

David SLUSS

Professor

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Department: Management

Campus de Cergy

DIPLOMAS

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|------|--|
| 2006 | Doctor of Philosophy, Business Administration
(Arizona State University United States of America) |
| 1997 | Master of Organizational Behavior
(Brigham Young University United States of America) |
| 1995 | Bachelor of Science, Psychology
(Virginia Tech United States of America) |

CAREER

FULL-TIME ACADEMIC APPOINTMENTS

- | | |
|-------------------|--|
| 2021 - Now | Professor of Management (ESSEC Business School France) |
| 2006 - 2010-06-14 | Assistant Professor of Management (Darla Moore School of Business,
University of South Carolina United States of America) |
| 2010 - 2013-08-15 | Assistant Professor of Organizational Behavior (Georgia Institute of Technology
United States of America) |
| 2013 - 2021-05-31 | Associate Professor of Organizational Behavior (Georgia Institute of
Technology United States of America) |

OTHER ACADEMIC APPOINTMENTS

- | | |
|-------------------|---|
| 2022 - 2026-08-31 | Holder of the Scale up Chair (ESSEC Business School France) |
| 2022 - 2026-08-31 | Academic director Global MBA (ESSEC Business School France) |

PUBLICATIONS

PRESENTATIONS AT AN ACADEMIC OR PROFESSIONAL CONFERENCE

[GEORGE, M. et SLUSS, D. \(2022\). Oh, I need \(to be\) that!: A model of identity resource creation. Dans: 82nd Annual Meeting of the Academy of Management 2022. Seattle.](#)

JOURNAL ARTICLES

[HEAPHY, E.D., BYRON, K., BALLINGER, G.A., GITTELL, J.H., LEANA, C. et SLUSS, D. \(2018\). Introduction to Special Topic Forum: The Changing Nature of Work Relationships. *Academy of Management Review*, 43\(4\), pp. 558-569.](#)

[SLUSS, D., ASHFORTH, B.E. et GIBSON, K.R. \(2012\). The search for meaning in \(new\) work: Task significance and newcomer plasticity. *Journal of Vocational Behavior*, 81\(2\), pp. 199-208.](#)

[LEAVITT, K. et SLUSS, D. \(2015\). Lying for Who We Are: An Identity-Based Model of Workplace Dishonesty. *Academy of Management Review*, 40\(4\), pp. 587-610.](#)

[SLUSS, D. et THOMPSON, B.S. \(2012\). Socializing the newcomer: The mediating role of leader-member exchange. *Organizational Behavior and Human Decision Processes*, 119\(1\), pp. 114-125.](#)

[SLUSS, D., PLOYHART, R.E., COBB, M.G. et ASHFORTH, B.E. \(2012\). Generalizing Newcomers' Relational and Organizational Identifications: Processes and Prototypicality. *Academy of Management Journal*, 55\(4\), pp. 949-975.](#)

[HARRISON, S.H., SLUSS, D. et ASHFORTH, B.E. \(2011\). Curiosity adapted the cat: The role of trait curiosity in newcomer adaptation. *Journal of Applied Psychology*, 96\(1\), pp. 211-220.](#)

[SLUSS, D. et ASHFORTH, B.E. \(2008\). How Relational and Organizational Identification Converge: Processes and Conditions. *Organization Science*, 19\(6\), pp. 807-823.](#)

[SLUSS, D., KLIMCHAK, M. et HOLMES, J.J. \(2008\). Perceived organizational support as a mediator between relational exchange and organizational identification. *Journal of Vocational Behavior*, 73\(3\), pp. 457-464.](#)

[ASHFORTH, B.E., SLUSS, D. et SAKS, A.M. \(2007\). Socialization tactics, proactive behavior, and newcomer learning: Integrating socialization models. *Journal of Vocational Behavior*, 70\(3\), pp. 447-462.](#)

[KREINER, G.E., ASHFORTH, B.E. et SLUSS, D. \(2006\). Identity Dynamics in Occupational Dirty](#)

[Work: Integrating Social Identity and System Justification Perspectives. *Organization Science*, 17\(5\), pp. 619-636.](#)

[SLUSS, D. et ASHFORTH, B. \(2007\). Relational Identity and Identification: Defining Ourselves Through Work Relationships. *Academy of Management Review*, 32\(1\), pp. 9-32.](#)

[SLUSS, D., COOPER, D., MORRELL, D. et THOMPSON, B. \(2024\). It's not all just tit-for-tat: the impact of relational identification on subordinate's attitudes and interpersonal citizenship behavior. *Journal of Management & Organization*, 30\(5\), pp. 1239-1263.](#)

[ZHONG, Y., SLUSS, D. et BADURA, K.L. \(2024\). Subordinate-to-supervisor relational identification: A meta-analytic review. *Journal of Applied Psychology*, 109\(9\), pp. 1431-1460.](#)

[SLUSS, D. \(2020\). Becoming a More Patient Leader. *Harvard Business Review*.](#)

[SLUSS, D. \(2020\). Stepping into a leadership role? Be ready to tell your story. *Harvard Business Review*.](#)

[SLUSS, D. et POWLEY, E. \(2020\). Build your team's resilience – From home. *Harvard Business Review*.](#)

[STRAUSS, K., MELL, J.N., ANSEEL, F., LOERMANS, A. et SLUSS, D. \(2026\). Complementarity in Future Selves: How Networks of Future-Oriented Cognitive Representations Influence Individuals' Ability to Proactively and Adaptively Manage Their Career. *Organization Science*, 37\(1\), pp. 90-112.](#)

BOOK CHAPTERS

[SLUSS, D. \(2025\). Leading within a scaleup: leadership research and the promise of an agile approach. Dans: Veroniek Collewaert, Justin J.P. Jansen eds. *Handbook of Research on Scaling and High-Growth Firms*. 1st ed. Cheltenham & Massachusetts: Edward Elgar Publishing, pp. 189-203.](#)

RESEARCH ACTIVITIES

Editorial Board Membership

2023 - Now: Journal of Applied Psychology