

Benjamin G. Perkins

Eller College of Management, University of Arizona
1130 East Helen Street, Tucson, Arizona 85712
bgperkins@arizona.edu | bengperkins.com

EDUCATION

Ph.D. in Management 2025
Eller College of Management, University of Arizona

B.S. in Human Resource Management 2020
Marriott School of Business, Brigham Young University

REFEREED PUBLICATIONS

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. (*Forthcoming*). Picture perfect: A task interdependence and communication experiential activity for teams. *Management Teaching Review*.

Motro, D., **Perkins, B. G.**, & Ellis, A. P. J. (*Forthcoming*). Responses to observing others caught cheating: The role of schadenfreude. *Journal of Management & Organization*.

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.

Featured by Ethics Unwrapped: "Moral Equilibrium: Variance in Virtue."

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

Perkins, B. G., Ellis, A. P. J., & Mai, K. M. (1st round R&R). Passive leadership and follower CWB. *Journal of Leadership Studies*.

Perkins, B. G.[†], Hu, S., Liu, Y., & Qian, C. (Under review). A behavioral perspective on corporate social activities. *Organization Science*.

[†]All authors contributed equally to the paper.

SELECT MANUSCRIPTS IN PROGRESS

Podsakoff, N. P., Ganster, M. L., **Perkins, B. G.**, Gabriel K. P. (Preparing submission).
Validation of experimental manipulations. *Journal of Applied Psychology*.

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

Perkins, B. G., & Ellis, A. P. J. (Research design). Moral self-regulation and social cognition.
Target: *Journal of Applied Psychology*.

Perkins, B. G., & Ellis, A. P. J. (Research design). Targeted moral repair. Target: *Journal of Applied Psychology*.

DISSERTATION

From Emerging to Empowered: Understanding the Relationship Between Leader Tenure, Power, and Aggression

I integrate the literatures on power and leadership to propose how leader role tenure influences leader aggression through feelings of uncertainty, legitimacy, approach orientation. I am currently conducting a multi-wave, multi-source field study, including survey and archival data, with leaders and their subordinates in emergency service agencies.

Proposed: May 15, 2024

Advisor: Aleksander P. J. Ellis

Committee Members: Nathan P. Podsakoff, Sarah P. Doyle, Paul Melendez

PRESENTATIONS

Podsakoff, N. P., Ganster, M. L., **Perkins, B. G.**, & Gabriel, K. P. (2024, August). On the validation of experimental manipulations. Paper will be presented at the 84th 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 at the 83rd 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 82nd Annual Meeting of the Academy of Management, Seattle, WA.

RESEARCH FUNDING

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 EXPERIENCE

Instructor, Management and Organizations, University of Arizona 2024
Ethical Issues in Business, elective course with 33 undergraduates; designed and conducted experiential lectures and activities; received 4.8/5 evaluation scores

Teaching Assistant, Management and Organizations, University of Arizona 2024
Teamwork and Group Processes, online MBA course; led virtual group simulations; graded writing assignments and exams

Teaching Assistant, Management and Organizations, University of Arizona 2023
Human Resource Management, executive MBA course; graded weekly writing assignments and exams

Teaching Assistant, Management and Organizations, University of Arizona 2022
Human Resource Management, executive MBA course; graded weekly writing assignments and exams

Teaching Assistant, Management and Organizations, University of Arizona 2021

Human Resource Management, executive MBA course; graded weekly writing assignments and exams

Teaching Assistant, Romney Institute of Public Service and Ethics, BYU 2019
Management Communication, required undergraduate course; graded assignments and exams; gave 1:1 tutoring to students in need

Teaching Assistant, Management, Brigham Young University 2019
Frameworks for Understanding Organizations, MBA course for Strategic Human Resources graduate students; facilitated class activities

Teaching Assistant, Management, Brigham Young University 2019
Organizational Effectiveness, undergraduate course for Human Resource Management majors; graded writing assignments and exams

SUPERVISORY & MENTORING EXPERIENCE

Mentored undergraduate Psychology student 2024-present
University of Arizona

Supervised undergraduate Psychology student 2023-2024
Directed Research Program, Psychology Department, University of Arizona

Supervised undergraduate Economics student 2023
Experimental data collection in Eller Organizational Behavior Laboratory

Supervised undergraduate Psychology student 2022-2023
Experimental data collection in Eller Organizational Behavior Laboratory

HONORS AND AWARDS

Outstanding Doctoral Student Teaching Award 2024
Awarded to the Ph.D. student with the highest student evaluation scores for teaching in the Management and Organizations Department, University of Arizona

Best Reviewer Award 2024
Awarded to those who received a rating of 4.5/5 for reviewing papers for the Organizational Behavior Division of the Academy of Management

Stephen Robbins Doctoral Fellowship 2023
Awarded annually to two doctoral students for outstanding research-related performance; voted by faculty of the Management & Organizations Department, University of Arizona

ACADEMIC SERVICE

PhD Student Volunteer, Academy of Management OB Division 2023-2024

Organized the Organizational Behavior Division Junior Faculty and Mid-Career Faculty Workshops for the 83rd and 84th Annual Academy of Management Meetings

Grant Reviewer, University of Arizona Graduate and Professional Student Council 2022-present

Symposium Organizer, Academy of Management Annual Meeting 2022
Advances in behavioral ethics: Moral licensing, cleansing, consistency, and transgressions

New Doctoral Student Consortium Organizer, Academy of Management Annual Meeting 2022

CONSORTIA PARTICIPATION

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

Early-Stage Doctoral Consortium Participant, *Southern Management Association* 2021

New Doctoral Student Consortium Participant, *Academy of Management* 2021

PROFESSIONAL MEMBERSHIPS

Academy of Management 2019-present
Organizational Behavior (OB) & Social Issues in Management (SIM) Divisions

Southern Management Association 2021-present

Society of Business Ethics 2022-present