

ARTEMIS BOULAMATSI

Office: 3314 | 2900 Lubbock Ave., Fort Worth, TX 76109 |
work e-mail: a.boulamatsi@tcu.edu | personal email: artemisboulamatsi@gmail.com |
(latest update August 2026)

ACADEMIC WORK EXPERIENCE

Assistant Professor August 2024-current
Department of Management & Leadership
Neeley School of Business
Texas Christian University

Assistant Professor July 2021-August 2024
Department of Management
G. Brint Ryan College of Business
University of North Texas, Denton, TX, USA

Visiting Assistant Professor August 2020-May 2021
Department of Management
Spears School of Business
Oklahoma State University, Stillwater, OK, USA

Postdoctoral Fellow June 2019-August 2020
(Niemi Center-Organizational Leadership Fellow)
The Niemi Center for Economic Growth and Leadership Development
Edwin L. Cox School of Business
Southern Methodist University (SMU), Dallas, TX, USA

EDUCATION

Ph.D. Business Administration May 2019
Specialization: Organizational Behavior and Human Resources
J. Mack Robinson College of Business
Georgia State University, Atlanta, GA, USA

Dissertation Title: Longer-tenured (i.e., veteran) peers' perceptions and reactions to high status and proactive newcomers: The Effects on newcomers' adjustment and veteran peers' outcomes.

Master of Science, Occupational & Organizational Psychology August 2006
School of Psychology
University of Surrey, Guildford, UK

Bachelor of Science, Psychology February 2005
School of Philosophy
University of Athens, Athens, Greece

RESEARCH INTERESTS

Organizational socialization, Social networks, Comparisons

PUBLICATIONS

Boulamatsi, A., Liu, S., Zhou, L., Yin, J., Yao, X., & Guo, R. (2024). Newcomers building social capital by proactive networking: A signaling perspective. *Journal of Applied Psychology*, 109, 1555–1570.

Dimotakis, N., Lambert, L.S., Fu, S., **Boulamatsi, A.**, Smith, T., Runnalls, B., Corner, A., Tepper, B., & Maurer, T. (2023). Gains and Losses: Week-To-Week Changes in Leader–Follower Relationships. *Academy of Management Journal*, 66, 248–275.

Smith, T. ^{*}, **Boulamatsi, A.** ^{*}, Dimotakis, N., Tepper, B., Runnalls, B., & Reina, C. (2022). “How dare you?!”: A self-verification perspective on how performance influences the effects of abusive supervision on job embeddedness and subsequent turnover. *Personnel Psychology*, 75, 645–674.

^{*} equal contribution

Boulamatsi, A., Liu, S., Lambert, L.S., Yao, X., Guo, R., & Yin, J. (2021). How and when are learning-adaptable newcomers innovative? Examining mechanisms and constraints. *Personnel Psychology*, 74, 751–772.

OTHER PUBLICATIONS

Tomprou, M., Bankins, S., & **Boulamatsi, A.**, (in press) Finding your place in a new workspace: Examining employees’ adaptation in physical workspaces. *Australian Journal of Management*.

Conklin, T. & **Boulamatsi, A.** (2020). Decision Making: The Process is the Content in an Experience Based, Autonomy-supportive Classroom. *Decision Sciences Journal of Innovative Education*, 18, 635–658.

Boulamatsi, A., Liu, S., & Yao, X. (2016). Are adaptive newcomers innovative? The role of positive framing & supervisor uncertainty avoidance. (Best Paper Nomination). In John Humphreys (Ed.), Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management. Online ISSN: 2151–6561.

PAPERS UNDER REVIEW

Cole, M.S. & **Boulamatsi, A.** Authentic empowering leadership (*2nd round of revise and resubmit at Journal of Applied Psychology*).

Boulamatsi, A., Syrigos, E., & Dimotakis, N. Newcomers and A.I. (*under 2nd round of revise and resubmit at Journal of Applied Psychology*).

Cole, M.S., Taylor, S.G., Dimotakis, N., **Boulamatsi, A.**, Zhao, X., & Lu X. Mistreatment incongruence (*1st round of revise and resubmit at Journal of Organizational Behavior*)

Cole, M.S. & **Boulamatsi, A.**, Taylor, S.G., Zhao, X. Ethical leadership (*under review at Journal of Applied Psychology*).

Dimotakis, N., Kabra, A., Creed, V., Fu, S., Yoon, S., **Boulamatsi, A.**, Koopman, J., Lambert, L. Review of Polynomial Regression (*under review at Journal of Management*).

WORKING PAPERS

Boulamatsi, A., Allen, D. & Runnalls, B. The effects of veteran peers' gossip on newcomer performance trajectories (*data analyzed; writing manuscript*)

Cole, M.S., Bernerth, J., & **Boulamatsi, A.,** Challenge stress congruence (*data analyzed; writing manuscript*)

Dimotakis, N., **Boulamatsi, A.,** Lambert, L.S., & Kanbach, D. Multiple comparisons (*data analyzed; writing manuscript*)

CONFERENCE PRESENTATIONS

Boulamatsi, A., Allen, D. & Runnalls, B. (2026, August). *A Positive Start with a Negative Trajectory. How and When Longer-tenured Peers' Initial Reactions to Newcomers Affect Newcomer Task Mastery Trajectory and Turnover Intentions.* In Wu, Y. and Liu, S. (co-chairs) New Directions in Understanding Newcomer Adjustment: Exploring Emerging Mechanisms symposium. Symposium paper accepted at the annual meeting of the Academy of Management, Philadelphia, PA.

Wu, Y., Liu, S., & **Boulamatsi, A.** (2026, August). *Newcomer Adjustment in AI-Enabled Gig Work: An Affordance-Actualization Perspective.* In Wu, Y. and Liu, S. (co-chairs) Adjustment Under Complexity: How Contemporary Work Structures Shape Newcomer Experiences symposium. Symposium paper accepted at the annual meeting of the Academy of Management, Philadelphia, PA.

Participation in the research feedback session in the Smith et al. (2026, August) PDW "HR Late-stage Doctoral Consortium." at the annual meeting of the Academy of Management, Philadelphia, PA.

Participation in the research feedback session in the Swider et al. (2025, August) PDW "HR Late-stage Doctoral Consortium." at the annual meeting of the Academy of Management, Copenhagen, Denmark.

Boulamatsi, A., Dimotakis, N., Lambert, L.S., Schuster, A. & Kanbach, D. (2024, August). *Referent Standards: Comparing the Relative Strength of Prestige Comparisons.* In Nannetti, F. and Tomova Shakur, T. (co-chairs) Navigating Social Networks: Network Evolution and Inequality Shaped Over Time symposium. Symposium paper accepted at the annual meeting of the Academy of Management, Chicago, IL.

Boulamatsi, A., Syrigos, E., & Dimotakis, N. (2024, August). *Does Artificial Intelligence (A.I.) Benefit Newcomers' Socialization? An Examination of Temporal and Social Comparisons on Newcomers' Performance Levels and the Use of A.I.* In Liu, S. and Wu, Y. (co-chairs) Navigating New Frontiers: Evolving Dynamics of Newcomer Socialization in the New Age symposium. Symposium paper accepted at the annual meeting of the Academy of Management, Chicago, IL.

Drader, N., Lopez-Kidwell, V., & **Boulamatsi, A.** (2024, August). *Teach a Person to Fish, Feed Them for a Lifetime: Neurodiversity and Newcomer Socialization.* In Millin, A. Neurodiversity in the Limelight: Leadership and Social Insights symposium. Symposium paper accepted at the

annual meeting of the Academy of Management, Chicago, IL.

Boulamatsi, A., Liu, S., Schuster, A. & Kanbach, D. (2024, June). Newcomers' Advice Ties Trajectories. How Advice Centrality in Newcomer Networks Transfers into Veterans' Advice Networks. Paper presented at the Social Network Society conference, London, UK.

Boulamatsi, A., Liu, S., Zhou, L., Yao, X., Yin, J., & Guo, R. (2023, June). Newcomers social network development. Paper presented at the Social Network Society conference, Exeter, UK.

Lopez-Kidwell, V., Drader, N., Kanwal, F., **Boulamatsi, A.**, Cooper, D. & Floyd, T. (2023, June). Instrumental or expressive, bonding or bridging, weak or strong ties? Recommendations for newcomers. Poster paper presented at the Sunbelt Conference, International Network for Social Network Analysis, Portland, OR.

Syrgios, E., & **Boulamatsi, A.**, (2022, September). *New Actors' Learning and Engagement in Digital Platforms*. Proposal presented at the annual meeting of the Strategic Management Society conference, London, UK.

Vaziri, H., **Boulamatsi, A.**, Lopez Kidwell, V., Cooper, D., & Hancock, J. (2022, August). *COVID-19 Pandemic Protocols and the Surfacing of Political Identities at Work*. Paper presented at the annual meeting of Academy of Management, Seattle, WA.

Participation as a round table leader in the Lennard et al. (2021, August) PDW "Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students." at the virtual annual meeting of the Academy of Management.

Boulamatsi, A., Dimotakis, N., Liu, S., & Runnalls, B. (2020, August). *Dim receptions: How newcomers' competence in the eyes of their veteran peers affect socialization*. In Liu, Y. and Wang, Z. (co-chairs) Socialization from Socializing: Interpersonal Influences on Newcomer Socialization symposium. Symposium paper accepted at the virtual annual meeting of the Academy of Management.

Rees, M., Kuenzi, M., & **Boulamatsi, A.** (2020, July). *The Use of Power in Ethical Leadership*. Paper presented at the annual meeting of the International Association for Conflict Management (IACM) Conference.

Hartnell, C.A., **Boulamatsi, A.** et al. (2019, October). *When and how does abusive supervision negatively affect followers' prosocial motivation and its influence on OCB?* Paper presented at the annual meeting of Southern Management Association, Norfolk, VA.

Liu, S., Wu, Y., Yin, J., & **Boulamatsi, A.**, (2019, April). *The Effectiveness of Newcomer Retention Interventions: A Multi-level Meta-Analysis*. In Liu S. and Boulamatsi A (co-chairs) Newcomer Socialization Programs: Cumulative, Experimental, and Longitudinal Evidence symposium. Symposium paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, D.C.

Boulamatsi, A., Hartnell, C.A. et al. (2017, August). *The effects of abusive supervision on team processes, employees' prosocial motivation, and OCB*. In A. Boulamatsi and C. A. Hartnell (co-

chairs) Understanding when and how the dark side of leadership is destructive symposium. Symposium paper presented at the annual meeting of Academy of Management, Atlanta, GA.

Boulamatsi, A., Liu, S., & Yao, X. (2017, April). *Future-oriented newcomers achieve higher advice network centrality via proactive networking*. Poster paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Boulamatsi, A., Liu, S., & Yao, X. (2016, August). *Are adaptive newcomers innovative? The role of positive framing & supervisor uncertainty avoidance*. Paper presented at the annual meeting of Academy of Management, Anaheim, CA.

Hartnell, C.A. & **Boulamatsi, A.** (2016, August). *When do leaders perceive their underlying motives as competing or complementary?* In R.K. Gottfredson and C. A. Hartnell (co-chairs) Exploring the underpinnings of leadership: Moral potency, motives, and leader orientations symposium. Symposium paper presented at the annual meeting of Academy of Management, Anaheim, CA.

Corner, A., **Boulamatsi, A.**, Dimotakis, N., Tepper, B., & Maurer, T. (2016, August). *Leader-Member Exchange (LMX) change*. In N. Wellman and K. Lanaj (co-chairs) The ebbs and flows of leadership: Exploring within-person variation in leader behavior symposium. Symposium paper presented at the annual meeting of Academy of Management, Anaheim, CA.

Boulamatsi, A. & Hartnell, C. A., (2015, August). *When leaders' self-serving motives result in constructive and destructive leadership behaviors*. In A. Boulamatsi and Christine A. Henle (co-chairs) Shedding light on the dark side of leadership symposium. Symposium paper presented at the annual meeting of Academy of Management, Vancouver, BC.

FUNDED RESEARCH GRANT

Jordan, S. (Principal), Vaziri, H. (Co-Principal), Annamalai, D. (Co-Principal), Lopez-Kidwell, V. (Co-Principal), Hancock, J. (Co-Principal), Boulamatsi, A. (Co-Principal), "To mask or not to mask? Examining the daily antecedents and consequences of mask-wearing decisions at work," Sponsored by Division of Research and Innovation, University of North Texas, \$10,000 Funded. (2021 – 2024).

INVITED PRESENTATIONS

University of Birmingham, May 2023

University of North Texas, October 2020

AWARDS, RECOGNITION

2022 Researcher of the Year Award, University of North Texas, Department of Management

2019 Waino W. Suojanen Research Excellence Award, Georgia State University, Department of Managerial Sciences

2018 Georgia State University, Certificate of Recognition for Outstanding Teaching Performance (Spring semester 2018, MGS3400/section 11629)

2016 AOM Annual Meeting, Best Paper Nomination from the OB Division

2015 AOM Annual Meeting, Outstanding Reviewer of the OB Division

PROFESSIONAL SERVICE

Prof. associations

- Academy of Management, Research Methods Div.: Rep-At-Large, 2026-2029

Editorial Board

- Personnel Psychology 7/2025- current
- OBHDP 1/2026-current

Ad Hoc Reviewer

- Academy of Management Journal
- Journal of Management
- Journal of Applied Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Business Research
- Human Relations
- Journal of Strategy and Management
- Australian Journal of Management
- NSF

Conference Reviewer

- Academy of Management Annual Meeting 2015, 2016, 2018, 2022, 2025
- Society for Industrial and Organizational Psychology 2016, 2018, 2020
- Southern Management Association Annual Meeting 2015

TEACHING EXPERIENCE

Texas Christian University

People Analytics (graduate level)

- Fall 2026

Managing People and Human Resources (undergraduate level)

- Fall 2024; Spring 2025; Fall 2025

University of North Texas

Compensation and Motivation Theory (graduate/ MBA level, asynchronous online) (average teaching evaluations 4.65/5.0)

- Summer 2021; Fall 2021; Spring 2022; Fall 2022; Spring 2023; Fall 2023; Spring 2024

People Analytics & Information Systems (undergraduate level) (average teaching evaluations 4.9/5.0)

- Fall 2021; Spring 2022; Fall 2022; Spring 2023; Fall 2023; Spring 2024

Oklahoma State University

Fundamentals of Management (undergraduate level) (average teaching evaluations 4.4/5.0)

- Fall 2020; Spring 2021 (two sections)

Human Resource Management (undergraduate level) (average teaching evaluations 4.2/5.0)

- Fall 2020

Southern Methodist University

Leading Teams and Organizations (graduate/ MBA level, synchronous online half semester) (average teaching evaluations 4.2/5.0)

- Spring 2020 (two sections)

Georgia State University

Managing People in Organizations (undergraduate level) (average teaching evaluations 4.2/5.0)

- Fall 2018; Spring 2018 (two sections); Spring 2017

OTHER WORK EXPERIENCE

Domus S.A. (manufacturer of locks and locking systems)

Athens, Greece

- *Human Resources Manager, January 2010 - June 2014*
- *Human Resources Assistant, July 2008 - December 2009*
- *Project Manager, June 2011 - June 2014*

Zeler & Company, Towers Watson Representatives & Cubiks Distributors

(consulting)

Athens, Greece

- *Junior Organizational Development Consultant, October 2007 - June 2008*

SKILLS

Statistical Software: SPSS, R, Mplus, HLM, Nvivo

Foreign Languages: English, fluent (Cambridge Certificate of Proficiency in English & Michigan Certificate of Proficiency in English), French, conversational (Delf-II), Greek, native speaker

MEMBERSHIPS

Academy of Management, Society for Industrial and Organizational Psychology, Southern Management Association, Consortium for the Advancement of Research Methods and Analysis