

CURRICULUM VITAE
PETER D. HARMS
Spring 2010

Assistant Professor
Institute for Innovative Leadership
Department of Management
University of Nebraska
P.O. Box 880497
114 CBA
Lincoln, NE 68588
Telephone: 402-472-9171
Fax: 402-472-3189
E-mail: pharms2@unl.edu

EDUCATION

- Ph.D. Social/Personality/Organizational Psychology, University of Illinois at Urbana-Champaign, 2008.
Personality, Industrial/Organizational Psychology, Research Methods
Dissertation: One or many? An experimental study of power and personality in autocratic and democratic groups.
Dissertation Chair: Brent Roberts
- M.A. Social/Personality/Organizational Psychology, University of Illinois at Urbana-Champaign, 2004.
- B.A. Psychology, University of British Columbia, Vancouver, B.C., 2000.

AREAS OF SPECIALIZATION

Power Orientation
Leadership Assessment
Status Attainment Processes
Person-Environment Fit
Workplace Deviance

GRANTS, AWARDS, HONOURS, AND FELLOWSHIPS

Best Paper award for Symposium for Leadership and Individual Differences (2009).
Center for International Business Education and Research PhD. Research Grant (2006).
Society for Personality and Social Psychology Student Travel Award (2006)
Social Sciences and Health Research Council of Canada Doctoral Fellowship (2002-2005).
Canadian Tobacco Control Research Initiative Doctoral Fellowship (2003-2004).
Outstanding Student Initiative (1996-2000)

PUBLICATIONS

- Wood, D., Harms, P.D., & Vazire, S. (in press). Perceiver effects as projective tests: What your general perceptions of others says about you. *Journal of Personality and Social Psychology*.
- Harms, P.D. & Credé, M. (2010) Remaining issues in emotional intelligence research: Construct overlap, method artifacts, and lack of incremental validity. *Industrial and Organizational Psychology Perspectives on Science and Practice*, 3, 154-158.
- *Harms, P.D. & Credé, M. (2010). Emotional intelligence and transformational and transactional leadership: A meta-analysis. *Journal of Leadership and Organizational Studies*, 17, 5-17.
- Han, G. & Harms, P.D. (2010). Trust, team identity, and conflict: A mediation model. *International Journal of Conflict Management*, 21, 20-43.
- Lodi-Smith, J., Roberts, B.W., Jackson, J., Bogg, T., Walton, K., Wood, D., & Harms, P.D. (2010). Mechanisms of health: The impact of conscientiousness, social environment, and health-related behaviors on health. *Psychology and Health*, 25, 305-319.
- Jackson, J.J., Roberts, B.W., Bogg, T.B., Walton, K.E., Smith, J.L., Wood, D., & Harms, P.D. (2009). Not all conscientiousness scales change alike: A multi-method, multi-sample study of age differences in the facets of conscientiousness. *Journal of Personality and Social Psychology*, 96, 446-459.
- Hannah, S., Avolio, B., Luthans, F., & Harms, P.D. (2008). Leadership efficacy: Review and directions. *The Leadership Quarterly*, 19, 669-692.
- Harms, P.D., Roberts, B.W., & Wood, D. (2007). Who shall lead? An integrative personality approach to the study of the antecedents of status in informal social organizations. *Journal of Research in Personality*, 41, 689-699.
- Roberts, B.W., P.D. Harms, Caspi, A., & Moffitt, T. (2007). Can we predict the counterproductive employee? Evidence from a 23-year longitudinal study. *Journal of Applied Psychology*, 92, 1427-1436.
- Woo, S., Harms, P.D., & Kuncel, N. (2007). Integrating personality and intelligence: Typical intellectual engagement and the need for cognition. *Personality and Individual Differences*, 43, 1635-1639.
- Harms, P.D., Wood, D., Roberts, B.W., Bureau, D.A., & Green, M.A. (2006). Perceptions of leadership in fraternal organizations. *Oracle: The Research Journal of the Association of Fraternity Advisors*.
- Harms, P. D., Roberts, B. W., & Winter, D. (2006). Becoming the Harvard man: Person-environment fit, personality development, and academic success. *Personality and Social Psychology Bulletin*, 32, 851-865.

Roberts, B. W., Harms, P.D., Smith, J., Wood, D. & Webb, M. (2006). Methods in personality psychology. In Eid, M. & Diener, E. (Eds.). *Handbook of Psychological Assessment: A Multimethod Perspective*. Washington, D.C.: American Psychological Association.

Paulhus, D.L., & Harms, P.D. (2004). Measuring cognitive ability with the over-claiming technique, *Intelligence*, 32, 297-314.

Paulhus, D.L., Harms, P.D., Bruce, M.N., & Lysy, D.C. (2003). The over-claiming technique: Measuring bias independent of accuracy. *Journal of Personality and Social Psychology*, 84, 681-693.

Paulhus, D.L., Wehr, P., Harms, P.D., & Strasser, D.I. (2002). Use of exemplar surveys to reveal implicit theories of intelligence. *Personality and Social Psychology Bulletin*, 28, 1051-1062.

*Designated a “Must-read” article by Sage’s Business and Management Newsletter.

MANUSCRIPTS UNDER REVIEW

Harms, P.D. Status attainment and personality change over time. Revise and resubmit at *Organization Science*.

Harms, P.D. Adult attachment styles in the workplace. Invited submission at *Human Resource Management Review*.

Harms, P.D., Han, G, & Chen, H. Getting to know the heart by getting to know the face: Chinese CEO facial appearance, perceived personality and organizational performance. Under review at *Asia Pacific Journal of Management*.

Jackson, J., Wood, D., Bogg, T., Walton, K., Harms, P.D., & Roberts, B. What do Conscientious people do? Development and validation of the Behavioral Indicators of Conscientiousness Scale (BICS). Under review at *Journal of Personality and Social Psychology*.

Paulhus, D., Westlake, B., Calvez, S., & Harms, P.D. Self-presentation success: A matter of self-promotion, not self-enhancement? Under review at *Organizational Behavior and Human Decision Processes*.

Wood, D., & Harms, P.D. Contributions of role identities and role information in understanding contextual effects in person perception. Revise and resubmit at *Journal of Research on Personality*.

MANUSCRIPTS IN PREPARATION

Choi, D., & Harms, P.D. Applying Neo-socioanalytic Theory to negotiations: The joint effects of power motivation and trait dominance. Target: *Administrative Science Quarterly*.

Credé, M. & Harms, P.D. Assessing the validity of compound personality traits. Target: *Journal of Applied Psychology*.

Credé, M. & Harms, P.D. Assessing the validity of very short measures of personality. Target: *Journal of Personality and Social Psychology*.

Harms, P.D. Leader emergence as a function of parental influence, rule breaking behavior, and personality. Target: *Journal of Management*.

Harms, P.D. & Credé, M. A meta-analytic review of the relationship between attachment style and leadership. Target: *Journal of Applied Psychology*.

Harms, P.D., Hannah, S., Palmer, N., & Credé, M. A meta-analytic review of the antecedents and effects of leadership efficacy. Target: *Journal of Organizational Behavior*.

Harms, P.D., Roberts, B.W., Hogan, R., & Hogan, J. The consistency of personality profiles across time: An eight-year longitudinal study. Target: *Personnel Psychology*.

Harms, P.D. & Oshio, A. The role of personality in formal and informal status attainment across cultures. Target: *Journal of Research in Personality*.

Harms, P.D. & Roberts, B.W. On the nature of power motivation. Target: *Academy of Management Journal*.

Harms, P.D., Roberts, B.W., Wood, D., & Brummel, B.J. The mini-markers of evil. Target: *Journal of Personality*.

Harms, P.D. & Vargas, P. One or many? An experimental study of power and personality in autocratic and democratic groups. Target: *Administrative Science Quarterly*.

Harms, P.D., Wood, D., Chapman, C., & Love, E. An investigation of the role of personality traits in technological enthusiasm and technology usage. Target: *Journal of Research in Personality*.

Harms, P.D., Wood, D., & Hogan, R. Using MAPs to understand the relationship between individual differences and leadership outcomes. Target: *Academy of Management Review*.

Harms, P.D., Wood, D., & Roberts, B.W. The role of self-enhancement in leadership appraisals, performance outcomes, and group cohesiveness. Target: *Journal of Management*.

Knorek, J., Rounds, J., Harms, P.D., & Roberts, B.W. The development of traits and interests during college: A four-year longitudinal study. Target: *Journal of Personality and Social Psychology*.

Kuncel, N. & Harms, P.D. The Trait Desirability Inventory: Theory and applications. Target: *Personnel Psychology*.

Uhl-Bien, M., Harms, P.D., Wang, G., & Courtwright, S. A meta-analytic review of the structure of leadership. Target: *Academy of Management Journal*.

Wood, D. & Harms, P.D., & Hensler, M. How multiple motives, abilities, and perceptions may underlie trait variation and covariation. Target: *Psychological Bulletin*.

Wood, D., Harms, P.D., & Roberts, B.W. A longitudinal investigation of the effect of role expectations on the development of self-perceptions and reflected appraisals of personality traits. Target: *Journal of Personality and Social Psychology*.

Wood, D., Harms, P.D., & Roberts, B.W. Our personalities and the personalities of our liked and disliked peers. Target: *Personality and Social Psychology Bulletin*.

TECHNICAL REPORTS

Avolio, B.J., Weber, T.J., Harms, P.D., & Meyer, C.M. (2008). Southeast Asia Leadership Project. Ministry of Manpower, Singapore.

Lester, P., Hannah, S., Campbell, D., Harms, P., & Weber, T. (2008). USMA Pilot Mentorship Program – An Interim Report. United States Military Academy.

INVITED TALKS

Harms, P.D. (2010, May). Mapping the future of individual differences research in organizational behavior. Talk presented at National University of Singapore, Singapore.

Harms, P.D. (2010, February). Future directions in the field of applied personality psychology. Talk presented at Colorado State University, Ft. Collins, CO.

- Harms, P.D. & Credé, M. (2009, November). Emotional intelligence and transformational leadership: A meta-analysis. Talk presented at the Symposium for Leadership and Individual Differences, Geneva, Switzerland.
- Harms, P.D. (2007, April). An integrative individual differences approach to the study of power. Talk presented at the Kellogg Team and Group research center, Northwestern University, Evanston, IL.
- Harms, P.D. (2007, Feb). Leadership, power, and personality: A neo-socioanalytic perspective. Talk presented at Hogan Assessment Systems, Tulsa, OK.
- Harms, P.D. (2005, June). To be among the foremost always: An individual differences approach to status attainment research. Talk presented at the Center for the Study of Social Stratification and Inequality, Tohoku University, Sendai, Japan.

REFEREED PRESENTATIONS

SYMPOSIA

- Harms, P.D., Han, G., & Chen, H. (2010). Evaluating the potential effectiveness of Chinese CEOs using facial appearance. Pan-Pacific Business Association, Bali, Indonesia.
- Harms, P.D., Paulhus, D.L., Westlake, B., & Calvez, S. (2009). The effects of narcissism and cultural background on job interview success. Academy of Management, Chicago, IL.
- Harms, P.D., Roberts, B.W., & Hogan, R. (2009). Impression management, personality development, and applicant personality ratings over time. Academy of Management, Chicago, IL.
- Weber, T., Carsten, M., Harms, P.D., & Avolio, B. (2009). Transformational leadership and follower outcomes: A meta-analysis of direct and mediating links. Academy of Management, Chicago, IL.
- Wood, D., Harms, P.D., & Roberts, B. (2009). Peer reports as projective tests: What your perceptions of other say about you. Association for Research in Personality, Evanston, IL.
- Harms, P.D. (2008). Leadership emergence as a function of parental influence, rule breaking behavior, and personality. Academy of Management, Anaheim, CA.
- Wood, D., Harms, P.D., & Roberts, B.W. (2007). The multi-role individual: Boundary maintenance and individual differences across roles. Society for Industrial and Organizational Psychology, New York, NY.
- Harms, P.D., Roberts, B.W., Moffitt, T., & Caspi, A. (2006). Can we predict the counterproductive employee? Evidence from a 23-year longitudinal study. Society for Industrial and Organizational Psychology, Dallas, Texas.
- Roberts, B. W., Harms, P.D., Bogg, T., Walton, K.E., & Wood, D. (2005). The predictive validity of personality traits: Evidence from three longitudinal studies. Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Harms, P.D. (2003). Becoming the Harvard Man: A longitudinal look at person-environment fit. American Psychological Society, Atlanta, Georgia.

POSTER PRESENTATIONS

- Sixkiller, K., Takehashi, Y., Edmonds, G., Jackson, J., Bogg, T., Walton, K., Wood, D., Harms, P.D., Lodi-Smith, J., & Roberts, B. (2010). Conscientiousness and health behaviors: Considerations of lower order facets and observer ratings of conscientiousness. Society for Personality and Social Psychology, Las Vegas, NV.
- Harms, P.D., Lester, P., & Weber, T. (2009). Personality under fire: A longitudinal study of personality in an active combat zone. Association for Research in Personality, Evanston, IL.
- Wortman, J., Wood, D., & Harms, P.D. (2009). The personality traits of liked people. Association for Research in Personality, Evanston, IL.
- Sixkiller, K., Edmonds, G., Jackson, J., Fayard, J., Bogg, T., Walton, K., Harms, P.D., Lodi-Smith, J., & Roberts, B. (2009). The relationship between the lower order structure of conscientiousness and health behaviors. Association for Research in Personality, Evanston, IL.
- Harms, P.D. & Credé, M. (2009) A meta-analytic test of the relationship between emotional intelligence and transformational leadership. Society for Industrial and Organizational Psychology. New Orleans, LA.
- Harms, P.D. & Oshio, A. (2008). When getting ahead means getting along. Society for Industrial and Organizational Psychology, San Francisco, CA.
- Harms, P.D., Wood, D., Chapman, C., Love, E. (2008). An investigation of the relationship between technological engagement and the Big Five personality traits. Association of Research in Personality, Albuquerque, NM.
- Harms, P.D., Oshio, A., & Wood, D. (2008). Personality and power: Pan-culturally predictive? Society for Personality and Social Psychology, Albuquerque, NM.
- Akieda, N., & Harms, P.D. (2007). Fitting and quitting: A PE-Fit approach to understanding student residence satisfaction and subsequent moving patterns. Society for Personality and Social Psychology, Memphis, TN.
- Harms, P.D., Wood, D., & Roberts, B.W. (2007). The role of self-enhancement in leadership appraisals, organizational satisfaction, status attainment, and group cohesiveness. Society for Personality and Social Psychology, Memphis, TN.
- Patton, J., Wood, D., & Harms, P.D. (2007). The relationship between perceived behavioral expectations and personality traits. Society for Personality and Social Psychology, Memphis, TN.
- Wood, D., & Harms, P.D. (2007). Our personalities and the personalities of our liked and disliked peers. Society for Personality and Social Psychology, Memphis, TN.
- Woo, S.E., Harms, P.D., & Kuncel, N. R. (2006). Measuring personality-intelligence integrated: Typical intellectual engagement, need for cognition, and openness. American Psychological Society, New York, NY.
- Brummel, B.J., & Harms, P.D. (2006). Predicting anti-social behavior in the workplace: The role of subclinical personality traits. Society of Personality and Social Psychology, Palm Springs, CA.
- Harms, P.D. & Roberts, B.W. (2006). Wanting power and getting it: A motivational to status attainment research. Society of Personality and Social Psychology, Palm Springs, CA.

- Bogg, T., Webb, M., Harms, P.D., & Roberts, B.W. (2006). Personality and cognition: A levels-of-analysis investigation of the attentional correlates of personality traits. Association for Research in Personality, Palm Springs, CA.
- Harms, P.D., Wood, D., Roberts, B.W. (2005). Power and personality: Correlates of status attainment in student social groups. Society of Personality and Social Psychology, New Orleans, LA.
- Harms, P.D., Roberts, B.W., & Kuncel, N. (2004). The mini-markers of evil: Using adjectives to measure the Dark Triad of personality. Society of Personality and Social Psychology, Austin, TX.
- Harms, P.D., Roberts, B.W., Caspi, A., Moffitt, T. (2003). Personality traits and the Wisconsin Model of Status Attainment. Society of Personality and Social Psychology, Los Angeles, CA.
- Harms, P.D. & Williams, K.M. (2001). Predictors of love-proneness vs. lust-proneness. American Psychological Association, San Francisco, CA.
- Williams, K.M., McAndrew, A., Learn, T., Harms, P.D., & Paulhus, D.L. (2001). The Dark Triad returns: Entertainment preferences and antisocial behavior among narcissists, Machiavellians, and psychopaths. American Psychological Association, San Francisco, CA.
- Williams, K.M., Paulhus, D.L., & Harms, P.D. (2001). The Over-Claiming Questionnaire: Invulnerable to faking and warning about foils. American Psychological Society, Toronto, ON.
- Paulhus, D.L., Williams, K.M., & Harms, P.D. (2001). Shedding light on the Dark Triad of personality: Narcissism, Machiavellianism, and psychopathy. Society of Personality and Social Psychology, San Antonio, TX.
- Harms, P.D. & Paulhus, D.L. (2000). Self-reported grades: Fact or fiction? Canadian Psychological Association, Ottawa, ON.

TEACHING EXPERIENCE

- Instructor, *Organizational Behavior*, (UNL, 2009-)
- Co-instructor, *Current Topics in Leadership Research*, (UNL, 2008-2009)
- Co-instructor, *Advanced Leadership Seminar*, (UNL, 2008)
- Co-instructor, *Strategic Leadership*, (UNL, 2007)
- Co-instructor, *Research methods*, (UNL, 2007)
- Lecturer, *Personality Psychology* (UIUC, summer 2007)
- Lecturer, *Personality Psychology* (UIUC, summer 2006)
- Teaching Assistant, *Introduction to Psychology* (UIUC, 2002-2006)
- Teaching Assistant, *Research Methods in Social Psychology: Natural Settings* (UIUC, 2002)
- Teaching Assistant, *Cognitive Psychology* (UIUC, 2001)
- Teaching Assistant, *Cognitive Psychology* (UBC, 1999-2000)

JOURNAL EDITORIAL BOARDS

- Journal of Leadership and Organizational Studies

JOURNAL REVIEWER

Ad Hoc reviewer

Academy of Management Journal
Applied Psychology: An International Review
Journal of Research in Personality
Journal of Happiness Studies
The Leadership Quarterly
Organizational Dynamics
Journal of Leadership and Organizational Studies

ACTIVITIES AND PROFESSIONAL ASSOCIATIONS

Academy of Management (AOM)
Association for Psychological Science (APS)
Association for Research in Personality (ARP)
Society of Industrial and Organizational Psychology (SIOP)
Society of Personality and Social Psychology (SPSP)

Archivist: Harvard Student Study (2002-present)
Reviewer: Society of Industrial and Organizational Psychology (2007-present)
Academy of Management Annual Conference (2007-present)

CONSULTING AND INDUSTRY EXPERIENCE

U.S. Army (2007-)
Microsoft (2006-2007)
University of Illinois, Office of the Dean of Students (2004-2007)
University of Illinois, University Housing (2005-2006)
Cave Hill Investments (1996-2000)