

Hana Johnson

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Department of Management, Information Systems,
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EDUCATION

Michael G. Foster School of Business
University of Washington, Seattle, WA
Ph.D. in Business Administration June 2015

Anderson School of Management
University of California at Los Angeles, Los Angeles, CA
M.B.A., Marketing June 2001

Michael G. Foster School of Business
University of Washington, Seattle, WA
B.B.A., Accounting, Magna Cum Laude March 1997

ACADEMIC POSITIONS

Washington State University (WSU), Assistant Professor, Management July 2019 – present

University of Idaho (U of I), Assistant Professor, Management & HR August 2015 – Jun 2019

REFEREED JOURNAL PUBLICATIONS

Johnson, H.H., Wu, W., Zhang, Y., & Lyu, Y. (in press). Ideas endorsed, credit claimed: Managerial credit claiming weakens the benefits of voice endorsement on future voice behavior through respect and work group identification. *Human Relations*.

Lam, C.F., **Johnson, H.H.**, Song, L.J., Wu, W., Lee, C., & Chen, Z. (2022). More depleted, speak up more? A daily examination of the benefit and cost of depletion for voice behavior and voice endorsement. *Journal of Organizational Behavior*.

Tost, L.P., & **Johnson, H.H.** (2019). The prosocial side of power: How structural power over subordinates can promote social responsibility. *Organizational Behavior and Human Decision Processes*, 152: 25-46.

Johnson, H.H., & Umphress, E.E. (2018). To help my supervisor: Identification, moral identity, and unethical pro-supervisor behavior. *Journal of Business Ethics*, 1-16.

Johnson, H.H., & Avolio, B.J. (2018). Team psychological safety and conflict trajectories' effect on individual's team identification and satisfaction. *Group & Organization Management*, 44(5): 843-873.

Johnson, H.H., & Johnson, M.D. (2017). Influence of event characteristics on assessing credibility and advice-taking. *Journal of Managerial Psychology*, 32(1): 89-103.

Tost, L.P., Wade-Benzoni, K.A., & **Johnson, H.H.** (2015). Noblesse oblige emerges (with time): Power enhances intergenerational beneficence. *Organizational Behavior and Human Decision Processes*, 128: 61-73.

Barnes, C.M., **Johnson, H.H.**, & Burch, T.C. (2015). People like me are never promoted! Plurality in hierarchical tournaments for promotion and compensation. *Organizational Psychology Review*, 5(2): 146-167.

BOOK CHAPTER PUBLICATION

Hernandez, M., **Johnson, H.**, & Wicks, A. (2020). Responses to religious identity threat in thick and thin cultures. In C. Caldwell, & V. Anderson (Eds), *Business Ethics: Perspectives, Management, and Issues*. Hauppauge, NY: NOVA Publishing.

MANUSCRIPTS UNDER REVIEW

Johnson, H.H., Umphress, E.E., Bates, J.T., Parkinson, S., & Sheppard, L.D. [Title withheld to maintain blind review]. *2nd revise-and-resubmit*, *Academy of Management Journal*.

Johnson, H.H., Bluhm, D.J., Hannah, S.T., Avolio, B.J., & Lester, P.B. [Title withheld to maintain blind review]. *Under 2nd review*, *Human Performance*.

Johnson, H.H., Keng-Highberger, F., Bates, J.T., & Umphress, E.E. [Title withheld to maintain blind review]. *Under review*, *Journal of Organizational Behavior*.

WORKING PAPERS

Bluhm, D.J., Lester, P.B., **Johnson, H.H.**, Hannah, S.T., & Avolio, B.J. Transformational leadership and follower psychological resources during crises: The need for competent crisis response. *Manuscript being prepared for Journal of Organizational & Occupational Psychology*.

Keng-Highberger, F.T., Chen, X.P., Rotaru, K., Muruganatham, R., & **Johnson, H.H.** A dual process time discounting perspective on third party ethical (in)action. *Manuscript being prepared for Academy of Management Review*.

Sheppard, L.D., & **Johnson, H.H.** Motherhood bonus. *Writing manuscript. Target: Organizational Behavior and Human Decision Processes*.

Johnson, H.H. Identity attributions. *Conducting study.*

Bates, J.T., & **Johnson, H.H.** Machiavellianism and unethical Behavior. *Conducting study.*

Bates, J.T., & **Johnson, H.H.** Organizational identification and unethical pro-organizational behavior. *Designing study.*

REFEREED CONFERENCE PRESENTATIONS

Bluhm, D.J., **Johnson, H.H.**, Lester, P.B., Hannah, S.T., & Avolio, B.J. (2022). Transformational leadership and leader crisis response competence during the COVID-19 pandemic. *Paper presentation at the Western Academy of Management, Big Island, Hawaii.*

Johnson, H.H., Bates, J.T., Keng-Highberger, F., & Umphress, E.E. (2021). The “Haves” and the “Have Nots”. *Paper presentation at the 81st Annual Meeting of the Academy of Management, Virtual meeting.*

Johnson, H.H., Umphress, E.E., Bates, J.T., & Parkinson, S., & (2021). When is a threat more or less of a threat? Threat sensitivity, withdrawal, and antisocial behaviors. *Symposium presentation at the 81st Annual Meeting of the Academy of Management, Virtual meeting.*

Johnson, H.H., Bates, J.T., Keng-Highberger, F., & Umphress, E.E. (2020). Salience of COVID-19 pandemic: Interactive effect with social class and identity centrality on COVID-19-related workplace anxiety, emotional exhaustion, and withdrawal. *OB Division COVID-19 Research Plenary at the 80th Annual Meeting of the Academy of Management, Virtual meeting.*

Chung, Y., & **Johnson, H.H.** (2019). Faultlines and power imbalance across subgroups in work groups. *Paper presentation at the 79th Annual Meeting of the Academy of Management, Boston, MA.*

Johnson, H.H., Hannah, S.T., Avolio, B.J., Bluhm, D.J., & Lester, P.B. (2019). The connective and functional pathways of authentic leadership to followers’ positive psychological resources and performance. *Paper presentation at the 19th Annual Meeting of the European Academy of Management, Lisbon, Portugal.*

Johnson, H.H.*, Lam, C.F.*, Wu, W., & Lee, C. (2019). Why and when do supervisory reactions to voice matter for employee identification? (* denotes shared authorship). *Symposium presentation at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington DC. Presented for author team.*

Chung, Y., & **Johnson, H.H.** (2018). Faultline effects across levels: Understanding how group faultlines affect individual, group, and organizational outcomes. *Paper presentation at the 78th Annual Meeting of the Academy of Management, Chicago, IL.*

Johnson, H.H. (2017). Minimizing identity threat: Open work group identity, identity negotiation, and identity outlets. *Paper presentation at the 77th Annual Meeting of the Academy of Management*, Atlanta, GA.

Johnson, H.H., & Umphress, E.E. (2017). Identity threat in the workplace: Minimizing threat with open work group identity. *Symposium presentation at the 77th Annual Meeting of the Academy of Management*, Atlanta, GA. *Presented for author team.*

Tost, L.P., & **Johnson, H.H.** (2016). The prosocial side of power: When and why power promotes solidarity with others. Paper presentation at the *76th Annual Meeting of the Academy of Management*, Anaheim, CA.

Johnson, H.H., & Umphress, E.E. (2016). To help my supervisor: Supervisor identification, moral identity, and unethical pro-supervisor behavior. Symposium presentation at the *76th Annual Meeting of the Academy of Management*, Anaheim, CA. *Presented for author team.*

Johnson, H.H., & Avolio, B.J. (2015). The formation of individuals' team identification: The interactive effect of team states and perceived conflict trajectories. Paper presentation at the *75th Annual Meeting of the Academy of Management*, Vancouver B.C., Canada. *Presented for author team.*

Umphress, E., & **Johnson, H.H.** (2015). To help a fair organization: Procedural justice, positive reciprocity beliefs, and unethical behavior. Symposium presentation at the *75th Annual Meeting of the Academy of Management*, Vancouver B.C., Canada. *Presented for author team.*

Johnson, H.H., & Johnson, M.J. (2014). The influence of event characteristics on assessing advisor credibility and advice-taking. Paper presentation at the *74th Annual Meeting of the Academy of Management*, Philadelphia, PA. *Presented for author team.*

Hannah, S.T., **Johnson, H.H.**, & Avolio, B.J. (2014). The confidence to lead ethically. Symposium presentation at the *74th Annual Meeting of the Academy of Management*, Philadelphia, PA. *Presented for author team.*

Keng, F., Ruedy, N., **Johnson, H.H.**, & Avolio, B.J. (2013). The ethics of change: the effects of authoritarian and ethical leadership on organizational change. Paper presentation at the *73rd Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.

Tost, L.P., & **Johnson, H.H.** (2012). Leading strategically: How power affects leadership behavior. Paper presentation at the *72nd Annual Meeting of the Academy of Management*, Boston, MA. *Presented for author team.*

Bigley, G.A., Roberts, K. & **Johnson, H.H.** (2012). Heedfulness meta-routines for high-reliability organizing. Symposium presentation at the *72nd Annual Meeting of the Academy of Management*, Boston, MA. *Presented for author team.*

TEACHING EXPERIENCE

Washington State University

BA100: Introduction to Business (Undergraduate required course), Course Instructor

- Fall 2022, 175 students, overall rating: 4.5 on a 1.0 – 5.0 scale. (College mean: 4.4, Department mean: 4.2)
- Spring 2022, 112 students, overall rating: 4.6 on a 1.0 – 5.0 scale. (College mean: 4.4, Department mean: 4.3)
- Fall 2021, 133 students, overall rating: 4.5 on a 1.0 – 5.0 scale. (College mean: 4.4, Department mean: 4.3)
- Spring 2021, 112 students, overall rating: 4.1 on a 1.0 – 5.0 scale. (College mean: 4.4, Department mean: 4.3)
- Fall 2020, 132 students, overall rating: 4.4 on a 1.0 – 5.0 scale. (College mean: 4.3, Department mean: 4.3)
- Spring 2020, 123 students, overall rating: 4.4 on a 1.0 – 5.0 scale. (College mean: 4.3, Department mean: 4.4)
- Fall 2019, 112 students, overall rating: 4.3 on a 1.0 – 5.0 scale. (College mean: 4.3, Department mean: 4.4)

University of Idaho

BUS/MHR310: Leading Organizations and People (Undergraduate required course), Course Instructor

- Fall 2018, 77 students, overall rating: 3.6 on a 0.0 – 4.0 scale.
- Spring 2018, 43 students, overall rating: 3.3 on a 0.0 – 4.0 scale.
- Fall 2017, 73 students, overall rating: 3.7 on a 0.0 – 4.0 scale.
- Spring 2017, 35 students, overall rating: 3.6 on a 0.0 – 4.0 scale.
- Fall 2016, 33 students; overall rating: 3.7 on a 0.0 – 4.0 scale.
- Spring 2016, 43 students, overall rating: 3.8 on a 0.0 – 4.0 scale.
- Fall 2015, 40 students; overall rating: 3.7 on a 0.0 – 4.0 scale.

BUS/MHR417: Deploying and Developing Human Capital (Undergraduate elective course), Course Instructor

- Fall 2018, 16 students, overall rating: 3.7 on a 0.0 – 4.0 scale.
- Spring 2018, 20 students, overall rating: 3.9 on a 0.0 – 4.0 scale.
- Fall 2017, 18 students, overall rating: 3.4 on a 0.0 – 4.0 scale.
- Spring 2017, 24 students, overall rating: 3.8 on a 0.0 – 4.0 scale.
- Fall 2016, 17 students; overall rating: 3.5 on a 0.0 – 4.0 scale.
- Spring 2016, 40 students, overall rating: 3.8 on a 0.0 – 4.0 scale.
- Fall 2015, 19 students; overall rating: 3.8 on a 0.0 – 4.0 scale.

University of Washington

MGMT 300: Leadership and Organizational Behavior (Undergraduate required course), Course Instructor

- Spring 2013, 50 students; overall rating: 4.3 on a 0.0 - 5.0 scale (Department mean: 4.2, MGMT 300 mean: 4.1)

- Spring 2014, 47 students; overall rating: 4.3 on a 0.0 - 5.0 scale (Department mean: 4.2, MGMT 300 mean: 4.1)
 - Assessments of Learning (5 questions measuring students' learning); my students averaged 4.4 on a scale of 0 to 5.

University of California at Los Angeles

MGMT 1A: Principles of Accounting (Undergraduate required course), Teaching Assistant

AWARDS AND HONORS

- Outstanding Reviewer for Academy of Management Conference (2021), Managerial & Organizational Cognition Division
- Accepted and displayed at virtual WSU Academic Showcase (2021)
- 2019 Outstanding Article award, Group & Organization Management (2020)
- COVID-19 research grant, Carson College of Business (2020)
- Accepted into WSU Academic Showcase (2020; showcase canceled due to COVID-19)
- Outstanding Reviewer for Academy of Management Conference (2019), Managerial & Organizational Cognition Division
- Reyes Faculty Excellence Fellowship (2019)
- Nominated for Hoffman Award in Teaching Excellence (2019)
- CBE First Interstate Bank Outstanding Teaching Award (voted by students; 2018)
- Nominated for Hoffman Award in Teaching Excellence (2018)
- Reyes Faculty Excellence Fellowship (2018)
- Summer research grant, College of Business and Economics, University of Idaho (Summer 2017)
- USAC Visiting Professorship, Torino, Italy (Summer 2017)
- Summer research grant, College of Business and Economics, University of Idaho (Summer 2016)
- Bruce Pitman/CBE Excellence Junior Faculty Fellowship (2016)
- Innovation, Impact, and Outreach Award - Faculty International Development Award – Bilbao, Spain (Spring 2016)
- Innovation, Impact, and Outreach award (Fall 2015)
- Outstanding Reviewer for Academy of Management Conference (2015), Managerial & Organizational Cognition Division
- Kloft Endowed Fellowship (2015), awarded for academic excellence
- Evert McCabe Endowed Fellowship (2014), awarded for academic excellence
- Wayne Gittinger Fellowship (2011-2013), awarded for academic excellence
- Becker CPA Scholarship (1997), covered cost of CPA preparation class based on academic potential in accounting
- University of Washington Accounting Student of the Year Award (1997), awarded for academic excellence in accounting
- Ernst & Young Accounting Scholarship (1996), awarded for academic excellence in accounting
- University of Washington Study Abroad Scholarship (1996)
- Arthur H Carter Scholarship (1996), 50 awards nationally for academic excellence in accounting

- Beta Gamma Sigma (1996), initiated for being top 5% of junior class
- Washington Scholar (1993), full tuition scholarship
- Westinghouse Corporate Family Scholarship (1993), awarded for academic excellence

PROFESSIONAL ACTIVITIES

Editorial Review Board

- *Group & Organization Management* (2020 - present)

Ad-Hoc Reviewer:

- *Journal of Management Studies* (2022)
- *Organization Science* (2021)
- *Academy of Management Journal* (2020 - present)
- *Organizational Behavior and Human Decision Processes* (2018)
- *Journal of Management Inquiry* (2018)

Conference Reviewer:

- Academy of Management Annual Meeting: Managerial & Organizational Cognition (2012 - present)
- European Academy of Management Annual Meeting (2018)

Dissertation Committee Member

- Jay T. Bates – *Washington State University* (Chair; 2021 - present)
- Shaun Parkinson – *Washington State University* (2021 - present)

Conference Service:

- Facilitator for Reviewing in the Rough Professional Development Workshop, Academy of Management Annual Meeting (2022)
- Facilitator for Reviewing in the Rough Professional Development Workshop, Academy of Management Annual Meeting (2020)
- Co-chair for symposium, Society for Industrial and Organizational Psychology Annual Meeting (2019)
- Accepted to Organizational Behavior Junior Faculty workshop (2018)
- Facilitator for Reviewing in the Rough Professional Development Workshop, Academy of Management Annual Meeting (2018)
- Chair for research paper presentation session, Academy of Management Annual Meeting (2015)

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Management

Society for Industrial and Organizational Psychology

Certified Public Accountant (2000), passed all 4 parts of exam in one sitting

WORK EXPERIENCE

Category Manager, *Starbucks Coffee Company*, Seattle, WA, Jun 2006 – Jul 2010

Led various businesses including the \$3 billion Espresso and \$33 million packaged coffee and tea businesses. Developed promotional programs, created innovation product pipeline and long-term strategy, and evolved brand positioning. Designed and led consumer research.

Brand Manager, *The Procter & Gamble Company*, Cincinnati, OH, Aug 2001-Dec 2005

Led the \$80 million DayQuil brand and created the vision and strategy for the Vicks portfolio of products. Developed and executed marketing plan including brand positioning and strategy, creative development, and consumer testing. Designed and executed \$1 million consumer research plan.

Senior Accountant, C.P.A., *Arthur Andersen LLP*, San Francisco, CA, Sept 1997-Sept 1999

Audited financial processes and statements for consumer products clients.