

**MATTHEW D. GRIFFITH**

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**EDUCATION**

**PhD** Management; University of Central Florida, 2017  
**MBA** Georgia State University, 2012  
**MS** University of North Texas, 2008  
**BA** Metropolitan State University of Denver, 2006

**ACADEMIC POSITIONS**

**University of Texas at El Paso**, Woody L. Hunt College of Business, El Paso, TX  
Assistant Professor of Management, 2018 – Present

**University of Central Florida**, College of Business Administration, Orlando, FL  
Visiting Assistant Professor of Management, 2017 – 2018  
Graduate Teaching Associate/Graduate Research Assistant, 2012 – 2017

**Rollins College**, Department of Business, Winter Park, FL  
Adjunct Instructor, 2017

**PUBLICATIONS**

8. Zhang, Y., & Griffith, M. D. (2023). Human resource management systems and firm innovation: A meta-analytic study. *Economic and Business Review*, 25(4), 202–215. <https://doi.org/10.15458/2335-4216.1327>
7. Taylor, S. G., Folger, R., Vadera, A. K, Griffith, M. D., & Letwin, C. R. (2019). Does having a bad boss make you more likely to be one yourself? *Harvard Business Review*.
6. Taylor, S. G., Griffith, M. D., Vadera, A. K, Folger, R., & Letwin, C. R. (2019). Breaking the cycle of abusive supervision: How disidentification and moral identity help the trickle-down change course. *Journal of Applied Psychology*, 104, 164–182. <http://dx.doi.org/10.1037/apl0000360>
5. Hahs-Vaughn, D. L., Acquaye, H.\*, Griffith, M. D.\*, Jo, H.\*, Matthews, K.\*, & Acharya, P. (2017). Statistical literacy as a function of online versus hybrid course delivery format for an introductory graduate statistics course. *Journal of Statistics Education*, 25, 112–121. <https://doi.org/10.1080/10691898.2017.1370363>  
\*Order of 2nd through 5th authors is alphabetical; however, all contributed equally.

4. Crossley, C. & Griffith, M. D. (2017). Morale. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd ed.; pp. 970–972). Thousand Oaks, CA: Sage.
3. Griffith, M. D. (2016). [Review of *A step-by-step approach to using SAS for factor analysis and structural equation modeling* (2nd ed.), by N. O'Rourke & L. Hatcher]. *Structural Equation Modeling: A Multidisciplinary Journal*, 23, 157–161.  
<http://dx.doi.org/10.1080/10705511.2015.1026596>
2. Ambrose, M. L., Wo, D. X. H., & Griffith, M. D. (2015). Overall justice: Past, present, and future. In R. S. Cropanzano & M. L. Ambrose (Eds.), *The Oxford Handbook of Justice in the Workplace* (pp. 109–135). New York, NY: Oxford University Press.
1. Griffith, M. D., Walker, J. T., & Collins, J. R. (2011). Examining differences in socialization opportunities among student work groups in a university recreation department. *Recreational Sports Journal*, 35, 107–116.  
<https://doi.org/10.1123/rsj.35.2.107>

## CONFERENCE PRESENTATIONS

9. Bai, H., Zhou, M., McAfee, M., & Griffith, M. D. (2017, April). *The effects of pedagogical practices of blending instruction for college-level engineering courses: A meta-analytic review*. Paper session presented at the annual meeting of the CAERDA International Conference, San Antonio, TX.
8. Hahs-Vaughn, D. L., Acquaye, H.\*, Griffith, M. D.\*, Jo, H.\*, Matthews, K.\*, & Acharya, P. (2017, April). *Statistical literacy as a function of course delivery format*. Paper session presented at the annual meeting of the American Educational Research Association, San Antonio, TX.  
\*Order of 2nd through 5th authors is alphabetized, however each contributed equally.
7. Griffith, M. D., Taylor, S. G., Folger, R., Letwin, C. R., & Vadera, A. K. (2016, August). When the trickle-down peters out: Why some abused supervisors “reverse course.” In L. Liang & D. Brown (Chairs), *Challenging the conventional wisdom of workplace aggression*. Symposium conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.
6. Johnson, M. A., & Griffith, M. D. (2016, August). *Heavy is the head that wears the crown? Employee reactions to a supervisor's adiposity*. Paper session presented at the Annual Meeting of the Academy of Management, Anaheim, CA.
  - *Winner of Best Paper Award*

5. Sheridan, S., Ambrose, M. L., Crossley, C., & Griffith, M. D. (2016, August). Thanking the boss: The consequences of supervisor-directed appreciation for subordinates' job attitudes and well-being. In S. Sheridan (Chair), *Beyond social exchange: New theory and evidence on the role of gratitude in organizational relationships*. Symposium conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.
4. Johnson, M. A., & Griffith, M. D. (2016, April). Body fat's impact on the health outcomes of workplace mistreatment. In G. W. Giumetti & J. L. Scisco (Chairs), *Workplace obesity discrimination: New targets, novel measures, and surprising outcomes*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
3. Johnson, M. A., & Griffith, M. D. (2014, August). *Tilting the scales of abuse: How adiposity augments the effects of abusive supervision*. Paper session presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
2. Griffith, M. D., Taylor, S. G., Folger, R., & Letwin, C. R. (2014, May). *Breaking the cycle of abusive supervision*. Poster session presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
1. Griffith, M. D. (2014, April). *Breaking the cycle of abusive supervision*. Poster session presented at the Graduate Research Forum, Orlando, FL.

## TEACHING EXPERIENCE

### University of Texas at El Paso

- Advanced Regression Analysis (Cross-disciplinary PhD course)
- Survey Research Methods (Cross-disciplinary PhD course)
- Effective Management of Human Resources (MBA)
- Introduction to Management and Organizational Behavior (Undergraduate Core)
- Organization Development (Undergraduate)

### University of Central Florida

- Conflict Resolution and Negotiation (Undergraduate)
- Organizational Theory and Behavior (Undergraduate)
- Performance Management (Undergraduate)
- Strategic Management (Undergraduate Capstone)

### Rollins College

- Global Business Strategy (Undergraduate Capstone)