

Curriculum Vitae

Christopher M. Harris, Ph.D.

University of Nebraska-Lincoln
College of Business
Management Department

Education

Ph.D.	University of Texas-Arlington; Arlington, TX Human Resource Management and Organizational Behavior
MBA	University of Nebraska-Omaha; Omaha, NE
BBA	Belmont University; Nashville, TN

Certifications

Senior Professional in Human Resources (SPHR)

Society for Human Resource Management Senior Certified Professional (SHRM-SCP)

Teaching Experience

Graduate

Human Resource Administration
Compensation and Benefits
Staffing
Strategic Human Resource Management
Business Ethics
International Human Resource Management

Undergraduate

Human Resource Management
Employment Staffing
Principles of Management
Organizational Behavior
Research Practicum
Business Communications
Strategic Human Resource Management

Scholarship/Creative Activities

Refereed Publications

Journal Publications

- Harris, C.M & Brown, L.W (forthcoming). Everyone muse help: Performance implications of CEO and top management team human capital and corporate political activity. *Journal of Organizational Effectiveness: People and Performance*.
- Harris, C. M., & Brown, L. W. (2021). Does human capital pay? The influence of leader human capital and employee human capital on leader bonus earnings. *Journal of Organizational Effectiveness: People and Performance*. 8(1) 1-15.
- Harris, C.M., Lavelle, J.J., & McMahan, G.C. (2020). Effects of internal and external sources of justice on turnover intention and organizational citizenship behavior towards clients and work group members. *The International Journal of Human Resource Management*, 31(17), 2141-2164.
- Harris, C.M. & Pattie, M. (2020). Interns' perceptions of HR practices, fit, and intentions to join. *The International Journal of Human Resource Management*, 31(12), 1513-1532.
- Harris, C.M., Wright, P.M., & McMahan, G.C. (2019). The emergence of human capital: Roles of social capital and coordination that drive unit performance. *Human Resource Management Journal*, 29(2), 162-180 .
- Lavelle, J.J., Harris, C.M. Rupp, D.E., Herda, D.N., Young, R.F., Hargrove, M.B., Thornton-Lugo, M.A., & McMahan, G.C. (2018). Multifoci effects of injustice on counterproductive work behaviors and the moderating roles of symbolization and victim sensitivity, 39(8), 1022-1039. *Journal of Organizational Behavior*.
- Harris, C.M. (2018). The influence of family-friendly benefits on human capital and organizational performance, *SAM Advanced Management Journal*, 83(2), 17

- Harris, C.M. & McMahan, G.C. (2017). Human capital, overlapping tenure, and behaviors: A study of unit performance. *Journal of Organizational Psychology*, 17(1), 34-50.
- Harris, C.M. (2016). The influence of star performers on coordination and performance: Does type of star matter? *Review of Contemporary Business Research*, 5(2): 1-8.
- Elorza, U., Harris, C.M., Aritzet, A., & Balluerka, N. (2016). The effect of the actual HR system of practices on employees' discretionary behavior in Spanish firms: A multilevel random coefficient analysis. *Personnel Review*, 45(1): 121-141.
- Harris, C.M. & McMahan, G.C. (2015). The influence of compensation on leader human capital and unit performance. *SAM Advanced Management Journal*, 80(1): 33-40
- Harris, C.M., Pattie, M.W., & McMahan, G.C. (2015). Advancement along a career path: The influence of human capital and performance. *Human Resource Management Journal*, 25(1): 102-115.
- Pandey, A., Harris, C.M., & McMahan, G.C. (2014). Transforming talent into triumph: The mediating role of HR behaviors in the human capital – performance relationship. *International Journal of Management Theory and Practices*, 15(1): 5-26.
- Buiter, J.E.M. & Harris, C.M. (2013). Post-merger influences of human resource practices and organizational leadership on employee perceptions and extra-role behaviors. *SAM Advanced Management Journal*, 78(4): 14-22.
- Harris, C.M. & McMahan, G.C. (2013). Human capital stability: The influence of overlapping tenure on the performance of NCAA football teams. *American Journal of Management*, 13(3): 78-93.
- Harris, C.M., McMahan, G.C., & Wright, P.M. (2012). Talent and time together: The impact of human capital and overlapping tenure on unit performance. *Personnel Review*, 41(4): 408-427.
- Casper, W.J., Harris, C.M., Taylor-Bianco, A., & Wayne, J. (2011). Work-family conflict, supervisor support, and organizational commitment among Brazilian professionals. *Journal of Vocational Behavior*, 79: 640-652.
- Lavelle, J.J., McMahan, G.C., & Harris, C.M. (2009). Fairness in human resource management, social exchange relationships, and citizenship behavior: Testing linkages of the target similarity model among nurses in the United States. *The International Journal of Human Resource Management*, 20(12): 2419-2434.

Casper, W.J. & Harris, C.M. (2008). Work-life benefits and organizational attachment: Self-interest utility and signaling theory models. *Journal of Vocational Behavior*, 72(1): 95-109.

Non-Refereed Publications or Other Creative Achievements

Book Chapters

Harris, C.M. (2016). Human capital. In A. Wilkinson & S. Johnstone (eds.), *Encyclopedia of Human Resource Management*, Edward Elgar. Cheltenham.

McMahan, G.C. & Harris, C.M. (2012). Measuring human capital: A strategic human resource management perspective. In D. Guest, J. Paauwe, & P. Wright (eds.), *Human Resource Management and Performance: Progress and Prospects*, Oxford: Wiley-Blackwell.

Presentations at Professional Meetings

Conference Presentations

Brown, L.W. & Harris, C.M. (2020). Specializing in politics: An analysis of the effects of specialization, social capital, and human capital on corporate lobbying effectiveness. Accepted for presentation at the 2020 Southern Management Association Conference, St. Petersburg, FL.

Harris, C.M., Brown, L.W., & Wright, P.M. (2020). If you spend it, they will come: Recruiting expenses, reputation, and human capital acquisition. Presented at the 2020 Academy of Management Conference, Vancouver, B.C.

Harris, C.M. & Brown, L.W. (2020). Does human capital pay?: The influence of leader human capital and employee human capital on leader bonus earnings. Accepted for presentation at Western Academy of Management Conference, Hawaii.

Harris, C.M. & Brown, L.W. (2019). Strategic human capital and corporate political activity: An analysis of internal and external factors of performance. Presented at the 2019 Midwest Academy of Management Conference, Omaha, NE.

Harris, C.M. (2018). The influence of family-friendly benefits on human capital and organizational performance. Presented at the 2018 Society for the Advancement of Management Conference, Washington D.C.

Harris, C.M. & Nugent, J (2017). A market based assessment of human capital and organization performance: The moderating influences of capital intensity and R&D. Presented at the 2017 Academy of Business Research Conference, New Orleans, LA.

- Harris, C.M. & McMahan, G.C. (2016). Talent Attracts Talent: Effects of Leader Human Capital on Talent Acquisition and Unit Performance. Presented at the 2016 Southern Management Association Conference, Charlotte, NC.
- Harris, C.M. (2016). The influence of star performers on team coordination and performance: Does type of star matter? Presented at the 2016 Society for the Advancement of Management Conference, Washington D.C.
- Brightenburg, M.E., Bell, R.G., & Harris, C.M. (2016). Non-monetary incentives and rewards: A review and Research Agenda. Accepted for presentation at the 2016 Southwest Academy of Management Conference, Oklahoma City, OK.
- Harris, C.M. & McMahan, G.C. (2015). The influence of compensation on leader human capital and unit performance. Presented at the 2015 Society for the Advancement of Management Conference, Las Vegas, NV.
- Harris, C.M. & Pattie, M. (2014). Interns' perceptions of HR practices, fit, and intentions to join. Accepted for Presentation at the 2014 Southern Management Association Conference, Savannah, GA.
- Buiter, J.E.M. & Harris, C.M. (2014). Could human resource practices and organizational leadership be the key to a successful merger? Presented at the 2014 Society for the Advancement of Management Conference, Orlando, FL.
- McIntosh, C., Bell, M., Casper, W.J., Yang, T., & Harris, C.M. (2013). Bilingualism and employment decisions: Do employers prefer Hispanic or non-Hispanic bilinguals? Presented at 2013 Southern Management Association Meeting, New Orleans, LA.
- Harris, C.M. & McMahan, G.C. (2013). Human capital, time together, and behaviors: A study of unit performance. Presented at 2013 MBAA International Conference, Chicago, IL.
- Harris, C.M., McMahan, G.C., & Wright, P.M. (2012). Human capital stability: The influence of overlapping tenure on the performance of NCAA football teams. Presented at 2012 Southern Management Association Meeting, Fort Lauderdale, FL.
- Harris, C.M., Lavelle, J.J., Hargrove, M.B., & McMahan, G.C. (2012). Multifoci effects of unfairness on CWB and the moderating roles of moral identity and narcissism. Presented at the 2012 National Academy of Management Annual Meeting. Boston, MA.
- Harris, C.M. (2011). Star performers and their influence on team functioning and performance. Presented at the 2011 National Academy of Management Annual Meeting. San Antonio, TX.

- Lavelle, J.J., Harris, C.M., & McMahan, G.C. (2011). Patients and workgroups as beneficiaries of organizational citizenship behavior: A multifoci justice and resource depletion perspective. Presented at the 2011 Southern Management Association Annual Meeting, Savannah, GA.
- Casper, W.J., Harris, C.M., & Taylor-Bianco, A. (2011). Work-family conflict, supervisor support, and organizational commitment among Brazilian managers. Presented at the 2011 European Association of Work and Organizational Psychology Annual Conference. Maastricht, Netherlands.
- Pandey, A., McMahan, G.C., Harris, C.M., & Wright, P.M. (2010). Transforming talent into triumph: The mediating role of HR behaviors in the human capital-performance relationship. Presented at the 2010 Southern Management Association Annual Conference. St. Pete Beach, FL. **Best Doctoral Student Paper, Health Care Administration Division.**
- Harris, C.M., McMahan, G.C., & Wright, P.M. (2010). Strategic Human Capital: Relationships among Human Capital, Overlapping Tenure, HR Behaviors, and Performance. Presented at the 2010 Strategic Management Society Annual International Conference. Rome, Italy.
- Harris, C.M., McMahan, G.C., & Lavelle, J.J. (2010). Justice, social exchange and citizenship behaviors: A test of the target similarity model. Presented at the Improving People Performance in Health Care Conference. Dublin City University, Dublin, Ireland.
- Conducting research on HRM and performance in a health care setting: How to apply and measure constructs in the health care context?! (2010). Presented as a Professional Development Workshop at the 2010 National Academy of Management Annual Meeting. Montreal, Canada.
- Harris, C.M., McMahan, G.C., & Wright, P.M. (2009). Strategic management of human resources: Relationships among human capital, social capital, behaviors, and performance. Presented at the 2009 People and Organizations Conference: Understanding Human Capital as a Valuable and Variable Asset. The Wharton School, University of Pennsylvania.
- Harris, C.M., McMahan, G.C., & Wright, P.M. (2009). Strategic human resource management 2.0: Understanding relationships among human capital, social capital, behaviors, and performance. Presented at the 2009 National Academy of Management Annual Meeting. Chicago, IL.
- Lavelle, J.J., McMahan, G.C., & Harris, C.M. (2009). Patients and workgroups as sources of justice and beneficiaries of citizenship behavior. Presented at the 2009 National Academy of Management Annual Meeting. Chicago, IL.

- Pandey, A., McMahan, G.C., Harris, C.M., & Wright, P.M. (2009). Good hospitals prepare for bad things: The role of human capital in hospital disaster preparedness. Presented at the 2009 Southern Management Association Annual Meeting. Asheville, NC.
- Harris, C.M. & McMahan, G.C. (2008). An empirical investigation of human capital and performance: NCAA men's basketball teams. Presented at the 2008 Academy of Management Annual Meeting, Anaheim, CA.
- Lavelle, J.J., McMahan, G.C., Harris, C.M., & Henley, A. (2008). Multifoci justice, social exchange, and citizenship behavior: A target similarity perspective. Presented at the 2008 Academy of Management Annual Meeting, Anaheim, CA.
- Casper, W.J., Harris, C.M., Taylor-Bianco, A., Kwesiga, E. (2008). Supervisor support as a buffer to the work-family conflict-work attitude relationship: A Cross cultural examination of Brazil and the U.S. Presented at the 2008 Academy of Management Annual Meeting, Anaheim, CA.
- Harris, C.M. & McMahan, G.C. (2007). Revisionist approach to strategic human resource management: A people focused perceptives. Presented at the 2007 Academy of Management Annual Meeting, Philadelphia, PA. Human Resource Management Division.
- Roberts, S., Harris, C.M., & McMahan, G.C. (2007). Interorganizational relationships: The effect of entrepreneurial orientation and moderation by environment and organizational structure. Presented at the 2007 Southern Management Association Annual Meeting, Nashville, TN.
- Pattie, M. & Harris, C.M. (2007). The feminization of expatriation: Gender differences in type of assignment, performance, and withdrawal intentions. Presented at 2007 Southern Management Association Annual Meeting, Nashville, TN.
- Harris, C.M. (2006). Interorganizational relationships in response to market uncertainty: A study of the music industry. Presented at the 2006 Academy of Management Annual Meeting. Atlanta, GA.
- Harris, C.M. & Pattie, M. (2006). Impact of organizational image on members' organizational identification. Presented at the 2006 Southern Management Association Annual Meeting, Clearwater Beach, FL.
- Pattie, M., Shumate, K., Harris, C.M., & McMahan, G.C. (2006). The recruiting skepticism scale: The development of a measure. Presented at the 2006 Southern Management Association Annual Meeting, Clearwater Beach, FL.

Honors and Awards

TWU Campus Leader with a Heart Award

University Scholar, University of Texas-Arlington

Graduate Dean Doctoral Fellowship, University of Texas-Arlington

Beta Gamma Sigma Honors Society, University of Texas-Arlington

C.J. & Clara Earle Scholarship, University of Texas-Arlington

Service to the Profession

Board Member (VP of Programs) for North Texas Society for Human Resource Management

Ad Hoc Reviewer: Human Relations

Ad Hoc Reviewer: Human Resource Management

Ad Hoc Reviewer: British Journal of Management

Ad Hoc Reviewer: International Journal of Human Resource Management

Ad Hoc Reviewer: Journal of Organizational Effectiveness: People and Performance

Ad Hoc Reviewer: Personnel Review

Ad Hoc Reviewer: Applied Psychology: An International Review

Reviewer: Academy of Management Conference

Reviewer: Strategic Management Society Conference

Reviewer: Southern Management Association Conference

Chair, 2019. Paper session at Midwest Academy of Management Conference, Omaha, NE

Chair, 2016. Paper session at Society for Advancement Conference, Washington, D.C.

Chair, 2015. Paper session at Society for Advancement Conference, Las Vegas, NV.

Chair, 2008. Session Titled: “ Innovation in Entrepreneurial Firms.” Southern Management Association Annual Meeting, Nashville, TN.

Discussant, 2007. Session Titled: “Individual Differences and Personalized Work Experiences: Stress, Retention, and Empowerment.” Southern Management Association (HR) Annual Meeting, Clearwater Beach, Florida 2006.

Chair, 2006. Session Titled: “The Dynamics of Industry Evolution.” Academy of Management Annual Meeting, Atlanta, GA.