

David SLUSS

Professor

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ESSEC Business School
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RESEARCH INTERESTS

Entrepreneurship, Leadership, scaling up, Organizational Behavior

EDUCATION

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

EMPLOYMENT

Full-time academic positions

2021 - Present	Professor of Management, ESSEC Business School, France
2013 - 2021	Associate Professor of Organizational Behavior, Georgia Institute of Technology, United States of America
2010 - 2013	Assistant Professor of Organizational Behavior, Georgia Institute of Technology, United States of America
2006 - 2010	Assistant Professor of Management, Darla Moore School of Business, University of South Carolina, United States of America

Other affiliations and appointments

2022 - 2026	Academic director Global MBA, ESSEC Business School, France
2022 - 2026	Holder of the Scale up Chair, ESSEC Business School, France

GRANTS AND HONORS

Awards and Honors

2016	Finalist for 2015 Best Paper Award in Academy of Management Review
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Grants

2005	State Farm Dissertation Grant
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PUBLICATIONS

Journal Articles

STRAUSS, K., MELL, J.N., ANSEEL, F., LOERMANS, A. and SLUSS, D. (2025). Complementarity in Future Selves: How Networks of Future-Oriented Cognitive Representations Influence Individuals' Ability to Proactively and Adaptively Manage Their Career. *Organization Science*, In press.

SLUSS, D., COOPER, D., MORRELL, D. and 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. and 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. and POWLEY, E. (2020). Build your team's resilience – From home. *Harvard Business Review*.

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

LEAVITT, K. and 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., ASHFORTH, B.E. and 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.

SLUSS, D. and THOMPSON, B.S. (2012). Socializing the newcomer: The mediating role of leader-member exchange. *Organizational Behavior and Human Decision Processes*, 119(1), pp. 1-11.

SLUSS, D., PLOYHART, R.E., COBB, M.G. and 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. and 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. and ASHFORTH, B.E. (2008). How Relational and Organizational Identification Converge: Processes and Conditions. *Organization Science*, 19(6), pp. 807-823.

SLUSS, D., KLIMCHAK, M. and 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. and SAKS, A.M. (2007). Socialization tactics, proactive behavior, and newcomer learning: Integrating socialization models. *Journal of Vocational Behavior*, 70(3), pp. 447-462.

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

KREINER, G.E., ASHFORTH, B.E. and SLUSS, D. (2006). Identity Dynamics in Occupational Dirty Work: Integrating Social Identity and System Justification Perspectives. *Organization Science*, 17(5), pp. 619-636.

Book chapters

SLUSS, D. (2025). Leading within a scaleup: leadership research and the promise of an agile approach. In: 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.

Conferences

GEORGE, M. and SLUSS, D. (2022). Oh, I need (to be) that!: A model of identity resource creation. In: 82nd Annual Meeting of the Academy of Management 2022. Seattle.

OTHER RESEARCH ACTIVITIES

Editorial Board Membership

Since 2023 American Psychological Association (APA)