

David SLUSS

Professor

Department: Management

ESSEC Business School

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Country of origin: États-Unis

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

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| 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

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

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| 2005 | State Farm Dissertation Grant |
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Journal Articles

- STRAUSS, K., MELL, J.N., ANSEEL, F., LOERMANS, A. and 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.
- 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.
- 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

SLUSS, D. and NIVA, E. (2025). "It's (not) who I am": How a founder becomes (or doesn't) a CEO. In: 2025 European Scaleup Institute Conference. Rotterdam.

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)