

Jay Thomas (JT) Bates
Rutgers, The State University Of New Jersey
Rutgers Business School
Management and Global Business
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Education

Washington State University, Carson College of Business, Pullman, WA	2019-2024
Ph.D., Organizational Behavior	
Dissertation: Motivations of Unethical Behavior	
Committee: Hana Johnson (Chair), Arvin Sahaym, Jeremy Beus	
Weber State University, Goddard School of Business, Ogden, UT	2017-2018
M.B.A	
Westminster University, School of Health Sciences, Salt Lake City, UT	2013-2017
B.S. Public Health	

Academic Positions

Rutgers, The State University of New Jersey	2024-Present
Assistant Professor of Professional Practice	

Research Interests

Ethics and Morality, Identity, Dark Triad, Research Methods

Awards

Outstanding Student Research Award Winner. Carson College of Business. 2024
Outstanding Student Teaching Award Winner. Carson College of Business. 2023

Publications

Johnson, H. H., Umphress, E., **Bates, J. T.**, Parkinson, S. M., & Sheppard, L. D. (2024).
Does Identification Hurt or Help Under Identity Threat? The Exacerbating Role of
Identity Centrality on Feeling Offended and the Buffering Role of Coworker
Solidarity on Identity-Protection Behaviors. *Academy of Management Journal*.
<https://doi.org/10.5465/amj.2022.0221>

Bates, J., Beus, J. M., & Parkinson, S. (2024). Contextualizing Ethical Climate:
Examining Contextual Moderators of the Connection Between Ethical Climate
Perceptions and Ethical Behavior. *Journal of Business Ethics*.
<https://doi.org/10.1007/s10551-024-05698-9>

Research Under Review

Beus, J., Parkinson, S., **Bates, J.**, Title withheld to maintain blind review. *Under 1st Round Review – Journal of Occupational Psychology*

Johnson, H., Highberger, F.H., **Bates, J.**, Umphress, E. Title withheld to maintain blind review. *Under 1st Round Review – Journal of Vocational Behavior*

Research In Progress

Attenuating the Effects of Narcissism on Unethical Behavior. **Bates, J.**, Johnson, H., Working Paper. Target: Journal of Applied Psychology

The Ethicality of Unethical Pro-Organizational Behaviors. **Bates, J.**, Johnson, H., Sahaym, A. Working Paper. Target: Journal of Applied Psychology

Group Allegiance Versus Societal Norms: Cultural Influences on Unethical Pro-Organizational Behavior. Parkinson, S., **Bates, J.**, Beus, J. Working Paper. Target: Journal of Business Ethics

Qualitative Analysis of Family Businesses. Suddaby, R., Parkinson, S., **Bates, J.**, Beus, J. Currently in writing phase. Target: Academy of Management Journal

Meta-analysis of Organizational Justice. Steel, P., Colquitt, J., Long, D., **Bates, J.**, Parkinson, S... Currently in writing phase. Target: Journal of Applied Psychology

Meta-analysis of Moral Identity. **Bates, J.**, Parkinson, S. Currently in coding phase. Target: Journal of Business Ethics

Meta-analysis of Unethical Behavior. Umphress, E., **Bates, J.**, Parkinson, S. Currently in design phase. Target: Academy of Management Journal

Teaching Experience

Lead Instructor, Washington State University (Scale 1.0-5.0)

B_A 100 – <i>Introduction to Business</i> Fall 2023	Class size: 70
	Sections: 1
	Overall evaluations: 4.7
	College average 4.4
B_A 100 – <i>Introduction to Business</i> Fall 2021	Class size: 60
	Sections: 1
	Overall evaluations: 4.8
	College average 4.4
MGMT 487 – <i>Business Ethics and Corporate Responsibility</i> Summer 2021 Online	Class size: 40
	Sections: 3
	Overall evaluations: 4.6
	College average 4.4
MGMT 483 – <i>Management of Innovation and</i>	Class size: 28

	<i>Change Fall 2022</i>	Sections: 1 Overall evaluations: 4.6 College average 4.4
	MGMT 450 – <i>Personnel and Human Resource Management</i> Summer 2023 Online	Class size: 28 Sections: 2 Overall evaluations: 4.6 College average 4.4
Section	Instructor, Washington State University (Scale 1.0-5.0)	
	B_A 100 – <i>Introduction to Business</i> Summer 2024 Online	Class size: 40 Sections: 2 Overall evaluations: 4.8 College average 4.4
	MGMT 301 – <i>Principals of Management</i> Summer 2022 Online	Class size: 33 Sections: 2 Overall evaluations: 4.8 College average 4.4
	MGMT 301 – <i>Principals of Management</i> Summer 2020 Online	Class size: 40 Sections: 1 Overall evaluations: 4.7 College average 4.3

Conference Presentations

- “Attenuating the Effects of Narcissism on Unethical Behavior” (With Hana Johnson) 2024. Academy of Management.
- “Group Allegiance Versus Societal Norms: Cultural Influences on Unethical Organizational Behavior (With Shaun Parkinson and Jeremy Beus) 2024. Academy of Management.
- “The Moral of the Story: A Meta-Analysis of Ethical Work Climate and Context” (With Jeremy Beus and Shaun Parkinson) 2023. Southern Management Association.
- “Show Them the Money, but Do it Fairly: Exploring the Effects of Pay Inequity in a Team’s Strategic Core” (With Shaun Parkinson and Jeremy Beus) 2022. Academy of Management.
- “The “Haves” and the “Have Nots”” (With Hana Johnson, Fong Keng Highberger, and Elizabeth Umphress) 2021. Academy of Management.
- “When is a Threat More or Less of a Threat? Threat Sensitivity, Withdrawal and Antisocial Behaviors” (With Hana Johnson, Elizabeth Umphress, and Shaun Parkinson) 2021. Academy of Management.
- “Salience of COVID-19 Pandemic Interactive Effect with Social Class and Identity Centrality on COVID-19 Related Workplace Anxiety, Emotional Exhaustion and

Withdrawal” (With Hana Johnson, Fong Keng Highberger, and Elizabeth Umphress) 2020. OB Division COVID-19 Research Plenary at the Academy of Management.

“Disharmony with the Stars: Examining the effects of Inequitable Pay Disparity in a Team’s Strategic Core” (With Jeremy Beus and Shaun Parkinson) 2022. Washington State University Academic Showcase.

“When is a Threat More or Less of a Threat? The Sensitivity of Highly Central Identities to Threat and the Increased Likelihood of Feeling Offended, Identity Protection, Withdrawal, and Antisocial Behaviors” (With Hana Johnson) 2020 and 2021. Washington State University Academic Showcase.

Service

Washington State University Business Plan Competition Timekeeper for Preliminary and Final Rounds 2021, 2022, and 2023

Academy of Management Annual Conference Reviewer 2023 - Current

Southern Management Association Annual Conference Reviewer 2023

References

Hana Johnson (Chair), Assistant Professor of Management

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Jeremy Beus, Associate Professor of Management

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