

## David T. Wagner

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### EDUCATION

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Doctor of Philosophy	Michigan State University, June 2009 Department of Management Major: <i>Organizational Behavior/Human Resource Management</i> Minor: <i>Industrial/Organizational Psychology</i> Dissertation Committee Chair: Remus Ilies
Master of Accountancy	Brigham Young University, August 2004 Major: <i>Accounting, Tax</i>
Bachelor of Science	Brigham Young University, August 2002 Major: <i>Accounting</i>

### ACADEMIC POSITIONS

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2009 – Present	Assistant Professor of Organisational Behaviour and Human Resource Management, <i>Singapore Management University</i>
2004 – 2008	Instructor, Teaching Assistant, Research Assistant, <i>Michigan State University</i>
2002	Instructor, <i>Brigham Young University</i>
2000-2002	Teacher Supervisor, <i>Brigham Young University (MTC)</i>
1999-2000	Teacher, <i>Brigham Young University (MTC)</i>

### HONORS, GRANTS, AND FELLOWSHIPS

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Lee Foundation Fellowship for Research Excellence, 2010-2011 (S\$10,000).

Outcomes of Helping for Employees, Office of Research, Singapore Management University, 2010-2011 (S\$15,000).

Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2009.

### PUBLICATIONS

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Barnes, C. M., & Wagner, D. T., & Ghuman, S. (in press). Borrowing From Sleep to Pay Work and Family: Expanding Time-Based Conflict to the Broader Non-Work Domain.  
*Personnel Psychology*.

Wagner, D. T., Barnes, C. M., Lim, V. K. G., & Ferris, D. L. (in press). Lost sleep and cyberloafing: Evidence from the laboratory and a Daylight Saving Time quasi-experiment. *Journal of Applied Psychology*.

- Featured in Wall Street Journal Weekend Edition (print edition), 9 March 2012
  - <http://online.wsj.com/article/SB10001424052970203370604577263320286138892.html>
- Featured in Wall Street Journal's *Ideas Market*, 6 March 2012
  - <http://blogs.wsj.com/ideas-market/2012/03/06/lost-time-and-cyberloafing/>
- Featured in Freakonomics, 9 March 2012
  - <http://www.freakonomics.com/2012/03/09/daylight-savings-time-and-cyberloafing/>
- Featured in CNBC, 9 March 2012
  - <http://www.cnbc.com/id/46668067>
- Featured in The Washington Post's *Wonkblog*, 7 March 2012
  - [http://www.washingtonpost.com/blogs/ezra-klein/post/sleep-deprivation-makes-you-more-distracted-by-the-internet/2012/03/07/gIQAHDd0wR\\_blog.html](http://www.washingtonpost.com/blogs/ezra-klein/post/sleep-deprivation-makes-you-more-distracted-by-the-internet/2012/03/07/gIQAHDd0wR_blog.html)
- Featured in Yahoo! News, 8 March 2012
  - <http://news.yahoo.com/daylight-saving-results-employee-cyberloafing-151402910.html>
- Featured in CBS Radio News nationwide, 12 March 2012
- Featured in Canadian Broadcasting Corporation news, nationwide interviews, 12 March 2012
- Featured in Fox Business's *Small Business Center*, 12 March 2012
  - <http://smallbusiness.foxbusiness.com/legal-hr/2012/03/12/daylight-saving-results-in-employee-cyberloafing/>
- Featured in Forbes.com, 8 March 2012
  - <http://specials.forbes.com/article/07DsbZR74w4O2>

Scott, B. A., Barnes, C. M., & Wagner, D. T. (in press). Chameleonic or consistent? A multilevel investigation of emotional labor variability and self-monitoring. *Academy of Management Journal*.

Ilies, R., Judge, T. A., & Wagner, D. T. (2010). The Influence of Cognitive and Affective Reactions to Feedback on Subsequent Goals: Role of Behavioral Inhibition/Activation. *European Psychologist*, 15, 121-131.

Barnes, C. M., & Wagner, D. T. (2009). Saving daylight but losing safety: Changing to Daylight Saving Time cuts into sleep and increases workplace injuries. *Journal of Applied Psychology*, 94, 1305-1317.

- Featured in *MSNBC*, 12 September 2009
  - <http://www.msnbc.msn.com/id/32782335>
- Featured in *The Daily Stat* ([harvardbusiness.org](http://harvardbusiness.org)), 18 June 2009
  - <http://hbdm.harvardbusiness.org/email/archive/dailystat.php?date=061809>
- Featured in *Human Resources Executive*, 11 June 2009
  - <http://www.hreonline.com/HRE/story.jsp?storyId=220718600>
- Featured in *Environmental, Health and Safety Today*, 21 May 2009
  - <http://ehstoday.com/health/news/injuries-rise-savings-9987/>

- Ilies, R., Wilson, K. S., & Wagner, D. T. (2009). The spillover of daily job satisfaction onto employees' family lives: The facilitating role of work-family integration. *Academy of Management Journal*, 52, 87-102.
- Wagner, D. T., & Ilies, R. (2008). Affective influences on employee satisfaction and performance. In N. M. Ashkanasy & C. L. Cooper (Eds.), *Research Companion to Emotion in Organizations* (Ch. 9, pp. 152-169). Cheltenham, UK: Edward Elgar.
- Barnes, C. M., Hollenbeck, J. R., & Wagner, D. T., DeRue, D. S., Nahrgang, J. D., & Schwind, K. M. (2008). Harmful help: The costs of backing up behavior in teams. *Journal of Applied Psychology*, 93, 529-539.
- Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M., DeRue, D. S. & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology*, 92, 1368-1379.
- Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Finalist (Top Five)
- Ilies, R., Wagner, D. T., & Morgeson, F. P. (2007). Explaining affective linkages in teams: Individual differences in contagion and individualism/collectivism. *Journal of Applied Psychology*, 92, 1140-1148.
- Ilies, R., Judge, T. A., & Wagner, D. T. (2006). Making sense of motivational leadership: The trail from transformational leaders to motivated followers. *Journal of Leadership and Organizational Studies*, 13, 1-23.

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#### **MANUSCRIPTS UNDER REVIEW**

- Li, N., Wagner, D. T., & Chiaburu, D. S. The cognitive-affective crossfire: Joint effects of creative self-efficacy, positive and negative mood on creative performance. (Cognition and Emotion, 1<sup>st</sup> review)
- Wagner, D. T., Ilies, R., & Morgeson, F. P. The process of charismatic team leadership: From affect to team motivation and team performance (Journal of Applied Psychology, 1<sup>st</sup> Review).

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#### **WORKING MANUSCRIPTS**

- Wagner, D. T., Wilson, K. S., & Ilies, R. Affect and customer service: The harmful effects of inauthentic employee affective displays on customer outcomes.
- Wagner, D. T., & Barnes, C. M., & Leavitt, K. A sensemaking view of impression management theory: Self-promotion and compensation in the national basketball association.
- Spitzmuller, M., Van Dyne, L., Wagner, D. T., Lanaj, K., & Ilies, R. Consequences of helping on well-being: The role of the social context of helping.

Wagner, D. T., Van Dyne, L., & Spitzmuller, M. Helping one's peers: Differential outcomes for minority and majority helpers.

### **CHAired CONFERENCE SESSIONS**

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D. T. Wagner, & L. Van Dyne (Chairs). *What's in it for me? Individual, social, and performance outcomes of helping*, Symposium at the 70<sup>th</sup> Annual Meeting of the Academy of Management (2010), Montreal, Quebec.

D. T. Wagner, & L. Van Dyne (Chairs). *The dangers of helping: When OCB can hurt employees*, Symposium at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology (2010), Atlanta, GA.

D. T. Wagner, & R. Ilies (Chairs). *What makes customers tick...and ticked off? Affect, justice, and emotions in customer service*, Symposium at the 68<sup>th</sup> Annual Meeting of the Academy of Management (2008), Anaheim, CA.

F. P. Morgeson, & D. T. Wagner (Chairs). *Leadership in groups and teams: How and why it matters*, Symposium at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology (2008), San Francisco, CA.

R. Ilies, & D. T. Wagner (Chairs). *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*. Symposium at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology (2006), Dallas, TX.

### **CONFERENCE PRESENTATIONS**

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Spitzmuller, M., Wagner, D. T., Kim, Y. J., Van Dyne, L., & Ilies, R. (2012, August). *From helping to happy: When being neurotic isn't so bad*. Part of the Symposium: *Beyond performance evaluations...organizational citizenship behaviors and outcomes*, Bergeron, D. M. and Harvey, J. (Chairs), presented at the 70<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.

Barnes, C. M., Wagner, D. T., & Scott, B. A. (August, 2012). *Taking home the show: Effects of emotional labor on strain-based outcomes at home*. Paper presented at the 70<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.

Barnes, C. M., & Wagner, D. T., & Ghuman, S. (2012, April). An extension of work-family conflict to include sleep. Poster session presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Scott, B. A., Barnes, C. M., & Wagner, D. T. (August, 2011). *A multilevel investigation of self-monitoring and variability in emotional labor*. Paper presented at the 69<sup>th</sup> Annual Meeting of the Academy of Management, San Antonio, TX.

Wagner, D. T., Barnes, C. M., Lim, V. K. G., & Ferris, D. L. (2011, April). *Saving daylight, losing motivation: Daylight Saving Time and workplace loafing*. Poster session presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Wagner, D. T., & Barnes, C. M. (2010, August). *A sensemaking view of impression management theory: Self promotion and compensation in the national basketball association*. Paper presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Montreal, Quebec.
- Spitzmuller, M., Van Dyne, L., Wagner, D. T., & Lanaj, K. (2010, August). *Consequences of helping on helper performance*. Part of the Symposium: *What's in it for me? Individual, social, and performance outcomes of helping*, Wagner, D. T. and Van Dyne, L. (Chairs), presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Montreal, Quebec.
- Wagner, D. T. & Van Dyne, L. (2010, April). *Help that hurts: Negative psychological outcomes for low status helpers*. Part of the Symposium: *The dangers of helping: When OCB can hurt employees*, Wagner, D. T. and Van Dyne, L. (Chairs), presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Barnes, C. M., & Wagner, D. T. (2009, April). *Daylight Saving Time clock changes, sleep, and workplace accidents*. Poster session presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Wagner, D. T. & Van Dyne, L. (2008, August). *Helping peers: Contrasting effects for minority versus majority helpers*. Part of the Symposium: *Beyond performance: Non-traditional consequences of helping behavior for the helper*, Van Dyne, L. and Spitzmüller, M. (Chairs), presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Schwind, K. M., & Ilies, R. (2008, August). *Nice, but do you mean it? Customer reactions to employee affective display during service encounters*. Part of the Symposium: *What makes customers tick...and ticked off? Affect, justice, and emotions in customer service*, D. T. Wagner and R. Ilies (Chairs), presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. (2008, April). *Transformational leadership of teams: Understanding affective, motivational and performance outcomes*. Part of the Symposium: *Leadership in groups and teams: How and why It matters*, F. P. Morgeson and D. T. Wagner (Chairs), presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Ilies, R., Schwind, K. M., & Wagner, D. T. (2007, August). *Job satisfaction extending over the work-family boundary: Spillover to life and marital satisfaction, and mood at home*. Paper presented at the 67<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- Barnes, C. M., Hollenbeck, J. R., & Wagner, D. T. (2007, August). *Harmful help: The costs of backing up behavior in teams*. Paper presented at the 67<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. (2006, November). *Intraindividual antecedents and outcomes of work-family conflict: Workload, affect, and social behavior*. Paper presented at the 3<sup>rd</sup> International Forum CRITEOS, Lisbon, Portugal.

- Wagner, D. T., Ilies, R., & Schwind, K. M. (2006, August). *A dynamic analysis of need fulfillment and well-being at work and home*. Part of the Symposium: *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*, R. Ilies and D. T. Wagner (Chairs), presented at the 66<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.
- Wagner, D. T. & Ilies, R. (2006, August) *Making sense of motivational leadership: The trail from transformational leaders to motivated followers*. Interactive paper session presented at the 66<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.
- Wagner, D. T. & Morgeson, F. P. (2006, May). *Limits on leadership and job design: Importance of error criticality*. Poster session presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. (2006, May). *Emotional transfer in teams: Antecedents, processes, and outcomes*. Interactive poster session presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. (2006, May). *The influence of work overload on well-being: A dynamic work-family study*. Part of the Symposium: *Processes Linking Work and Family Domains: Taking a Dynamic Approach*, R. Ilies and K. M. Schwind (Chairs), presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

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### **INVITED PRESENTATIONS**

- Wagner, D. T. (2005). *I've got the whole world in my hand: Using palm pilots to conduct experience sampling methodology (ESM) studies*. Presentation to the Industrial/Organizational Psychology group, Department of Psychology, Michigan State University, East Lansing, MI.

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### **RESEARCH INTERESTS**

Dynamic Processes of Affect, Emotions and Well-Being  
Outcomes of Organizational Citizenship Behaviors  
Sleep and Fatigue in Organizations

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### **PROFESSIONAL AFFILIATIONS**

Academy of Management  
Society for Industrial/Organizational Psychologists  
American Psychological Association

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### **PROFESSIONAL ACTIVITIES**

Ad Hoc Reviewer

- Organizational Behavior and Human Decision Processes
- Journal of Organizational Behavior
- Journal of Business Research
- Applied Psychology: An International Review

- Academy of Management Perspectives
- Academy of Management Annual Meeting
- Society for Industrial/Organizational Psychologists Annual Meeting

#### **SERVICE ACTIVITIES**

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2012 – present	Ph.D. program coordinator, Singapore Management University
2010 – present	Subject pool system coordinator, Singapore Management University
2010 – 2011	Research seminar series coordinator, Singapore Management University