

# Benjamin G. Perkins

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## EDUCATION

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- 2025**      **University of Arizona**  
(Anticipated) **Ph.D.** Management  
**Dissertation:** *From Emerging to Empowered: Understanding the Relationship Between Leader Tenure, Power, and Aggression*  
Proposed: May 15, 2024  
(Chair: Aleksander P. J. Ellis; Committee Members: Nathan P. Podsakoff, Sarah P. Doyle, Paul Melendez)
- 2020**      **Brigham Young University**  
**B.S.** Human Resource Management

## REFEREED PUBLICATIONS

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- Perkins, B. G.**, Podsakoff, N. P., & Welsh, D. T. (2024) Variance in virtue: An integrative review of intraindividual (un)ethical behavior research. *Academy of Management Annals*, 18(1), 210-250.
- Larson, J. D., **Perkins, B. G.**, Ellis, A. P. J., & Chawla, N. (2023). Understanding the role of transformational leadership in mitigating the detrimental effects of nurse compassion provision through a time-lagged field study. *Health Care Management Review*, 48(3), 274-281.

## MANUSCRIPTS UNDER REVIEW

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- Ashouri, N., Cuconato, G., Ehasz, S., Moreno, F., **Perkins, B. G.**, Alley, L., De La Haye, D.C., Feddeck, M., Gupta, A., Hite-Womack, S., May, K., Smith, S. (Revise and resubmit). Experiential learning activity. *Management Teaching Review*.
- Motro, D., **Perkins, B. G.**, & Ellis, A. P. J. (Revise and resubmit). Schadenfreude and unethical behavior. *Journal of Management & Organization*.
- Perkins, B. G.**<sup>†</sup>, Hu, S., Liu, Y., & Qian, C. (Under review) A behavioral perspective on corporate social activities. *Organization Science*.
- <sup>†</sup>All authors contributed equally to the paper.

**Perkins, B. G.,** Ellis, A. P. J., & Mai, K. M. (Under review). Passive leadership and follower CWB. *Journal of Leadership Studies*.

## **MANUSCRIPTS IN PROGRESS**

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Thoroughgood, C. N., Hong, S. H., Sawyer, K. B., & Perkins, B. G. (Analyzing Data & writing). Ethical voice. Target: *Journal of Applied Psychology*.

Podsakoff, N. P., Ganster, M. L., **Perkins, B. G.,** Gabriel K. P. (Collecting data). Validation of experimental manipulations. Target: *Journal of Applied Psychology*.

**Perkins, B. G.,** Ellis, A. P. J., & Bi, K. (Analyzing data). Employee perceptions of CSR. Target: *Journal of Applied Psychology*.

## **CHAired CONFERENCE SESSIONS**

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**Perkins, B. G.,** Podsakoff, N. P. (2022, August) Advances in behavioral ethics: Moral licensing, cleansing, consistency, and transgressions. Symposium at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA.

## **PRESENTATIONS**

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Podsakoff, N. P., Ganster, M. L., **Perkins, B. G.,** & Gabriel, K. P. (2024, August). On the validation of experimental manipulations. Paper presented at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

Motro, D. **Perkins, B. G.,** & Ellis, A. P.J. (2023, August). Responses to observing others caught cheating: The role of schadenfreude. Paper presented in 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA.

**Perkins, B. G.,** Podsakoff, N. P., & Welsh, D. T. (2022, August) Variance in virtue: An intraindividual integrative review of (un)ethical behavior in organizations. Paper presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA.

## **CONSORTIA**

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2023            Management & Organizational Behavior Teaching Society, *Doctoral Institute*

2021            Southern Management Association Annual Meeting, *Early-Stage Doctoral Consortium*

2021            81<sup>st</sup> Annual Meeting of the Academy of Management, *New Doctoral Student Consortium*

## **RESEARCH FUNDING**

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- Perkins, B. G., & Ellis, A. P. J. (2024).** Tenure and leader aggression. *Eller College Small Research Grant*, \$2,000.
- Perkins, B. G., Motro, D., & Ellis, A. P. J. (2023).** Schadenfreude from others getting caught. *Center for Leadership Ethics Grant*, \$1,200.
- Perkins, B. G., Ellis, A. P. J., & Bi, K. (2023).** Corporate social responsibility and employee ideology: Unveiling the CSR divide. *Center for Leadership Ethics Grant*, \$3,300.
- Perkins, B. G., Ellis, A. P. J., & Bi, K. (2023).** Pursuit of the bottom line speaks louder than ethical guidance: How leader hypocrisy impacts employee deviance. *Center for Leadership Ethics Grant*, \$1,500.
- Perkins, B. G., Motro, D., & Ellis, A. P. J. (2021).** Schadenfreude from others getting caught. *Management and Organizations Research Grant*, \$1,000.
- Perkins, B. G., & Ellis, A. P. J. (2021)** Is HR Taking Sides? How Perceptions of Loyalty Impacts Whistleblowing Intentions. *Center for Management Innovations in Healthcare*, \$700.
- Ellis, A. P. J., **Perkins, B. G.**, & Chawla, N. (2020) Slippery Slope or Moral Cleansing? Disentangling the Outcomes of Unethical Behavior. *Eller College Small Research Grant*, \$1,700.
- Perkins, B. G., Ellis, A. P. J., & Chawla, N. (2020)** An Examination of the Effects of Community Support on Healthcare Workers: An Application of Self-Determination Theory. *University of Arizona Graduate and Professional Student Council*, \$1,500.
- Perkins, B. G., Ellis, A. P. J., & Chawla, N. (2020)** An Examination of the Effects of Community Support on Healthcare Workers: An Application of Self-Determination Theory. *Eller College Small Research Grant*, \$1,800.

## **TEACHING**

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- Spring 2024    **Instructor**, UofA Ethical Issues in Business (MGMT 202) – 4.8/5 evaluation scores
- Fall 2023      **Teaching Assistant**, UofA Online MBA Teamwork and Group Processes (MGMT 524)
- Fall 2023      **Teaching Assistant**, UofA Executive MBA Human Resource Management (MGMT 503)
- Fall 2022      **Teaching Assistant**, UofA Executive MBA Human Resource Management (MGMT 503)

- Fall 2021      **Teaching Assistant**, UofA Executive MBA Human Resource Management (MGMT 503)
- Winter 2019   **Teaching Assistant**, BYU Management Communication (MCOM 320)
- Fall 2019      **Teaching Assistant**, BYU MBA Micro/Macro Organizational Behavior (MBA 542)
- Fall 2019      **Teaching Assistant**, BYU Organizational Effectiveness (HRM 401/HRM 391)

### **HONORS AND AWARDS**

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- 2024            Outstanding Doctoral Student Teaching Award, *University of Arizona, Management & Organizations Department*
- 2024            AOM Annual Meeting Best Reviewer Award, *Academy of Management, Organizational Behavior Division*
- 2023            Stephen Robbins Doctoral Fellowship, *University of Arizona, Management & Organizations Department*

### **PROFESSIONAL MEMBERSHIPS**

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- 2019-present   Academy of Management, *Organizational Behavior (OB) & Social Issues in Management (SIM) Divisions*
- 2021-present   Southern Management Association

### **SERVICE**

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- 2023-present    AOM OB Division PhD Student Volunteer; organizer of the Junior Faculty Workshop and Mid-Career Faculty Workshop
- 2022-present    University of Arizona Graduate and Professional Student Council (GPSC) Grant Reviewer
- 2022              Academy of Management New Doctoral Student Consortium Planning Committee Member