/9781315671659

Robert, C. (2014). Social networks and sociometrics. In Salvatore Attardo (Ed.), *Encyclopedia of Humor Studies* (pp. 708-710). Los Angeles: Sage.

Robert, C., & Yan, W. (2007). The case for developing new research on humor and culture in organizations: Towards a higher grade of manure. In Joseph J. Martocchio (Ed.), *Research in Personnel and Human Resource Management*, Vol. 26 (pp. 205-267). Amsterdam: Elsevier.

Wasti, S. A., & Robert, C. (2004). Out of Touch? An Evaluation of the Correspondence between Academic and Practitioner Concerns in International Human Resource Management. In M. Hitt and J. Cheng (Eds.) *Advances in International Management* (Vol. 15, pp. 207-239). JAI Press.

Books

Robert, C. (Ed.). (2017). *Humor at Work: A Psychological Perspective*. In *Current Issues in Work and Organizational Psychology* (Arnold Bakker, Series Ed.). East Sussex, UK: Routledge (Psychology Press). DOI: 10.4324/9781315671659

Research in Progress

Manuscripts Under Review

Bradshaw, C. C., Dougherty, T. W., & Robert, C. "Barriers to Employee Help-Seeking within Organizational and Relational Contexts: Predicting Employee Flextime Use. Under Review.

Moake, T., & Robert, C. "Social Prescriptions for Men's and Women's Use of Humour in the Workplace" Under Review

Manuscripts in Progress

Tuggle, C., Robert, C., & Berns, J.

Emotions in the boardroom: An examination of the relationship between chair and board member emotional expression and firm performance (in progress).

Seyrek, S. & Robert, C. Humor in the Entrepreneurial Pitch Context The Effect of Humor and Investor Regulatory Focus on Argument Evaluation and Funding Decision.

PRESENTATIONS

Peer reviewed paper presentations

Robert, C. (April, 2019). A funny thing happened on the way to SIOP: Humor and leadership. Discussant. Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, D.C.

Moake, T., & Robert, C. (August, 2018). She can't say that! Or can she? Perceptions of men's and women's humor use in the workplace. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Robert, C., & Wall, J. (August, 2016). Humor in civil case mediations: A functional approach. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Seyrek, S., & Robert, C. (August, 2016). A theoretical examination of the entrepreneurial pitch evaluation process. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Robert, C., Moake, T., Yan, W., & Iun, J. (August, 2015). Sex, status, and double-standards: A cross-cultural examination of men's and women's humor. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada.

Robert, C., da Motta Veiga, S. P., & Wilbanks, J. E. (April, 2015). Conversational humor production and appreciation and job satisfaction. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Robert, C., Dunne, T., & Iun, J. (2012). Leader humor use, relationship quality, and subordinate job satisfaction: The role of humor styles. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA, August

Tuggle, C., Robert, C., & Berns, J. (2012). Emotions in the boardroom: A meso examination of individual and group affective experience. Paper presented in a symposium entitled "Spanning individual and organizational levels: Meeting the promise of meso" at the August 2012 meeting of the Academy of Management, Boston.

Robert, C., da Motta Veiga, S. P., & Wilbanks, J. E. (2011). The effects of daily humor on affect, work engagement, and job satisfaction. Paper presented at the Annual Meeting of the Academy of Management, San Antonio, TX, August.

Robert, C., Yan, W., & Iun, J. (2009). Sex, status, and culture: Implications for humor use in organizations. Paper presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, Apr. 4.

Robert, C., & Wilbanks, J. (2009). I'll take the funny guy: Examining humor's utility for selection. In L. Finkelstein, A. Lelchhook, and K. Matarazzo (Chairs) We're not kidding: Advancements in research on humor at work. Symposium presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, Apr. 4.

Haggard, D. L., Robert, C., & Rose, A. J. (2008). When misery loves company: The effects of co-rumination about workplace problems on men and women. Paper presented at the Annual Conference of the Academy of Management, Anaheim, CA, August.

Raub, S., & Robert, C. (2007). Empowerment and organizational citizenship: Moderation by culture in a multi-national sample. Paper presented at the Annual Conference of the Academy of Management, Philadelphia, 2007.

-Winner of OB division's "Outstanding practical implications for management award"

Robert, C. (2007). Invited panelist. "Special invited event sponsored by the SIOP Program Committee: The scientific and practical implications of globalization." Annual Meeting of the Society for Industrial and Organizational Psychology, New York, April 27.

Robert, C. (2007). Invited panelist. "What's so funny?! A roundtable discussion on humor and work." Annual Meeting of the Society for Industrial and Organizational Psychology, New York, April 27.

Robert, C., & Cheung, Y-H. (2006) Conscientiousness and creative task performance: Does thinking style matter? Paper presented at the 21st Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, May 6.

Robert, C., & Yan, W. (2005). Why would a duck walk into a bar? A theoretical examination of humor and culture in organizations. Paper presented at the 2005 Annual Meeting of the Academy of Management, Honolulu, HI, August 5-10, 2005.

-Winner of the Dexter Award for the best international paper—OB Division

- Finalist (1 of 4) for all-Academy Dexter Award.

Harvel, J., & Robert, C. (2005). Does team-level conscientiousness predict team performance? The role of task context and group process. Paper presented at the Psi Chi session of the annual meeting of the Midwestern Psychological Association, Chicago, May 2005.

Robert, C., Cheung, Y-H., & Trembath (2004). Conscientiousness and performance: Negative relationships with a creative group task. Paper presented at the 19th Annual Meeting of the Society for Industrial and Organizational Psychology, April 2-4, 2004.

Robert, C., Lee, W. C., & Chan, K-Y. (2003). Measurement equivalence in the measurement of culture: An examination of the influence of culture, language and translation, occupation, and response context. Paper presented at the 18th Annual Meeting of the Society for Industrial and Organizational Psychology, April 11-13, 2003

Trembath, J., & Robert, C. (2003). The effects of cultural values and personality on work-group

processes and outcomes. Paper presented at the Psi Chi session of the annual meeting of the Midwestern Psychological Association, Chicago, May 2003.

Wasti, S. A., Robert, C., and Florea, L. (2002). Out of Touch? An Evaluation of the Correspondence between Academic and Practitioner Concerns in IHRM. Paper presented at the CHRM/CIBER conference "Human Resource Management: Global Perspectives," Chicago, September 2002.

Coons, M., & Robert, C. (2001). Cultural orientation in groups: The development and perpetuation of organizational culture and the influence on goal setting. Paper presented at the Psi Chi session of the annual meeting of the Midwestern Psychological Association, Chicago, May 2001.

Robert, C. & Wasti, S. A. (2000). Individualism/collectivism and the exploration of person-organization fit. Paper presented at the 15th Annual Meeting of the Society for Industrial and Organizational Psychology, April 2000.

Robert, C. (2000). Organizational reflections of sociocultural identity: Measuring organizational individualism and collectivism. In C. D. Johnson and D. Chrobot-Mason (Symposium organizers), Considering the role of identity in diverse organizations from diverse vantage points: Different types, different levels of analysis. Symposium at the 15th Annual Meeting of the Society for Industrial and Organizational Psychology, April 2000.

Robert, C. (August, 1999). Invited discussant at the Human Resource Management division's doctoral consortium. Annual Meeting of the Academy of Management, Chicago, IL.

Robert, C. (November, 1998). Linking human resource management practices to organizational perceptions and behavior across national cultures. Paper presented at the bi-annual meeting of the University of Illinois Center for Human Resource Management, Schaumburg, IL.

Robert, C., & Carnevale, P. J. (June, 1996). The ingroup and the outgroup in individual and group ultimatum bargaining. Paper presented at the Ninth Annual Meeting of the International Association of Conflict Management, Ithaca, NY.

Probst, T., & Robert, C. (June, 1996). The mediation of disputes in individualist and collectivist cultures. In P. J. Carnevale and H. C. Triandis (Organizers), ISOCAN: Illinois studies of culture and negotiation. Symposium conducted at the Ninth Annual Meeting of the International Association of Conflict Management, Ithaca, NY.

Carnevale, P. J., Robert, C., & Rhoades, J. (June, 1994). Team choice in the decomposed prisoner's dilemma. Paper presented at the Seventh Annual Meeting of the International Association of Conflict Management, Eugene, OR.

PROFESSIONAL MEMBERSHIPS/COMMITTEES/OFFICES

American Psychological Association
Society for Industrial and Organizational Psychology
Academy of Management (HR, OB, CM)

APA Division 14 (SIOP)- APA divisional conference program co-chair (2007), program chair (2008)

PROFESSIONAL ACTIVITIES

Editorial Board Member

Journal of Applied Psychology (2016- present)
Group and Organization Management (2014- 2020)
Journal of Business and Psychology (2014- present)

Ad Hoc Reviewer

Journal of Personality and Social Psychology
Journal of Cross-Cultural Psychology
Journal of Applied Social Psychology
Journal of Occupational and Organizational Psychology
Journal of Applied Psychology
Human Resource Management Journal
Personnel Psychology
Journal of Research in Personality
Human Resource Management
Humor: International Journal of Humor Research
Human Relations
Organizational Behavior and Human Decision Processes
Social and Personality Psychology Compass
Cornell Hospitality Quarterly
Organizational Psychology Review
Group and Organization Management
Journal of International Business Studies

Conference Program Committees

- APA- Program co-chair (2007), program chair (2008) for Division 14
- International Association of Conflict Management, 1994
- Academy of Management, Conflict Management Division, 1997, 2000—2002, 2008
- Academy of Management, OB Division, 2001, 2011-2013, 2015-2017
- Academy of Management, HR Division, 2003
- Academy of Management, HR Division Scholarly Achievement Award Committee, 2000
- Society of Industrial and Organizational Psychology, 2000—2015
- AoM- OB Division, Outstanding Publication in OB Award Committee, 2004

GRANTS

Center for Human Resource Management at the University of Illinois. Principal investigator “The Development and Validation of the International Organizational Culture Scale.” \$38,000 to develop and study the cultural constructs of individualism/collectivism at the level of organizational culture. Co-Investigators: Fritz Drasgow, Joseph Martocchio, John Lawler, and Tahira Probst. August 1998-May 2002.

Individual Global Scholars Award (2000-2001). Award (\$1,750) from the Center for International Programs and Studies at the University of Missouri for research in Turkey relating to the internationalization of courses.

University of Missouri-Columbia, Research Council Grant (2004-2005). Award (\$5,629). Primary Investigator (Dana Haggard, Co-PI) “Sex differences in aggression and coping responses in the workplace: An integration of theories from organizational behavior and developmental psychology.”

TEACHING

Undergraduate

Human Resources Management

(Undergraduate. University of Missouri-Columbia)

Organizational Behavior

(Undergraduate. Four-week summer session at the University of Bergamo- Italy, Summer 2003)

Collective Bargaining

(Undergraduate. University of Missouri-Columbia)

Collective Bargaining (Mizzou Online)

Social Psychology

(Undergraduate. University of Missouri – Columbia, University of Illinois at Urbana-Champaign).

Research Methods in Psychology (Statistics)

(Undergraduate. Department of Psychology, University of Missouri -Columbia).

Industrial/Organizational Psychology

(Undergraduate. University of Missouri - Columbia).

Graduate

Doctoral Seminar- Organizational Behavior

(Doctoral. University of Missouri-Columbia)

Advanced Human Resources Management

(MBA. University of Missouri-Columbia)

Organizational Behavior (executive MBA, University of Missouri-Columbia)

Research Methods in Labor and Industrial Relations

(Masters. Spring, 1999, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign).

Human Resources Planning and Staffing

(Masters. Fall, 1998, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign).

Dissertation Committees

Committee chair:

Scott Seyrek (Mngt, PhD, defended 7/7/17)

Committee member:

Clarissa Steele (Mngt, PhD, April, 2020)
Timothy Moake (Mngt, PhD, April 2017)
Sara Soares (Mngt, PhD, 2016)
Amanda Shaffer (Mngt, PhD, April 2019)
Chris Bradshaw (Mngt, PhD, 2014)
Serge Pires da Motta Veiga (Mngt, PhD, 2013)
Christie McCullough (Mngt, PhD, 2013)
Timothy Dunne (Mngt, PhD, 2012)
James Wilbanks (Mngt, PhD, 2011)
Wan Yan (Mngt, PhD, 2011)
Tal Zarankin (Mngt, PhD, 2009)
Josh Hicks (Psyc, PhD, 2009)
Julie Palmer (Mngt, PhD, 2008)
Elizabeth Martin (Psyc, MA, 2009)
Jon Cook (Psyc, MA, 2008)
Sharon Wu (Mngt, PhD, 2008)
Liviu Florea (Mngt, PhD, 2007)
Jennifer Eells (Psyc, PhD, 2006)
Dana Haggard (Mngt, PhD, 2006)
Yu-Ha Cheung (Mngt, PhD, 2006)
Matt Vess (Psyc, MA, 2006)
Mark Landis (Accountancy, PhD, 2006)
Jason Garrett (Mrkt, PhD, 2006)
Alison Cook (Psyc, PhD, 2006)
Chad Burton (Psyc, MA 2005)
Tao Zhu (Parks&Rec, MA, 2004)
Amelia Talley (Psyc, MA, 2003)

Other

WOCHA (Women of Color, Honor, and Ambition: Division of Inclusion and Diversity)- Mentor for one student- Spring 2019

Freshman Seminar

(2004, 2005. Semester-long one-credit program for entering freshmen, University of Missouri-Columbia)

Freshman Interest Group

(Co-facilitator- 2002-2008)

UNIVERSITY ACTIVITIES

Campus

- University—Academic Programs Task Force (June 2017-Jan. 2018)
- University—Associate Dean’s for Research working group (Aug. 2018- present)
- University- Member, Council of Research Administrators (2017--)
- University- Conflict of Interest Oversight Committee (2017-2018)
- University-- Student Conduct Committee (2002-2005, 2006-2009)
- University—Research Board (Internal Grants) Reviewer (2006, 2017)
- University—Graduate Fellowship Review Panel (2009)

- Department of Psychological Sciences-- Clinical Search Committee member (2000-2001, 2001-2002)
- Department of Psychological Sciences-- Scholarly Communications and Web Committee (2002-2006)
- Management Department—Doctoral Coordinator (2008-2013)
- Management Department—Teaching Portfolio Review Committee (2005-2008)
- College of Business- ex officio member MBA Policy Committee, PhD Policy Committee, Technology Committee
- College of Business- Assistant/Associate Dean Search Committee (2006)
- College of Business- PhD Policy Committee (2008- 2013), chair
- College of Business- Undergraduate Programs Committee (2013- 2017), chair
- Management Department- Chair, committee exploring new concentration in HR (2007)
- College of Arts & Sciences- Committee to develop Birth and Adoption Leave Policy (2004)
- Management Department- Co-Chair on committee to revise comps exam policy (2011-12)
- College of Business- Co-Chair, Mngt Dept. Chair search committee, 2015, 2016
- College of Business- Member Outstanding Staff Service Award selection committee, 2016

AWARDS AND RECOGNITIONS

- O'Brien Award for Excellence in Teaching (Missouri College of Business-2004)
- Kemper Award Nominee from the College of Business (2003-2004, 2004-2005, 2005-2006)
- Dexter Best International Paper Award Winner for OB division of the Academy of Management- 2005-- Dexter Best International Paper Award Finalist—All Academy- (2005)
- Faculty Research Development Award (2006-2007)- College of Business
- OB division winner of “Outstanding practical implications for management award” (2007)
- OB division “Outstanding Reviewer Award” (2011, 2015)
- Outstanding Reviewer Award: Group and Organization Management (2014-2015, 2015-2016)