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EDUCATION

Ph.D. 1997	University of Washington Major: Organizational Behavior Minors: Human Resource Management Research Methods Psychology	Seattle, WA
B.A. 1991	Wheaton College Summa Cum Laude Majors: Business/Economics Psychology	Wheaton, IL

ACADEMIC APPOINTMENTS

2006-Present	<u>Professor of Management</u> School of Business and Economics, Seattle Pacific University <i>Undergraduate Classes Taught:</i> Organizational Behavior Human Resource Management Motivation and Leadership University Seminar: Social Influence Spirituality and Business Gender and Leadership <i>Graduate Classes Taught:</i> Leadership in Organizations (previously Managerial Effectiveness) Human Resource Management Organization Development Performance Management Business as Community of Work
2001-2006	<u>Associate Professor of Management</u> School of Business and Economics, Seattle Pacific University, Seattle, WA
1996-2001	<u>Assistant Professor of Management</u> School of Business and Economics, Seattle Pacific University, Seattle, WA
1992-1996	<u>Instructor</u> Department of Management and Organization, School of Business Administration University of Washington, Seattle, WA

ADMINISTRATIVE APPOINTMENTS

2007-Present	<u>Associate Dean for Undergraduate Studies</u> School of Business and Economics, Seattle Pacific University Responsible for setting strategic direction, as well as all aspects of student selection and curricular maintenance for the three undergraduate majors offered within the school (business, accounting, and economics) necessary for maintenance of AACSB accreditation
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PROFESSIONAL AFFILIATIONS

Academy of Management Member
Organizational Behavior Division
Human Resource Division
Management, Spirituality and Religion Interest Group
Society for Industrial and Organizational Psychology Member

HONORS AND AWARDS

- SERVE Grant Recipient, Seattle Pacific University, 2010
- Dean's Award, Seattle Pacific University's School of Business and Economics, 2008-2009
- Scholar of the Year, Seattle Pacific University's School of Business and Economics, 2006-2007
- Joseph C. Hope Professor of Leadership and Ethics, Seattle Pacific University, 2005-2008
- Scholar of the Year, Seattle Pacific University's School of Business and Economics, 2003-2004
- SERVE Grant Recipient, Seattle Pacific University, 2002
- Scholar of the Year, Seattle Pacific University's School of Business and Economics, 2000-2001
- Faculty Research Grant, Seattle Pacific University, 2000-2001
- Beta Gamma Sigma Member (National Honor Society for Business Administration Students)
- Teacher of the Year, Seattle Pacific University's School of Business and Economics, 1997-1998
- Slettedahl Endowed Fellow, University of Washington, 1995-1996
- Edna Benson Endowed Fellow, University of Washington, 1993-1996
- Dean's Achievement Award, University of Washington, 1992
- UW National Scholarship Award, University of Washington, 1991-1992

ACADEMIC PUBLICATIONS

Daniels, D. (forthcoming, 2013). Glass Ceiling. In *Sociology of Work Encyclopedia*. Sage.

Daniels, D., Franz, R., Karns, G., Van Duzer, J., & Wong, K. (2012). Toward a theology of business. In B. C. Okonkwo (ed.) *Finding meaning in business: Theology, ethics, and vocation* (pp. 59-75). New York: Palgrave Macmillan¹.

Daniels, D., Diddams, M. & Van Duzer, J. (2011). A magnetic pull on the internal compass: The moderating effect of response to culture on the relationship between moral identity and ethical sensitivity. *Journal of Religion and Business Ethics*, Vol. 2:2, Article 3.
Available at: <http://via.library.depaul.edu/jrbe/vol2/iss2/3>

Diddams, M. & Daniels, D. (2008). Good work with toil. A paradigm for redeemed work. *Christian Scholar's Review*, 38(1), 61-82.

Balliet, D., Joireman, J., Daniels, D., & George-Falvy, J. (2008). Relations between the Schwartz value system and empathy: A test of the integrated hypothesis. *Individual Differences Research* 6(4-B), 269-279.

Van Duzer, J., Franz, R., Karns, G., Wong, K. & Daniels, D. (2007). It's not your business: A Christian reflection on stewardship and business. *Journal of Management, Spirituality and Religion* 4(1), 99-122.

Joireman, J.A., Kamdar, D., Daniels, D. & Duell, B. (2006). Good citizens to the end? It depends: Empathy and concern with future consequences moderate the impact of a short-term time horizon on OCBs. *Journal of Applied Psychology*, 91(6), 1307-1320.

¹ Incorrectly printed as: Daniels, D., (2012). Toward a theology of business. In B. C. Okonkwo (ed.) *Finding meaning in business: Theology, ethics, and vocation* (pp. 59-75). New York: Palgrave Macmillan

- Joireman, J. A., Daniels, D., George-Falvy, J., & Kamdar, D. (2006). Organizational citizenship behaviors as a function of empathy, consideration of future consequences, and employee time horizon: An initial exploration using an in-basket simulation of OCBs. *Journal of Applied Social Psychology*, Vol. 36(9), p. 2266-2292.
- Daniels, D., Joireman, J., & Kamdar, D. (2005). Organizational citizenship behaviors as social dilemmas: Theoretical and methodological developments. In D. Turnipseed (ed.) *A Handbook on Organizational Citizenship Behavior: A Review of 'Good Soldier' Activity in Organizations*, p. 79-106. Nova Science Publishing.
- Erismann, A., Daniels, D., Wong, K. & Franz, R. (2004). Analyzing and responding to different Christian views of the corporation. *Business and Professional Ethics Journal*, Vol. 23 (4), 93-114.
- Daniels, D., Norman, C.S., & Stewart, I. (2004). A profile of the millennial generation: Implications for teaching and learning in the business classroom. *Journal of the Academy of Business Education*.
- Diddams, M., Surdyk, L., Daniels, D. & Van Duzer, J. (2004). Implications of Biblical Principles of Rhythm and Rest for Organizational Practices. *Christian Scholars Review*, Vol. 33(3), 311-332.
- Diddams, M., Surdyk, L., & Daniels, D. (2004). Rediscovering models of Sabbath keeping: Implications for psychological well-being. *Journal of Psychology and Theology*, Vol. 32(1), 3-11. **[Lead Article]**
- Mitchell, T.R., & Daniels, D. (2003). Observations and commentary on recent research in work motivation. In Porter, L., Bigley, G., and Steers, R. (eds.) *Motivation and Work Behavior*, 7th Edition. New York: McGraw Hill, 26-44.
- Mitchell, T.R. & Daniels, D. (2002). Motivation. In W.C. Borman, D.R. Ilgen, R.J. Klimoski (eds.) *Comprehensive Handbook of Psychology, Volume Twelve: Industrial and Organizational Psychology*. New York: John Wiley.
- Daniels, D. & Crandall, S.R. (2000). The in-basket exercise as an in-class development and assessment tool. *Journal of Business Education*, Vol. 1, 43-57.
- Daniels, D., Franz, R., & Wong, K (2000). A classroom with a worldview: Making spiritual assumptions explicit in management education. *Journal of Management Education*, Vol. 24(5), 540-561. **[Lead Article]**
- Daniels, D. & Wong, K. (1999). Adaptations, exaptations, and spandrels: Science or metaphysics? (A comment on Buss, Haselton, Shackelford, Bleske, and Wakefield's article) *The American Psychologist*, Vol. 54(6), 442-443.
- Gist, M.E., Hopper, H., & Daniels, D. (1998). Behavioral simulation: Application and potential in management research. *Organizational Research Methods*, Vol. 1(3), 251-295. **[Lead Article]**
- Mitchell, T.R., Hopper, H., Daniels, D., George-Falvy, J., & Ferris, G.R. (1998). Power, accountability, and inappropriate actions. *Applied Psychology: An International Review*, Vol. 47(4), 497-517.
- Mitchell, T.R., Daniels, D., Hopper, H., & George-Falvy, J., (1996). Contextual correlates of illegal behavior in organizations. *Journal of Business Ethics*, Vol 15(4), 439-455.
- Mitchell, T.R., Hopper, H., Daniels, D., George-Falvy, J., & James, L.R., (1994). Predicting self-efficacy and performance during skill acquisition. *Journal of Applied Psychology*, Vol. 79(4), 506-517.

OTHER PUBLICATIONS

- Diddams, M. & Daniels, D. (2002). Doing layoffs right. *Washington CEO*, August 2002, p. 12.
- Daniels, D. (2002). Compensation considerations. *Washington CEO*, May 2002, p. 47.
- Heath, P.S., Hopper, H., & Daniels, D. (1995). Using a new product development scenario to study group decision making. In D. Marcic (Ed.) *Organizational Behavior: Experiences and Cases*, 4th Edition. New York, NY: West Publishing.

PRESENTATIONS AND PROCEEDINGS

- Daniels, D., Erisman, A. & Lambie, S. (2011). The Fruit of the Spirit: Application to performance management. Presented at the Academy of Management Annual Meeting, August 12-16, San Antonio, TX.
- Daniels, D., Diddams, M. & Van Duzer, J. (2009). A magnetic pull on the internal compass: The effects of moral self on ethical sensitivity. Presented at the Academy of Management Annual Meeting, August 8-11, Chicago, IL.
- Daniels, D. & George-Falvy, J. (2008). Selection Interview: A skill development activity. Paper presented at the Eastern Academy of Management Meeting. May 14-17, Washington, DC.
- Van Duzer, J. & Daniels, D. (2007). Niebuhrian Types as Predictive of Business Dissonance. Paper presented at the Christian Business Faculty Association annual meeting. October 4-6, Seattle, WA.
- Diddams, M. & Daniels, D. (2006). Redeeming Work: Theology as a Framework for Work Ideology. Paper presented at the Christian Business Faculty Association annual meeting, October 26-28, Dayton, OH.
- Diddams, M. & Daniels, D. (2006). Work with toil: Moving beyond good work to redeemed work. Presented at the Academy of Management Annual Meeting, August 11-16, Atlanta, GA. In K. Mark Weaver (Ed.), *Best Paper Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.
- Daniels, D., Laney, M., & Menjares, P. (2006). Diversity - from multiculturalism to intercultural competencies: A decade of progress in the CCCU. Presented at the 2006 International Forum on Christian Higher Education, March 30-April 1, Dallas, TX.
- Joireman, J., Kamdar, D., Daniels, D., & Duell, B. (2005). The impact of empathy, concern with future consequences, and time horizon on organizational citizenship behaviors. Presented at the Academy of Management Annual Meeting, August 7-10, Honolulu, HI. In K. Mark Weaver (Ed.), *Best Paper Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.
- Joireman, J., Kamdar, D., Daniels, D., & Barbosa-Leiker, C. (2005). Willingness to share knowledge in organizations as a function of empathy, future orientation, time horizon, and social identity: A social dilemma analysis. Paper presented at the 11th International Conference on Social Dilemmas. Krakow, Poland. July 2005.
- Daniels, D., Franz, R., Karns, G., Van Duzer, J. & Wong, K (2004). "The Biblical Purposes of Business." Paper presented at the Business as a Vocation Seminar, August, University of St. Thomas. St. Paul, MN.

- Erismann, A., Daniels, D., Wong, K. & Franz, R. (2004). Analyzing and responding to different Christian views of the corporation. Paper presented at the Faith, Profit and Decision Making conference, sponsored by Wheaton College's Center for Applied Christian Ethics, March 17-19, Wheaton, IL.
- Joireman, J., Kamdar, D., & Daniels, D. (2004). A social dilemma analysis of organizational citizenship behaviors. Poster presented at the 5th Annual Convention of the Society for Personality and Social Psychology. February, 2004, Austin, TX.
- Hess, D. & Daniels, D. (2003). Millennial generation: Teaching implications in finance. Proceedings of the Association of Business Education. September, 2003, San Francisco, CA.
- Van Duzer, J., Franz, R., Karns, G., Dearborn, T., Daniels, D. & Wong, K. (2003). Towards A Statement On The Biblical Purposes Of Business. Fifth International Symposium on Catholic Social Thought and Management Education, July 15-18, 2003, Bilbao, Spain.
- Hess, D. & Daniels, D. (2003). Profile of the Millennial generation: Implications for teaching finance. Proceedings of the American Society of Business and Behavioral Science. February, 2003, Las Vegas, NV.
- Joireman, J., Daniels, D. & George-Falvy, J. (2002). When do social and temporal concerns influence willingness to engage in organizational citizenship behaviors? Academy of Management Annual Meeting, August 11-14, Denver, CO.
- Daniels, D., Strand, C. & Stewart, I. (2002). A Profile of the Millennial Generation: Implications for Teaching and Learning in the Accounting Classroom. American Accounting Association (AAA) Annual Meeting, August 14-17, San Antonio, TX.
- Joireman, J. A., Daniels, D., Apostolou, M., Beeble, M., & Potts, G. (2002). Empathy and the Schwartz value system. Western Psychological Association Conference, 2002, Irvine, CA.
- Diddams, M., Surdyk, L. & Daniels, D. (2001). Rediscovering Models of Sabbath Observance: Implications for Psychological Well-Being. American Psychological Association Annual Meeting, August 24-28, San Francisco, CA.
- Diddams, M., Surdyk, L. & Daniels, D. (2001). "Remember the Sabbath": Implications of Sabbath Principles for Individual and Organizational Outcomes. Academy of Management Annual Meeting, August 5-8, Washington, DC.
- Joireman, J. & Daniels, D. (2001). A social dilemma analysis of Organizational Citizenship Behaviors. Academy of Management Annual Meeting, August 5-8, Washington, DC.
- Joireman, J., Daniels, D., Matuschak, S. & Thompson, K. (2001). Organizational Citizenship Behaviors as Social Fences: The Role of Universal Values, Social Value Orientation, the Consideration of Future Consequences, and Empathy. Social Dilemmas Conference, June 30-July 3, Chicago, IL.
- Daniels, D. & George-Falvy, J. (2000). Repeated Use of Impression Management Tactics: A Lab Experiment. Academy of Management Annual Meeting, August 6-9, Toronto, Ontario.
- Daniels, D., Franz, R., & Wong, K. (2000). Spirituality in Management: A Worldview Framework. Academy of Management Annual Meeting, August 6-9, Toronto, Ontario.
- Daniels, D. & Gustafson, L. (1999). Presentation Across the Curriculum: Integrating Presentations into Management Courses. Organizational Behavior Teaching Conference, June 10-13, Las Cruces, NM.

- Daniels, D. & Franz, R. (1999). Developing and Assessing Service Learning Projects as Pedagogical Tools. Organizational Behavior Teaching Conference, June 10-13, Las Cruces, NM.
- Franz, R. Karns, G. & Daniels, D. (1999). Outcome Assessment for Class-based Service Learning Projects. Pacific Sociological Association, April 15-18, 1999. Portland, OR.
- Daniels, D. & Crandall, S. (1998). A Human Resources In-Basket Task to Assess Student Understanding and Application. Organizational Behavior Teaching Conference, June 9-12, LaVerne, CA.
- George-Falvy, J. & Daniels, D. (1998). Student Learners as Teachers: Using a Workshop Assignment in the Classroom. Organizational Behavior Teaching Conference, June 9-12, LaVerne, CA.
- Daniels, D., & Mitchell, T.R. (1998) Repeated Use of Impression Management Tactics: Do they Lose their Power of Influence over Time? Academy of Management Meeting, San Diego, CA.
- George-Falvy, J., Daniels, D., Hopper, H., & Erez, M. (1996). Influencing group efficacy and group performance: The effects of interpersonal relationship and cognition enhancing interventions. Academy of Management Meeting, Cincinnati, OH.
- Daniels, D., & Mitchell, T.R. (1995). Differential validities of goals, self-efficacy, and expectancies over time. Academy of Management Meeting, Vancouver, B.C.
- Heath, P.S., Hopper, H., & Daniels, D. (1994). Using a new product development scenario to study group decision making. Organizational Behavior Teaching Conference Annual Meeting, Windsor, Canada.
- Gist, M.E., Hopper, H., & Daniels, D. (1994) Behavioral simulation: A method for addressing context in HRM and OB research. *Association of Management Annual Meeting Proceedings*, Dallas, TX.
- George-Falvy, J., Mitchell, T.R., Daniels, D., & Hopper, H., (1993). Effects of training on self-efficacy, expectations, and task performance during skill acquisition. *Academy of Management Meeting Best Paper Proceedings*, Atlanta, GA.
- Hopper, H., Mitchell, T.R., Daniels, D., & George-Falvy, J., (1993). Shifts in attributions as a function of performance and skill acquisition. *Association of Management Meeting Proceedings*, Atlanta, GA.
- Mitchell, T.R., Daniels, D., Hopper, H., & George-Falvy, J., (1993). Ambiguity of expectations, reward contingencies and personal character: Correlates of unethical behavior. *Association of Management Meeting Proceedings*, Atlanta, GA.
- Mitchell, T.R., Hopper, H., Daniels, D., George-Falvy, J., & James, L.R., (1993). Predicting self-efficacy and performance during skill acquisition. Academy of Management Annual Meeting, August, Atlanta, GA.

WORKING PAPERS:

- Bolino, M. & Daniels, D. & Klotz, A.C. A lasting impression? The impact of repeated impression management over time. (Under review at the *Journal of Managerial Psychology*)
- Daniels, D., Erisman, A. & Lambie, S. The Fruit of the Spirit: Application to performance management.

PROFESSIONAL and INSTITUTIONAL SERVICE

2012-2013	<u>Immediate Past-Chair</u> , Seattle Pacific University
2011-2012	<u>Presidential Search Committee, Faculty Representative</u> , Seattle Pacific University
2011-2012	<u>Faculty Chair</u> , Seattle Pacific University
2010-present	<u>Faculty Budget and Stewardship Committee Member</u> , Seattle Pacific University
2010-2011	<u>Faculty Chair-Elect</u> , Seattle Pacific University
2008-2009	<u>Ames Scholar Mentor</u> , Seattle Pacific University
2008-2009	<u>Faculty Status Committee Chair</u> , Seattle Pacific University
2006-present	<u>Teaching Consultant</u> , Center for Scholarship and Faculty Development, Seattle Pacific University
2006-2009	<u>Faculty Status Committee Member</u> , Seattle Pacific University
2003-2004 & 2005-2006	<u>Senior Mentor</u> , Center for Scholarship and Faculty Development, Seattle Pacific University
2007-present & 2003-2004 & 2001-2002	<u>Undergraduate Program Committee Chair</u> , School of Business & Economics, Seattle Pacific University
2004-2005 & 2002-2003	<u>Faith Integration Committee Chair</u> , School of Business & Economics, Seattle Pacific University
2007-present & 2001-2005	<u>Continuous Improvement Steering Committee Member</u> , School of Business & Economics, Seattle Pacific University
1999-2001	<u>School of Business and Economics Representative</u> , Faculty Council, Seattle Pacific University
1999, 2000	<u>Discussant</u> , Academy of Management Annual Meetings
1998-Present	<u>Premiere Advisor</u> , New Student Advising and Registration, Seattle Pacific University
1998-2001	<u>Reviewer</u> , Society for Industrial and Organizational Psychology Annual Meetings
1998	<u>Presenter</u> , School of Business and Economics Teaching Development Workshop, Seattle Pacific University
1997-2001	<u>Faculty Liaison</u> , Associated Undergraduate Students of Business and Economics (AUSBE), Seattle Pacific University
1997-Present	<u>Reviewer</u> , Organizational Behavior Division, Management Spirituality and Religion Division of the Academy of Management Annual Meetings

2005-Present &
1997-1999 Undergraduate Program Committee Member, School of Business and Economics,
Seattle Pacific University

BUSINESS EXPERIENCE and CONSULTING

2000-present Leadership Development, Seattle, WA

Provide executive coaching and development workshops on a variety of organizational topics including leadership, motivation, decision making, team building, workforce management, and managing diversity.

Select Clients: Moss Adams, Clark Nuber, Diamond Parking, Comprehensive Mental Health Center, Group Health Cooperative, Northwest Organization of Nursing Executives, University of Washington, Millennium Resources

1995-2000 Management Consultant, Denise Daniels and Associates, Seattle, WA

Responsibilities: Consulting expertise in the areas of survey planning, research and analysis. Special project analyses including a comparison of customer satisfaction and employee survey results, as well as performance appraisal and exit survey data.

Select Clients: Microsoft, Timberlake Christian Fellowship, Woods Creek Consulting,

1993-1994 Executive and Management Development Group, Microsoft Corporation, Redmond WA

Responsibilities: Designed the 1994 Microsoft employee survey. Helped plan the administration and follow-up strategies for the survey. Developed follow-up materials including a managerial feedback and action-planning guide