

Andrew M. Carnes
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Education

- Ph D, West Virginia University, 2015.
Major: Management
Dissertation Title: The Role of Thin Slices of Behavior and Incentive Compensation in Employee Selection Decisions
- MS, West Virginia University, 2011.
Major: Human Resources and Industrial Relations
- BS, Western Carolina University, 2010.
Major: Construction Management
- BSBA, Western Carolina University, 2010.
Major: Business Administration

Academic Positions

Assistant Professor, Western Carolina University. (August 1, 2015 - Present).

RESEARCH

Published Intellectual Contributions

Journal Articles

- Munyon, T. P., Carnes, A. M., L. L., Zettler, I. (2020). All about the Money? A Multi-Level Validation of a Financial Security Measure for Work and Family. *Journal of Occupational Health Psychology, 25*(3), 159-175.
- Carnes, A. M., Creasy, R. T., Johnson, J. N. (2019). Teams Research in Project Management and Organizational Behavior: Leveraging One Discipline to Propel Another. *Journal of Modern Project Management*.
- Carnes, A. M., Knotts, K. G., Munyon, T. P., Heames, J. T., Houghton, J. D. (2019). Think Fast: The Role of Thin Slices of Behavior in Employee Selection Decisions. *International Journal of Selection and Assessment, 27*(4), 357-370.
- Carnes, A. M., Knotts, K. K. (2018). Control and Expectancy: Locus of Control as a Predictor of Psychological Entitlement. *Employee Responsibilities and Rights Journal, 30*(2), 81-97.
<https://www.springer.com/social+sciences/journal/10672>
- Creasy, R. T., Carnes, A. M. (2017). The Effects of Workplace Bullying on Team Learning, Innovation and Project Success as Mediated Through Virtual and Traditional Team Dynamics. *International Journal of Project Management, 35*(6), 964-977.
<https://www.pmi.org/learning/publications/project-management-journal>

Carnes, A. M. (2016). Bringing Work Stress Home: The Impact of Role Conflict and Role Overload on Spousal Marital Satisfaction. *Journal of Occupational and Organizational Psychology*.

Tomlinson, E. C., Carnes, A. M. (2015). When promises are broken: The role of dissonance attributions and constraints in repairing behavioral integrity. *Journal of Occupational and Organizational Psychology*, 88(2), 415-435.
onlinelibrary.wiley.com/doi/10.1111/joop.12087/pdf

Carnes, A. M., Houghton, J. D., Ellison, C. N. (2015). What matters most? The role of personality and implicit leadership theories in leader selection. *Leadership and Organization Development Journal*, 36(4), 360-379.
www.emeraldinsight.com/doi/full/10.1108/LODJ-06-2013-0087

Houghton, J. D., Carnes, A. M., Ellison, C. N. (2014). Cross-cultural examination of self-leadership: Testing for measurement invariance across four cultures. *Journal of Leadership and Organizational Studies*, 21(4), 414-430. jlo.sagepub.com/content/21/4/414

Book Chapters

Munyon, T. P., Jacobs, J. D., Carnes, A. M., Bohle, S. L. (2016). Pay-For-Politics: Considering the Variable Compensation-Organizational Politics Relationship. *Handbook of Organizational Politics* (vol. 2, pp. 115-147). Cheltenham: Edward Elgar.

Submitted Intellectual Contributions

Journal Articles

Sproul, C., Marvel, M., Carnes, A. M. Selling to "The Man": Does government dependence for sales constrain startup performance? *Entrepreneurship Theory and Practice*.

Munyon, T. P., Frieder, R., Carnes, A. M., Bohlander, W., Saturnino, C., Ferris, G. Selling Your Network: How Political Skill and Social Network Quality Impact Sales Performance. *Journal of Personal Selling and Sales Management*.

Munyon, T. P., Carnes, A. M., Dawley, D. D., Griffin, M. Dangerous Politics: Exploring How Perceptions of Organizational Politics Affect Workplace Safety. *Personnel Psychology*.

Presentations Given

DeConinck, J. (Author Only), Carnes, A. M. (Presenter & Author), Society for the Advancement of Management Annual Meeting, "Antecedents and Outcomes of Servant Leadership: Implications for the Salesforce," Society for the Advancement of Management, Virtual. (March 19, 2020 - March 21, 2020).

Creasy, T., Carnes, A. M., Appalachian Research in Business Symposium (ARBS), "Team Fracturing and Project Abandonment: The Results of Workplace Bullying as Mediated Through Organizational Citizenship Behavior," Western Carolina University, Cullowhee, NC, United States. (March 29, 2019).

Creasy, T., Carnes, A. M., Appalachian Research in Business Symposium (ARBS), "Workplace Bullying and Its ill-Effects on Project Outcomes as Mediated Through Affective Commitment," Cullowhee, NC, United States. (March 29, 2019).

- Carnes, A. M. (Author Only), Knotts, K. G. (Presenter & Author), Western Academy of Management, "Think Fast: The Role of Thin Slices of Behavior in Employee Selection Decisions," Western Academy of Management, Rohnert Park, CA. (March 6, 2019 - March 9, 2019).
- Johnson, Carnes, A., WCU Learning Communities Professional Development Day, "Bringing the Hallway to the Screen," Western Carolina University, Cullowhee, United States. (April 2018).
- Creasy, R. T., Carnes, A. M., Appalachian Research in Business Symposium (ARBS), ""Team Fracking" - The Unintended Consequence of Bullying," East Tennessee State University, Johnson City, TN. (March 22, 2018).
- Creasy, R. T., Carnes, A. M., WCU College of Business Brown Bag Research Series, ""Bullying" within Project Teams," WCU College of Business, Cullowhee, NC. (March 14, 2018).
- Johnson, J. N., Carnes, A. M., WCU College of Business Brown Bag Research Series, "Microsoft Teams: The Hub for Teamwork in Office 365," WCU College of Business, Cullowhee, NC. (January 18, 2018).
- Munyon, T. P. (Presenter & Author), Carnes, A. M. (Presenter & Author), Dawley, D. D. (Author Only), 2017 Southern Management Association Annual Meeting, "Dangerous Politics: A multi-level investigation of organizational politics, safety motivation, safety climate, and workplace accidents," Southern Management Association, St Pete Beach, FL. (October 25, 2017 - October 28, 2017).
- Carnes, A. M., WCU College of Business Brown Bag Research Series, "Workplace Politics to Broken Bones to Social Networks: Research Agenda and Current Projects," WCU College of Business, Cullowhee, NC. (September 20, 2017).
- Creasy, R. T. (Author Only), Carnes, A. M. (Presenter & Author), Appalachian Research in Business Symposium (ARBS) - 2017, "The Effects of Workplace Bullying on Team Learning, Innovation and Project Success as Mediated through Virtual and Traditional Team Dynamics," Appalachian State University, College of Business, Boone, NC. (March 30, 2017).
- Houghton, J., Knotts, K., Carnes, A. M., Western Academy of Management Annual Meeting, "The Self-Leadership and Organizational Citizenship Behaviors Relationship: Exploring Mediating Mechanisms and Moderating Effects," Western Academy of Management, Palm Springs, CA. (March 22, 2017 - March 25, 2017).

Professional Memberships

- Academy of Management. (August 15, 2011 - Present).
- Southern Management Association. (August 15, 2011 - Present).