

ABHIJEET K. VADERA

Associate Professor of Organisational Behaviour and Human Resources
 Lee Kong Chian School of Business, Singapore Management University
 50 Stamford Road, #05-01, Singapore 178899
abhijeetv@smu.edu.sg

ACADEMIC APPOINTMENTS

Lee Kong Chian School of Business, Singapore Management University

Associate Professor of Organisational Behaviour and Human Resources	2019-Present
Assistant Professor of Organisational Behaviour and Human Resources	2015-2019

Indian School of Business

Assistant Professor in Business	2010-2015
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EDUCATION

University of Illinois, Urbana-Champaign (UIUC)

Ph.D., Business Administration (Organizational Behavior)	May 2010
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Indian School of Business (ISB)

Post-Graduate Programme in Management	April 2003
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VJTI, University of Mumbai

Bachelors of Engineering (Civil)	June 2001
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RESEARCH

Peer Reviewed Articles

Lim, G. J. H. [†], Pitesa M., & Vadera, A. K. 2023. Cheating constraint decisions and discrimination against workers with lower financial standing. *Organizational Behavior and Human Decision Processes*, 174: 104211.

Chen, F. X. [†], Graso, M, Aquino, K., Lin, L., Cheng, J, DeCelles, K & Vadera, A. K. 2022. The vigilante identity in organizations. *Organizational Behavior and Human Decision Processes*, 170: 104136.

Taiyi Yan, T. [†], Tangirala, S., Vadera, A. K., & Ekkirala, S. 2022. How employees learn to speak up from their leaders: Gender congruity effects in the development of voice self-efficacy. *Journal of Applied Psychology*, 107(4): 650-667.

accepted into the Honor Roll of Responsible Research in Business and Management

[†] Denotes PhD Student or Research Assistant at time of project initiation.

Vadera, A.K., & Rao, C. P. † 2021. Competition and cheating: Investigating the role of moral awareness, moral identity, and moral elevation. *Journal of Organizational Behavior*, 42(8): 1060-1081.

Taylor, S. G., Griffith, M. D. †, Vadera, A. K., Folger, R., & Letwin, C. R. † 2019. Breaking the cycle of abusive supervision: How disidentification and moral identity help the trickle-down change course. *Journal of Applied Psychology*, 104(1): 164-182.

Zhu, L., Aquino, K., & Vadera, A. K. 2016. What makes professors credible: The effect of demographic characteristics and ideological beliefs. *Journal of Applied Psychology*, 101(6): 862-880.

Vadera, A. K., & Aguilera, R. V. 2015. The evolution of vocabularies and its relation to investigation of white-collar crimes: An institutional work perspective. *Journal of Business Ethics*, 128(1): 21-38.

Baer, M., Vadera, A. K., Leenders, R., & Oldham, G. 2014. Intergroup competition as a double-edged sword: How sex composition regulates the effects of competition on group creativity. *Organization Science*, 25(3): 892-908.

Vadera, A. K., Pratt, M.G., & Mishra, P. † 2013. Constructive deviance in organizations: Integrating and moving forward. *Journal of Management*, 39(5): 1221-1276.

Vadera, A. K., & Pratt, M. G. 2013. Love, hate, ambivalence, or indifference? A conceptual examination of workplace crimes and organizational identification. *Organization Science*, 24(1): 172-188.

Baer, M., Leenders, R., Oldham, G., & Vadera, A. K. 2010. Win or lose the battle for creativity: The power and perils of intergroup competition. *Academy of Management Journal*, 53(4): 827-845.

Vadera, A. K., Aguilera, R. V., & Caza, B. B. 2009. Making sense of whistle-blowing's antecedents: Learning from research on identity and ethics programs. *Business Ethics Quarterly*, 19(4): 553-586.

Aguilera, R. V., & Vadera, A. K. 2008. The dark side of authority: Antecedents, mechanisms, and outcomes of organizational corruption. *Journal of Business Ethics*, 77(4): 431-449.

Book Chapters and Practitioner-Focused Articles

Taylor, S. G., Folger, R., Vadera, A. K., Griffith, M. D. †, & Letwin, C. R. † 2019. Does having a bad boss make you more likely to be one yourself? *Harvard Business Review*. Available at <https://hbr.org/2019/01/does-having-a-bad-boss-make-you-more-likely-to-be-one-yourself>

Vadera, A. K.[‡], & Pratt, M. G.[‡] 2016. Is it me? Or is it me? The role of coactivated multiple identities and identifications in promoting or discouraging workplace crimes. In D. Palmer, R. Greenwood, & K. Smith-Crowe (Eds.), *Organizational Wrongdoing, Key Perspectives and New Directions*: 337-369. Cambridge, UK: Cambridge University Press.

Vadera, A. K., & Aguilera, R. V. 2009. The role of IHRM in the formulation and implementation of ethics programs in multinational enterprises. In P. Sparrow (Ed.), *Handbook of International Human Resource Management: Integrating People, Process, and Context*: 413-438. New York: Wiley.

Conference Proceedings

Graso, M., Aquino, K., Vadera, A. K., & Lin, L. 2020. Development and validation of the Vigilante Role Identity Scale (VRIS). *Academy of Management Proceedings*.

Vadera, A. K., Tenbrunsel, A. E., & Diekmann, K. 2018. The effect of ethical infrastructure on whistle-blowing intentions and behaviors. *Academy of Management Proceedings*.

Vadera, A. K., Gajendran, R. S., & Kamdar, D. 2017. Do moral employees need moral managers to speak up? *Academy of Management Proceedings*.

Vadera, A.K., Aquino, K., Srivastava, V., & Rao, C. P. 2014. Effect of competition on unethical behaviors. *Academy of Management Proceedings*.

Vadera, A. K. & Kamdar, D. 2014. An elaboration and test of framework of constructive deviance in organizations. *Academy of Management Proceedings*.

Aguilera, R. V., & Vadera, A. K. 2005. A multi-level theory of the abuse of power for private benefit: The case of comparative corporate governance. *Academy of International Business Proceedings*.

Book Reviews

Aguilera, R. V., & Vadera, A. K. 2009. Law & capitalism: What corporate crises reveal about legal systems and economic development around the world, by C. J. Milhaupt and K. Pistor. *Political Science Quarterly*, 124(4): 768-769.

Fellowships, Research Funding, and Grants

- Lee Kong Chian Fellowship, SMU, 2020-2021, 2017-2018
- Singapore Ministry of Education (MOE) Tier 2 Academic Research Fund (AcRF), 2020-2023
- Singapore Ministry of Education (MOE) Tier 1 Academic Research Fund (AcRF), 2016-2018, 2019-2021

[‡] Both authors contributed equally.

- Research Grant, Sponsored Research Projects, Indian Council of Social Science Research, 2014-2016
- Research Grant, Visiting Faculty Endowment Fund, ISB, 2011-2013
- Co-winner, Dissertation Proposal Competition, Ethical Institute for Business Worldwide, University of Notre Dame, 2010
- Runner-up, COLE Dissertation Proposal Competition, Fuqua School of Business, 2009-2010
- Richard D. and Anne Marie Irwin Fellowship, Irwin Foundation, 2009-2010
- Research Grant, Center for Human Resource Management, UIUC, 2009-2010
- Graduate Fellowship, Harry J. Gray Award, Department of Business Administration, UIUC, 2004-2008

Conference Presentations

Tan, N., Vadera, A. K., Morse, L., & Tenbrunsel, A. Moral objection in the Workplace: A review and synthesis with a new paradigm. *Academy of Management Annual Meeting*, 2021.

Vadera, A. K., Tenbrunsel, A. E., & Diekmann, K. A. Why the whistle often remains silent. *Academy of Management Annual Meeting*, 2020.

Graso, M., Aquino, K., Vadera, A. K., & Lin, L. Development and validation of the Vigilante Role Identity Scale (VRIS). *Academy of Management Annual Meeting*, 2020.

Vadera, A. K. How can leaders inspire and enable organizational members to proactively prevent wrong-doing? *6th World Congress on Positive Psychology*, 2019.

Vadera, A. K., Tan, B., & Ferrin, D. Can a mobile ethics app be used to promote ethical employee behavior? Evidence from a field experiment. *Positive Organizational Scholarship (POS) Research Conference*, 2019.

Yan, T., Tangirala, S., & Vadera, A. K. Developing voice efficacy: How gender and voice of the supervisors affects employees' voice. *Academy of Management Annual Meeting*, 2018.

Vadera, A. K. & Aquino, K. Angels or demons?: Sex differences in social undermining as reactions to competition. *European Academy of Management Annual Conference*, 2018.

Vadera, A. K., Mishra, P., & Jin, M. Intergroup competition and employee unethical behaviour: Exploring the role of employee's group identification and group's moral identity. *31st Annual Australian & New Zealand Academy of Management Conference*, 2017.

Vadera, A. K., Gajendran, R., & Kamdar, D. Do moral employees need moral managers to speak up? *Academy of Management Annual Meeting*, 2017.

Lim, J. H., Pitesa, M., & Vadera, A. K. Lower employee socioeconomic status elicits suspicion of unethical behavior at the workplace. *Academy of Management Annual Meeting*, 2017.

Mishra, P., Jin, M., & Vadera, A. K. Intergroup competition and employee unethical behavior: Exploring the role of employee's group identification and group's moral identity, 5th *International Workshop on Insights in Organizational Justice and Behavioral Ethics*, 2017.

Griffith, M. D., Taylor, S. G., Folger, R., Letwin, C. R., & Vadera, A. K. Breaking the cycle of abusive supervision: When the trickle-down peters out or reverses course. *Academy of Management Annual Meeting*, 2016.

Vadera, A. K. "Helping" is not the same as "not harming:" Investigating the decision-making processes for constructive versus destructive behaviors. *Society for Industrial and Organizational Psychology Annual Conference*, 2016.

Vadera, A.K., Aquino, K., Srivastava, V., & Rao, C. P. Effect of competition on unethical behaviors: Investigating the role of moral awareness, moral identity, and moral elevation. *Asian Management Research Consortium*, 2015.

Vadera, A.K., Aquino, K., Srivastava, V., & Rao, C. P. Effect of competition on unethical behaviors. *Academy of Management Annual Meeting*, 2014.

Vadera, A. K. & Kamdar, D. An elaboration and test of framework of constructive deviance in organizations. *Academy of Management Annual Meeting*, 2014.

Vadera, A. K., Tenbrunsel, A. E., & Diekmann, K. A. Why the whistle often remains silent: The role of ethical infrastructure, construal level, and planned behavior on whistle-blowing. *Academy of Management Annual Meeting*, 2014.

Vadera, A. K. & Srivastava, V. Effect of competition on unethical behavior: Investigating the role of moral awareness, moral elevation, and moral identity. *International Society for Justice Research conference*, 2014.

Bednar, M., Vadera, A., & Aguilera, R. Minding the Store: The relationship between formal and social independence of the board of directors and white-collar crime. 4th *Annual Midwest Strategy Meeting*, 2013.

Vadera, A. K., Tenbrunsel, A. E., & Diekmann, K. An investigation of the role of ethical infrastructure in facilitating whistle-blowing intentions and behaviors. *Academy of Management Annual Meeting*, 2012.

Vadera, A. K. Examination of the processes of whistle-blowing: A multiple methods study. Annual Meeting of the *Society for Business Ethics*, 2011.

Baer, M., Vadera, A. K., Oldham, G., & Leenders, R. Peace or war? Intergroup competition and gender composition on group creativity. *European Association of Work and Organizational Psychology conference*, 2011.

Baer, M., Leenders, R., Oldham, G., & Vadera, A. K. The interactive effects of intergroup competition and gender composition on group creativity. *Academy of Management Annual Meeting*, 2010.

Vadera, A. K. Comparing the rational and emotional processes of whistle-blowing on low intensity wrongdoings. *Academy of Management Annual Meeting*, 2009.

Vadera, A. K. “Lumping” positive deviance: Interplay between individual and contextual antecedents. *Academy of Management Annual Meeting*, 2009.

Vadera A. K., & Aguilera, R. V. Language and the institutionalization of practices: Usage of white-collar crime, 1939-2001. *Academy of Management Annual Meeting*, 2008.

Vadera, A. K. Whistle-blowing as positive deviance: A review and research agenda. *Academy of Management Annual Meeting*, 2008.

Baer, M., Oldham, G., Leenders, R., & Vadera, A. K. Win or lose the battle for creativity: The power and perils of intergroup competition. *Academy of Management Annual Meeting*, 2008.

Vadera, A. K., & Pratt, M. G. A conceptual examination of organizational identification and white-collar crime. *Academy of Management Annual Meeting*, 2007.

Vadera, A. K., & Aguilera, R. V. The role of language in institutional change: Usage of white-collar crime, 1939-2002. *Academy of Management Annual Meeting*, 2006.

Vadera, A. K. Weber’s authority and corruption: Antecedents, mechanisms, and consequences. *Academy of Management Annual Meeting*, 2006.

Aguilera, R. V., & Vadera, A. K. A multi-level theory of organizational deviance: Corruption and corporate governance in a comparative perspective. *Annual Meetings of the American Sociological Association*, 2005.

Invited Presentations

- 2019 George Mason University
- 2016 Behavioral Sciences Institute, Singapore Management University
- 2015 University of Cincinnati
- 2014 University of Central Florida
- 2014 Singapore Management University
- 2014 National University of Singapore
- 2011 Deloitte Research unit
- 2008 Ethics and Compliance Officers Association, Sponsoring Partners Forum

TEACHING

Singapore Management University Courses

Ethics and Corporate Responsibility (Undergraduate Core Course)

<i>Term</i>	<i>Section Ratings on 7</i>	<i>Overall Rating on 7</i>
Term 1, 2022-2023	6.90, 6.95	6.93
Term 2, 2021-2022	7.00, 6.97, 6.93, 6.87	6.94
Term 2, 2020-2021	7.00, 6.89	6.95
Term 2, 2019-2020 (Translated to online class from Week 6 due to COVID-19)	6.90, 6.89, 6.97, 6.92	6.93
Term 2, 2018-2019	6.86, 6.85, 6.82, 6.93	6.87
Term 2, 2017-2018	6.74, 6.73, 6.85, 6.77	6.78
Term 1, 2016-2017	6.58, 6.46, 6.72, 6.81	6.65
Term 2, 2015-2016	6.74, 6.64	6.73

Negotiating in Business (MBA Elective Course)

<i>Term</i>	<i>Section Ratings on 7</i>	<i>Overall Rating on 7</i>
Term 3, 2023	6.86, 6.97	6.90
Term 5, 2022	6.57, 6.95	6.68
Term 5, 2021 (Taught online due to COVID-19)	-	6.63
Term 4, 2020 (Taught online due to COVID-19)	-	6.86
Term 4, 2019	-	6.63
Term 4, 2018	-	6.77
Term 3, 2017	-	6.83

Negotiations in an HR Context (MHCL Elective Course)

<i>Term</i>	<i>Overall Rating on 7</i>
Term 3, 2023	6.89
Term 1, 2022	6.93
Term 4, 2021	6.79
Term 4, 2020 (Taught online due to COVID-19)	6.89
Term 4, 2019	6.81

Qualitative Research Methods (PhD Course)

<i>Term</i>	<i>Overall Rating on 7</i>
Term 2, 2021-2022	6.40
Term 2, 2016-2017	7.00

Managing People and Organizations (Blended MIM Course)

<i>Term</i>	<i>Overall Rating on 7</i>
Term 1, 2022	6.48
Term 1, 2021	6.55

Qualitative Research Methods for HR Professionals (MHCL Elective Course)

<i>Term</i>	<i>Overall Rating on 7</i>
Term 5, 2021 (Taught online due to COVID-19)	6.73
Term 5, 2020 (Taught online due to COVID-19)	6.24

Ethics and Corporate Responsibility (MIM Core Course)

<i>Term</i>	<i>Overall Rating on 7</i>
Term 4, 2018	6.62

Negotiation Analysis (MIM Elective Course)

<i>Term</i>	<i>Overall Rating on 7</i>
Term 4, 2016	6.70

Indian School of Business Courses***Ethics and Business Communication (PGPPro Core Course as Visiting Professor)***

<i>Term</i>	<i>Overall Rating on 7</i>
Term 9, 2016	6.63

Negotiation Analysis (PGP Elective Course)

<i>Term</i>	<i>Section Ratings</i>	<i>Overall Rating on 7</i>
Term 4, 2017 (Visiting Professor)	6.64, 6.84, 6.88, 6.60	6.74
Term 5, 2014	-	6.67
Term 5, 2013	6.86, 6.75, 6.71	6.77
Term 5, 2012	6.64, 6.66	6.65
Term 6, 2011	6.60, 6.72	6.66
Term 6, 2010	6.33, 6.28	6.31

Responsible Leadership (PGP Core Course/Workshop)

<i>Term</i>	<i>Overall Rating on 7</i>
Term 3, 2023 (Visiting Professor)	6.74
Term 4, 2014	6.33
Pre-term, 2013	6.15
Pre-term, 2012	6.22

University of Illinois Courses***Individual Behavior in Organizations (Undergraduate Elective Course)***

Term

Fall 2008

Overall Rating on 5

4.80

Management and Organizational Behavior (Undergraduate Core Course)

Term

Summer 2007

Overall Rating on 5

4.80

Others (Including Executive Development)

On Negotiations and Influence

Conducted a two-day workshop with 33 executives at ISB, India, September 2023
Conducted a two-week course with 132 MBA students at BITSOM, India, February 2023
Conducted a two-day workshop with 23 executives at ISB, India, May 2023
Conducted a two-day workshop with 72 executives at ISB, India, February 2023
Conducted a two-week course with 138 MBA students at BITSOM, India, February 2022
Conducted a workshop with 27 participants of iBuildSG, Singapore, April 2021
Conducted a two-day workshop with 25 executives of LTA, Singapore, December 2020
Conducted two sessions with executives of Zuellig Pharma, May-June 2020, March 2022
Conducted workshop with 20 executives of a Singapore-based finance firm, March 2016
Conducted workshop with 66 executives at Altisource, India, Fall 2013
Conducted workshop with 30 executives at Shree Cement Ltd, Winter 2008

On Health, Society, and Ethics

Conducted workshop with 51 healthcare professionals at ISB, Summer 2017

Teaching Cases

Reb, J., Vadera, A. K., & Cheah, S. M. 2020. Carlos Ghosn: The Rise and Fall of An Automobile Legend (A) and (B). Available at <https://cmp.smu.edu.sg/case/4436>

Vadera, A. K., Cheah, S. M., & Rao-Kachroo, M. 2023. A whistleblower's dilemma in the house of Wirecard (A) and (B). Available at <https://cmp.smu.edu.sg/case/5856>

Teaching Awards and Honors

- LKCSB Excellence in Teaching Award, 2022-2023
award given for “consistent excellence in teaching a variety of courses across different programmes over the years”
- Poets & Quants 50 Best Undergraduate Professors, 2022
- LKCSB Dean's Teaching Honour List (Postgraduate Programs), SMU, 2018, 2019, 2020, 2021, 2022
- LKCSB Dean's Teaching Honour List (Undergraduate Programs), SMU, 2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023
- Winner of SMU Masters in Human Capital Leadership Best Instructor Award, 2021-2022

- Winner of SMU undergraduate teaching award (category: Excellent Teacher), 2021
- Nominee for SMU undergraduate teaching award (category: Excellent Teacher), 2018, 2019, 2020
- Most Outstanding SMU MBA Professor, 2018
- Excellence in Teaching award, ISB, 2013-2014
- List of Teachers ranked as Excellent by Students (rated as Outstanding), UIUC, 2007, 2008

PROFESSIONAL SERVICE

Guest Editor, Special Topic Forum

Academy of Management Discoveries, 2021-2023

Editorial Board Member

Journal of Management, 2011-Present

Academy of Management Discoveries, 2020-Present

Organizational Behavior and Human Decision Processes, 2022-Present

Ad-hoc Reviewer

Administrative Science Quarterly, Academy of Management Journal, Organization Science, Journal of Applied Psychology, Journal of Personality and Social Psychology, Business Ethics Quarterly, British Journal of Management, Corporate Governance: An International Review, Journal of Business Ethics, Academy of Management Annual Meeting, Academy of International Business Conference

Conference/Symposium Organizer

Co-organizer for “2nd Interdisciplinary conference on morality and immorality” at Kühne Logistics University, Hamburg, 2019

Symposium entitled ““To deviate or not to deviate: That is the question" Unmasking constructive deviance” at the *Academy of Management Annual Meeting*, 2009

Symposium entitled “Antecedents & consequences of moral transgressions in the workplace: A behavioral ethics perspective” at the *Academy of Management Annual Meeting*, 2007

Symposium entitled “Doing good or doing evil? Deviance and identity in organizations” at the *Academy of Management Annual Meeting*, 2007

Conference Facilitator/Discussant

Facilitator, Professional Development Workshop entitled “The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty” at the *Academy of Management Annual Meeting*, 2016

Discussant, Managerial & Organizational Cognition Discussion Paper Session entitled “Decision-Making and Meaning” at the *Academy of Management* Annual Meeting, 2012

Academy of Management Division Leadership

Elected Officer, Managerial and Organizational Cognition (MOC) Division of the Academy of Management, 2017-2021

- Pre-Conference Program [PDW] Chair, 2017-2018
- Program Chair, 2018-2019
- Division Chair, 2019-2020
- Past Division Chair, 2020-2021

University/School Committees

- SMU OBHR Area Coordinator, 2020-2023
- SMU LKCSB Course Coordinator, Ethics and Corporate Responsibility, 2015-Present
- SMU OBHR Undergraduate Curriculum Review Committee Member, 2019- Present
- SMU LKCSB Subject Pool Coordinator, 2018-2020
- SMU LKCSB LKS Fellowship Coordinator, 2016-2018
- ISB ELP Review committee, 2014-15
- ISB Dean’s Council, 2013-15
- ISB Honor Code Committee, 2011-13, 2013-15
- ISB OB area Recruitment Coordinator, 2013-15
- ISB Institutional Review Board committee, 2011-13
- ISB PGP Academic committee, 2011-13
- Illinois Student Advisory committee, 2006-08