

Ryan S. Hemsley

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EDUCATION

Michigan State University – Broad College of Business, East Lansing, Michigan, 2023

Ph.D., Organizational Behavior and Human Resource Management (Minor: Research Methods)

Dissertation Title: *Opening the negotiation system: An initial test of a dynamic and multilevel framework*

Advisory Committee: Dr. John R. Hollenbeck, chair
 Dr. D. Lance Ferris
 Dr. Nicholas A. Hays
 Dr. Brent A. Scott

Brigham Young University – College of Family, Home, and Social Sciences, Provo, Utah, 2017

B.S. Psychology: Psychometrics and Philosophy of Science (Minor: Ballroom Dance), *Magna cum laude*

RESEARCH GRANTS

- \$10,000 - Research Grant, Negotiations and Teams Research Institute, 2022
- \$10,000 - Peterson Grant (Ranked #1 Submission), Negotiations and Teams Research Institute, 2021
- \$1,500 - Office of Research & Creative Activities Grant, Brigham Young University 2017

REVISE AND RESUBMITTED MANUSCRIPTS

Hemsley, R.S., Burgess, B., Hollenbeck, J.R., Matusik, J.G., & Griffin, D.J. (Under third review) Descriptive title for blind review: The grass is always greener: Oscillation in trait preferences during leader succession decisions in self-managed teams. *Journal of Applied Psychology*.

Hemsley, R.S. & Griffin, D.J. (Under second review) Descriptive title for blind review: A novel framework and analytical approach for incorporating network processes into the development and testing of multilevel theory. *Organizational Research Methods*.

COMPLETED MANUSCRIPTS PREPARING FOR RESUBMISSION

Hemsley, R.S., Griffin, D.J., Hollenbeck, J.R., Oh, K., & Yu, A. Theses and antitheses: Toward a normative schema theory of leadership functions. Target: *Organizational Science*. [Expected Submission: Spring 2024; Former R&R at *Academy of Management Journal*]

Chen, M., Ferris, D.L., **Hemsley, R.S.**, & Wenjing, C. Why do we react differently when observing workplace ostracism and interactive incivility? A test of three different mechanisms. Target: *Organizational Behavior and Human Decision Processes*. [Expected Submission: Spring 2024; Former R&R at *Journal of Applied Psychology*]

Hemsley, R.S., Dana-Le, J.A., Hollenbeck, J.R., & Matusik, J.G. It gets worse before it gets better: Voice and gender differences in leadership under-emergence across time. Target: *Academy of Management Journal*.

Hemsley, R.S., Guo, Z., Somaraju, A., Burgess, B., & Hays, N.A. Preoccupation or internalization? Pruning perspectives on decoupling conflict through temporal and social dynamics. Target: *Academy of Management Journal*.

Griffin, D.J.*, **Hemsley, R.S.***, & Frank, K.A. Generalized balance: The dynamic interactions of network processes across time and levels. Target: *Organizational Research Methods*.

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WORKS IN PROGRESS

- Burgess, B., Griffin, D.J., Guo, Z., Hays, N.A. & **Hemsley, R.S.** Centralized on this but decentralized on that: Differential curvilinear effects of power and status hierarchies on team task clarity and performance. [Expected Submission: Fall 2023]
- Burgess, B., Griffin, D.J., Roberson, Q. & **Hemsley, R.S.** Majority lead or majority follow? The role of leadership centralization on team processes. [Expected Submission: Fall 2023]
- Hemsley, R.S.**, Griffin, D.J. & Hollenbeck, J.R. (writing stage) The dimensionality of informal hierarchies: A computational model and validation of emergent leadership structures in self-managed teams.
- Hemsley, R.S.**, & Griffin, D.J., (writing stage). Between-team negotiations as multiteam systems: A computational model of leadership and coordination structures in mixed-motive tasks. [*Grant Funded*]
- Hemsley, R.S.**, Boora, L., Burgess, B., & Hollenbeck (data analysis stage). Differential effects of leadership ideals and voice behavior in hybrid and face-to-face multiteam systems. [*Grant Funded*]
- Hemsley, R.S.**, Awasty, N., Shukla, J., Griffin, D., & Sinha, R. (data analysis stage). Conflict and affect contagion through dynamic networks in teams: A field study.
- Li, J., **Hemsley, R.S.**, Hollenbeck, J.R., & van der Vegt, G. (data collection stage). Normative schema and opponent processes in leader succession: A field study.
- Hemsley, R.S.** & Griffin, D.J. (data collection stage). Negotiators as leaders: Shared mental model formation during the planning stage of between-team negotiations. [*Grant Funded*]

SELECTED CONFERENCE PRESENTATIONS

- Hemsley, R.S.**, Griffin, D.J., Hollenbeck, J.R., Oh, K., & Yu, A. (August, 2023) Theses and antitheses: Toward a normative schema theory of leadership functions. Paper to be presented at the Academy of Management, Boston, Massachusetts. *OB Division "Best Paper" Award.*
- Griffin, D.J.* & **Hemsley, R.S.*** & Frank, K.A. (August, 2022) Beyond agreement, aggregation, and centrality: The role of selection and influence in multilevel theory. Paper presented at the Academy of Management, Seattle, Washington.
- Hemsley, R.S.**, Guo, Z., Somaraju, A., Burgess, B., & Hays, N.A. (August, 2022) Preoccupation or internalization? Pruning perspectives on decoupling conflict through temporal and social dynamics. Paper presented at the Academy of Management, Seattle, Washington.
- Griffin, D.J.* & **Hemsley, R.S.*** Frank, K., & Hollenbeck, J.R. (October, 2021) Beyond agreement, aggregation, and centrality: The role of selection and influence in multilevel theory. Paper presented at Interdisciplinary Network for Group Research.
- Hemsley, R.S.**, Guo, Z., Somaraju, A., Burgess, B., & Hays, N.A. (July, 2021) Preoccupation or internalization? Pruning perspectives on decoupling conflict through temporal and social dynamics. Paper presented at International Association for Conflict Management.
- Hollenbeck, J.R., Cho, F., Alexander, P., & **Hemsley, R.S.** (January, 2019) Team composition and artificial intelligence: A conceptual model and paradigm for the new economy. Paper presented at the Human Resource Division of the Academy of Management International Conference, Dublin, Ireland.

TEACHING EXPERIENCE

- Undergraduate: *Managing Human Resources and Organizational Behavior*. Michigan State University.
Fall 2018-Spring 2021 – 15 Sections – 327 Responses: **4.70/5.00 – Department Average: 3.92**
- Undergraduate: *Negotiations and Conflict Management*. Michigan State University.
Summer 2019 – 1 Section – 14 Responses: **4.30/5.00 – Top 10 % of Instructors**

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PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Ad-hoc Reviewer	Annual Meeting of the Academy of Management, <i>since 2017</i>
Member	Academy of Management, OB, CM, and RM Divisions, <i>since 2017</i>
Member	Society for Industrial and Organizational Psychology, <i>since 2017</i>
Member	Interdisciplinary Network for Group Research (INGroup), <i>since 2017</i>
Member	International Association for Conflict Management (IACM), <i>since 2017</i>
Member	Golden Key (Honors Society), <i>since 2013</i>
Member	Phi Kappa Phi (Honors Society), <i>since 2013</i>
Member	Psi Chi (Honors Society), <i>since 2013</i>

HONORS AND AWARDS

- SIOP Graduate Student Scholarship and Dissertation Award (Value: \$3,000), *2023*
- Hinckley Scholar Award and Grant (Value: 1.5x Tuition), Brigham Young University, *2015-2017*
- Dana Rasmussen Ballroom Scholarship (Value: Full Tuition), Brigham Young University, *2015-2017*
- President's and Dean's Lists, Brigham Young University, *2013-2017*

PROFESSIONAL WORK EXPERIENCE

BYU Broadcasting International, *2013 - 2017*

Operations Manager

- Managed specialized gear and crew of more than twenty individuals for live and studio events.
- Liaison between departments with varying interests and specialties: administration (e.g., scheduling, accounting departments), production members, venue personnel, other collaborators (e.g., ESPN Sports).
- Worked with content area specialists to design training and development materials for employees, including student employees. Directly mentored new hires.

VOLUNTEER WORK EXPERIENCE

The Church of Jesus Christ of Latter-day Saints, *2011-2013*

Full-Time Representative

- Organized conferences and large events. Managed logistics over a large geographic area spanning multiple cities. Negotiated contracts with various organizations.
- Tracked progress on organizational goals and conducted trainings for large and small groups to increase productivity.
- Participated as a mentor in formal programs for junior colleagues and developed curricula for diverse audiences.
- Engaged in natural disaster relief efforts, assisted in homeless and women's shelters, and oversaw multi-cultural exchange programs with refugees.

LETTERS OF RECOMMENDATION

Dr. John R. Hollenbeck
Professor of Management
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Dr. Nicholas A. Hays
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