

HARRY JOO, PhD

Legal first name: Young Ki
Department of Management and Marketing
School of Business Administration
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ACADEMIC POSITIONS

- 2022—present** *Associate Professor of Management* (tenured)
School of Business Administration, University of Dayton
- 2016—2022** *Assistant Professor of Management* (tenure-track)
School of Business Administration, University of Dayton
- 2010—2016** *Research Associate and Associate Instructor*
Kelley School of Business, Indiana University
- 2008—2010** *Research Assistant* for Law Professor Michael E. Gold
School of Industrial and Labor Relations, Cornell University

EDUCATION

- Ph.D.**
2016 Kelley School of Business, Indiana University
Major: Organizational Behavior and Human Resource Management
Minor: Statistical Science
- Dissertation:* Production of Star Performers in Organizations
- Committee:* Herman Aguinis (Chair), Timothy T. Baldwin, Christopher M. Berry, Jeffery S. McMullen, and Ernest H. O’Boyle.
- Status:* Proposal defended on October 17, 2014. Final defense successfully completed on February 4, 2016.
- M.B.**
2012 Kelley School of Business, Indiana University
Major: Organizational Behavior
- B.A.**
2010 School of Industrial and Labor Relations, Cornell University
Major: Industrial and Labor Relations

AWARDS AND RECOGNITION

- Recipient of University of Dayton School of Business Administration Summer 2019 Research Grant (\$8,000)
- Recipient of 2019 Emerald Literati Award as an Outstanding Paper
- Runner up for Saroj Parasuraman Outstanding Publication Award by Academy of Management Gender and Diversity in Organizations Division recognizing the best peer-reviewed journal article in the field of gender and diversity among all those published in calendar year 2018
- Finalist for the 2017 Ralph Alexander Best Dissertation Award (sponsored by the Human Resources Division of the Academy of Management)
- Recipient of Emerald Citations of Excellence Award recognizing the most cited articles in Business Management, Finance, Accounting, Economics and Marketing, 2016
- Finalist for Kelley School of Business Panschar Teaching Award, 2015
- Runner up for Organizational Research Methods Best Article of the Year Award, 2013
- Recipient of Organizational Research Methods Best Article of the Year Award, 2012

PROFESSIONAL HISTORY

2019—present	<i>Editorial board member</i> Organizational Research Methods
2017—present	<i>Reviewer for various journals</i> Entrepreneurship Theory and Practice Journal of Management Studies Journal of Management Personnel Psychology Organizational Research Methods Human Resource Management Journal Journal of Managerial Psychology Business Horizons Journal of Business Venturing
2015—present	<i>Conference reviewer</i> Academy of Management
2017	<i>Emergency reviewer</i> Academy of Management
2017—2019	<i>Conference reviewer</i> Society for Industrial and Organizational Psychology
2013—2015	<i>Student representative</i> Research Methods Division, Academy of Management

2012 *Student volunteer*
Research Methods Division, Academy of Management

2009 *Investigations unit intern*
Equal Employment Opportunity Commission, Atlanta, GA

RESEARCH INTERESTS

Star Performers
Research Methods
Science-Practice Divide

UNDER REVIEW

Joo, H., & Aguinis, H. Resource allocation and the production of star performers. Under review at *International Journal of Human Resource Management*.

Aguinis, H., Joo, H., Ronda-Pupo, G., & Ji, Y. H. Advancing the business of business schools: Progress and challenges in narrowing the gender publication gap and parity. Under review at *Academy of Management Learning & Education*.

WORKING PAPERS

Joo, H., & Kiewitz, C. Why is it so tempting to sleep less to work more? A theory. Status: Finished first draft and rewriting manuscript. Target journal: *Journal of Applied Psychology*.

- Supported by the University of Dayton School of Business Administration Summer 2019 Research Grant (\$8,000)

Distribution of behavioral performance (coauthoring with Herman Aguinis and Young Hun Ji). Status: Analyzing and interpreting data.

Best-practice recommendations for handling non-normally distributed data (coauthoring with Herman Aguinis and Emma Su). Status: Collecting data.

Assessing and interpreting multiple moderation: Implications for theory and practice (coauthoring with Herman Aguinis and Steven A. Culpepper). Status: Conducting literature review.

REFEREED PUBLICATIONS

*Crawford, G. C., Joo, H., & Aguinis, H. Under the weight of heavy tails: A power law perspective on the emergence of outliers in entrepreneurship. Accepted in 2023 by *Journal of Business Venturing Insights*. [**Leading**; CiteScore = 8.8, ABDC list rating = A]

* The first and second authors contributed equally.

*Joo, H., Aguinis, H., Lee, J., Kremer, H., & Villamor, I. 2022. HRM's financial value from obtaining more star performers. *International Journal of Human Resource Management*, 33: 4179-4214. [**Leading**; 2019 Impact Factor = 3.040]

* The first and second authors contributed equally.

Aguinis, H., Ji, Y. H., & Joo, H. 2018. Gender productivity gap among star performers in STEM and other scientific fields. *Journal of Applied Psychology*, 103: 1283-1306. [**Leading**; 2019 Impact Factor = 5.851]

- Runner up for Saroj Parasuraman Outstanding Publication Award by Academy of Management Gender and Diversity in Organizations Division recognizing the best peer-reviewed journal article in the field of gender and diversity among all those published in calendar year 2018

Aguinis, H., Gomez-Mejia, L. R., Martin, G. P., & Joo, H. 2018. CEO pay is indeed decoupled from CEO performance: Charting a path for the future. *Management Research, Journal of the Iberoamerican Academy of Management*, 16: 117-136. [**Other**]

Aguinis, H., Martin, G. P., Gomez-Mejia, L. R., O'Boyle, E. H., & Joo, H. 2018. The two sides of CEO pay injustice: A power law conceptualization of CEO over and underpayment. *Management Research, Journal of the Iberoamerican Academy of Management*, 16: 3-30. [**Other**]

- Recipient of 2019 Emerald Literati Award as an Outstanding Paper
- Focal article published in special issue and followed by commentaries by 17 authors including Donald C. Hambrick, Michael A. Hitt, Edward E. Lawler, James P. Walsh, Adam J. Wowak, Michael J. Mannor, Patrick M. Wright, Anthony J. Nyberg, Robert M. Wiseman, Martin J. Conyon, Albert A. Cannella, Jeffrey R. Edwards, and others

Joo, H., Aguinis, H., & Bradley, K. J. 2017. Not all nonnormal distributions are created equal: Improved theoretical and measurement precision. *Journal of Applied Psychology*, 102: 1022-1053. [**Leading**; 2019 Impact Factor = 5.851]

- The associated R package we developed (i.e., "Dpit") is available on the Comprehensive R Archive Network (<https://cran.r-project.org/web/packages/Dpit/index.html>) or the second author's website (<http://www.hermanaguinis.com/>).

Aguinis, H., O'Boyle, E., Gonzalez-Mulé, E., & Joo, H. 2016. Cumulative advantage: Conductors and insulators of heavy-tailed productivity distributions and productivity stars. *Personnel Psychology*, 69: 3-66. [**Leading**; 2019 Impact Factor = 6.571]

Bergh, D. D., Aguinis, H., Heavey, C. Ketchen, D. J., Boyd, B. K., Su, P., Lau, C., & Joo, H. 2016. Using meta-analytic structural equation modeling to advance strategic management research: Guidelines and an empirical illustration via the strategic leadership-performance relationship. *Strategic Management Journal*, 37: 477-497. [**Leading**; 5-year Impact Factor = 7.859]

Aguinis, H., & Joo, H. 2014. Research on Hispanics benefits the field of management. *Journal of Managerial Psychology*, 29: 604-615. [**Leading**; 2018 Impact Factor = 1.82]

- Lead article in special issue on Hispanics and Latin Americans in the workplace

Aguinis, H., Forcum, L. E., & Joo, H. 2013. Using market basket analysis in management research. *Journal of Management*, 39: 1799-1824. [**Leading**; 2017 Impact Factor = 8.08]

Aguinis, H., Gottfredson, R. K., & Joo, H. 2013. Best-practice recommendations for defining, identifying, and handling outliers. *Organizational Research Methods*, 16: 270-301. [**Leading**; 2017 Impact Factor = 4.918]

- Runner up for 2013 Organizational Research Methods Best Article of the Year Award
- Recipient of 2016 Emerald Citations of Excellence Award recognizing the most cited articles in Business Management, Finance, Accounting, Economics and Marketing

Aguinis, H., Gottfredson, R. K., & Joo, H. 2013. Avoiding a “me” versus “we” dilemma: Using performance management to turn teams into a source of competitive advantage. *Business Horizons*, 56: 503-512. [**Leading**; 2019 Impact Factor = 3.444]

Aguinis, H., Joo, H., & Gottfredson, R. K. 2013. What monetary rewards can and cannot do: How to show employees the money. *Business Horizons*, 56: 241-249. [**Leading**; 2019 Impact Factor = 3.444]

Aguinis, H., Suarez-González, I., Lannelongue, G., & Joo, H. 2012. Scholarly impact revisited. *Academy of Management Perspectives*, 26(2): 105-132. [**Leading**; 2012 Impact Factor = 3.174]

Kruschke, J. K., Aguinis, H., & Joo, H. 2012. The time has come: Bayesian methods for data analysis in the organizational sciences. *Organizational Research Methods*, 15: 722-752. [**Leading**; 2017 Impact Factor = 4.918]

- Recipient of 2012 Organizational Research Methods Best Article of the Year Award

Aguinis, H., Gottfredson, R. K., & Joo, H. 2012. Using performance management to win the talent war. *Business Horizons*, 55: 609-616. [**Leading**; 2019 Impact Factor = 3.444]

Aguinis, H., Gottfredson, R. K., & Joo, H. 2012. Delivering effective performance feedback: The strengths-based approach. *Business Horizons*, 55: 105-111. [**Leading**; 2019 Impact Factor = 3.444]

Aguinis, H., Joo, H., & Gottfredson, R. K. 2012. Performance management universals: Think globally and act locally. *Business Horizons*, 55: 385-392. [**Leading**; 2019 Impact Factor = 3.444]

Aguinis, H., Joo, H., & Gottfredson, R. K. 2011. Why we hate performance management—and why we should love it. *Business Horizons*, 54: 503-507. [**Leading**; 2019 Impact Factor = 3.444]

BOOK CHAPTERS

Aguinis, H., & Joo, H. 2015. Debunking myths and urban legends about how to identify influential outliers. In C. E. Lance & R. J. Vandenberg (Eds.), *More statistical and methodological myths and urban legends*: 206-223. New York: Routledge.

CONFERENCE PAPERS AND PRESENTATIONS

Joo, H., & Bradley, K. J. 2019. *How to use more precise distribution-fitting procedures to advance management theory and practice*. Preconference development workshop conducted at the meeting of the Academy of Management, Boston, MA.

Joo, H., Aguinis, H., & Bradley, K. J. 2019. *Using more precise distribution-fitting procedures to advance I/O theory and practice*. Master tutorial presented at the meeting of the Society for Industrial and Organizational Psychology, Washington DC/National Harbor, Maryland.

Joo, H., Aguinis, H., & Bradley, K. J. 2018. *How to use more precise distribution-fitting procedures to advance management theory and practice*. Preconference development workshop conducted at the meeting of the Academy of Management, Chicago, IL.

*Aguinis, H., Joo, H., Lee, J., Kremer, H., & Villamor, I. 2018. *Effects of non-normal performance distributions on the accuracy of utility analysis*. Paper presented at the meeting of the Academy of Management, Chicago, IL.

* The first and second authors contributed equally.

Crawford, G. C., Lechner, C., McKelvey, B., Joo, H., Turetsky, A., Shim, J., Bort, J. 2018. *Modeling the emergence of outliers in entrepreneurship: Theory, mechanisms, and methods*. Preconference development workshop conducted at the meeting of the Academy of Management, Chicago, IL.

Crawford, G. C., & Joo, H. 2018. *Zero-to-100 real quick: Investigating the drivers of outlier growth in the emergence of new ventures*. Paper presented at the Babson College Entrepreneurship Research Conference, Waterford, Ireland.

Joo, H., & Aguinis, H. 2018. *Opportunity variability and the production of star performers*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

*Joo, H., Aguinis, H., Lee, J., Kremer, H., & Villamor, I. 2018. *Non-normality of performance produces incorrect utility analysis results*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

* The first and second authors contributed equally.

Joo, H., Aguinis, H., & Bradley, K. J. 2017. *Not all nonnormal distributions are created equal: Improved theoretical and measurement precision*. Paper presented at the meeting of the Academy of Management, Atlanta, GA.

Aguinis, H., Joo, H., & Gottfredson, R. K. 2014. *How to define, identify, and handle outliers*. Preconference development workshop conducted at the meeting of the Academy of Management, Philadelphia, PA.

Taylor, S. G., Stoverink, A. C., Marr, J. C., Ostroff, C., Takeuchi, R., Mitchell, M. S., & Joo, H. 2014. *Essentials of the OB division*. Preconference development workshop conducted at the meeting of the Academy of Management, Philadelphia, PA.

Aguinis, H., Joo, H., & Gottfredson, R. K. 2013. *How to define, identify, and handle outliers*. Preconference development workshop conducted at the meeting of the Academy of Management, Orlando, FL.

Aguinis, H., Suarez-Gonzalez, I., Lannelongue, G., & Joo, H. 2012. *Scholarly impact revisited*. Paper presented at the meeting of the Asociación Científica de Economía y Dirección de la Empresa, Cádiz, Spain.

Aguinis, H., Gottfredson, R. K., & Joo, H. 2012. *How to define, identify, and handle outliers*. Preconference development workshop conducted at the meeting of the Academy of Management, Boston, MA.

Aguinis, H., Forcum, L. E., & Joo, H. 2012. *Using market basket analysis in management research*. Paper presented at the meeting of the Academy of Management, Boston, MA.

Miller, A. N., Aguinis, H., Cummings, T. G., Suarez-Gonzalez, I., Lannelongue, G., & Joo, H. 2012. *Defining and measuring scholarly impact*. Preconference development workshop conducted at the meeting of the Academy of Management, Boston, MA.

Aguinis, H., Bergh, D. D. & Joo, H. 2011. *Using meta-analytic structural equation modeling to advance strategic management theory*. Paper presented at the meeting of the Strategic Management Society, Miami, FL.

Aguinis, H., Gottfredson, R. K., & Joo, H. 2011. *How to define, identify, and handle outliers*. Preconference development workshop conducted at the meeting of the Academy of Management, San Antonio, TX.

OTHER PRESENTATIONS

Joo, H. *Fundamentals of leadership and organizational behavior*. Presentation delivered at the School of Business Administration, University of Dayton, August 15, 2019.

Joo, H. *Why is it so tempting to sleep less to work more? A theory*. Presentation delivered at the School of Business Administration, University of Dayton, February 14, 2020.

Aguinis, H., Gottfredson, R. K., & Joo, H. *Revisiting some “established facts” in I-O psychology and management: Outliers*. Industrial and Organizational Psychology and Organizational Behavior Consortium of Illinois, Indiana, and other Midwestern States, real-time online presentation, February, 2013.

TEACHING EXPERIENCE

Stand-alone Instructor, MBA 795 (one section), MGT 300 (one section), and MGT 301 (one section): Organizational Behavior. Spring 2023. University of Dayton.

Stand-alone Instructor, MBA 795 (one section) & MGT 301 (two sections): Organizational Behavior. Fall 2022. University of Dayton.

Stand-alone Instructor, MBA 795 (one section) & MGT 301 (two sections): Organizational Behavior. Spring 2022. University of Dayton.

Stand-alone Instructor, MBA 795 (one section): Organizational Behavior. Fall 2021. University of Dayton. Number of students taught: 14.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Fall 2021. University of Dayton. Number of students taught: 84.

Stand-alone Instructor, MBA 795 (one section): Organizational Behavior. Spring 2021. University of Dayton. Number of students taught: 6.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Spring 2021. University of Dayton. Number of students taught: 63.

Stand-alone Instructor, MBA 795 (one section): Organizational Behavior. Fall 2020. University of Dayton. Number of students taught: 11.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Fall 2020. University of Dayton. Number of students taught: 87.

Stand-alone Instructor, MBA 795 (one section): Organizational Behavior. Spring 2020. University of Dayton. Number of students taught: 19.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Spring 2020. University of Dayton. Number of students taught: 85.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Fall 2019. University of Dayton. Number of students taught: 90.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Spring 2019. University of Dayton. Number of students taught: 73.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Fall 2018. University of Dayton. Number of students taught: 67.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Spring 2018. University of Dayton. Number of students taught: 53.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Fall 2017. University of Dayton. Number of students taught: 74.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Spring 2017. University of Dayton. Number of students taught: 71.

Stand-alone Instructor, MGT 301 (two sections): Organizational Behavior. Fall 2016. University of Dayton. Number of students taught: 61.

Stand-alone Instructor, Z302 (Section 8345): Management and Behavior in Organizations. Summer 2013. Indiana University – Bloomington. Number of students taught: 51.

Stand-alone Instructor, Z302 (Section 8344): Management and Behavior in Organizations. Summer 2013. Indiana University – Bloomington. Number of students taught: 62.

Stand-alone Instructor, Z447: Leadership, Teams, and Diversity. Spring 2012. Indiana University – Bloomington. Number of students taught: 37.

Course Coordinator, Z302: Management and Behavior in Organizations. Fall 2011. Indiana University – Bloomington.

- Facilitated student discussions and performed administrative tasks.

GRADUATE MENTORSHIP

Dissertation or Thesis Committees on which I have served:

Matthew Kohl (in progress, University of Dayton)

Captain Ioan Gaitan (completed on January 28, 2021, Air Force Institute of Technology)

SERVICE

Member of the SBA Faculty Affairs Committee, University of Dayton. Jan 2023-present.

Member of Management and Marketing Department P&T committee, University of Dayton. September 2022-present.

Member of the Faculty Development Committee (FDC), University of Dayton. September 2021-present.

- Discuss, evaluate, and implement programs and interventions to facilitate faculty development at the University of Dayton.

Chair of committee for hiring two lecturers, Department of Management and Marketing, School of Business Administration, University of Dayton. April-June, 2021.

- Helped with editing and posting job advertisement, evaluated each applicant based on a common set of qualifications, conducted screening interviews with the top four

candidates via Zoom, organized and participated in campus interviews with the top three candidates via Zoom, and updated the status of each applicant on PageUp along the way.

Data collection for the Assurance of Learning (AoL) Program in Spring 2017 (completed), Spring 2019 (completed), and Spring 2021 (pending)—used for making SBA’s case with AACSB every five years.

- Assigned a case study to my MGT 301 students, so that their written analyses of the case can be graded to assess their achievement on learning outcomes.

Marshal for *virtual* undergraduate graduation ceremony, University of Dayton. December, 2020.

- Uploaded a short video clip recorded on Zoom to congratulate 2020 August/December undergraduate graduates.

Member of a heuristics document committee for Department of Management and Marketing, School of Business Administration, University of Dayton. September, 2019.

- Helped collect and analyze data, and report findings, related to how to update the department’s heuristics document used for evaluating journal quality.

Session chair for “HR Star Employees” at the meeting of the Academy of Management, Boston, MA. August 12, 2019 (3:00PM – 4:30PM).

Marshal for undergraduate graduation ceremony, University of Dayton. May 12, 2019.

PROFESSIONAL ASSOCIATIONS

Research Methods Division, Academy of Management – Former student representative
Society for Industrial and Organizational Psychology (SIOP) – Member
Organizational Behavior Division, Academy of Management – Member
Human Resources Division, Academy of Management – Member
Research Methods Division, Academy of Management – Member