

STEFFANIE L. WILK

The Ohio State University
732 Fisher Hall, 2100 Neil Avenue
Columbus, Ohio 43210
(614) 292-0311

EDUCATION

- 1995 Ph.D. in Industrial Relations with an emphasis in Staffing, Training and Development, and Organizational Behavior. University of Minnesota.

 Dissertation: “Cognitive Ability, Person-Job Fit, and Occupational Mobility: A Process Model and Longitudinal Analysis”
- 1989 B.A. in Industrial Relations. Rockhurst College, College of Arts and Sciences. *Magna cum laude*. Dean’s list. Honors Program.

EMPLOYMENT HISTORY

- 2006-present Associate Professor, Management and Human Resources, The Fisher College of Business, The Ohio State University.

 2016-present Associate Dean for Diversity and Inclusion
- 1995-2005 Assistant Professor of Management, The Wharton School of the University of Pennsylvania.
- 1994-1995 Lecturer in Management, The Wharton School of the University of Pennsylvania.

RESEARCH AND PUBLICATIONS

Articles in refereed journals

- [1] Noe, Raymond A. and Steffanie L. Wilk (1993). Investigation of the factors that influence employees' participation in development activities, Journal of Applied Psychology, 78(2), 291-302.
- [2] Sackett, Paul R. and Steffanie L. Wilk (1994). Within-group norming and other forms of score adjustment in pre-employment testing, American Psychologist, 49(11), 929-954.
- [3] Wilk, Steffanie L., Laura Burris Desmarais and Paul R. Sackett (1995). Gravitation to jobs commensurate with ability: Longitudinal and cross-sectional tests, Journal of Applied Psychology, 80(1), 79-85.

- [4] Wilk, Steffanie L. and Paul R. Sackett (1996). Longitudinal analysis of ability-job complexity fit and job change, Personnel Psychology, 49(4), 937-967.
- [5] Wilk, Steffanie L. and Raymond A. Noe (1997). The role of psychological contracts in determining employees' participation in development activities, Training Research Journal, 3, 13-38.
- [6] Wilk, Steffanie L. (1999). A human capital approach to discrimination: Matching workers and jobs, Performance Improvement Quarterly, 12(1), 52-58.
- [7] Wilk, Steffanie L. and Peter Cappelli (2003). Understanding the determinants of employee selection. Personnel Psychology, 103-124.
- [8] Wilk, Steffanie L. and Lisa Moynihan. (2005). Display rule “regulators”: The relationship between supervisors and worker emotional exhaustion, Journal of Applied Psychology, 90(5), 917-927.
- [9] Dokko, Gina, Steffanie L. Wilk and Nancy P. Rothbard. (2009). Unpacking prior experience: How career history affects job performance. Organization Science, 20, 51-68. (published online before print in Articles in Advance in June 20, 2008)
- [10] Rothbard, Nancy P. and Steffanie L. Wilk. (2011). Waking up on the right or wrong side of the bed: Start-of-workday mood, work events, employee affect, and performance. Academy of Management Journal, 54(5), 959-980.
- [11] Lount, Robert and Steffanie L. Wilk. (2014). Working harder or hardly working? Posting performance eliminates social loafing and promotes social laboring in workgroups. Management Science, 60(5), 1098-1106.
- [12] Wilk, Steffanie L. and Erin Coyne Makarius. (2015). Choosing the company you keep: Racial relational demography outside and inside of work. Organization Science, 26(5): 1316-1331.
- [13] Doyle, Sarah, Robert B. Lount, Steffanie L. Wilk, and Nathan Pettit. (2016). Helping Others Most When They’re Not Too Close: Status Distance as a Determinant of Interpersonal Helping in Organizations. Academy of Management Discoveries, 2:155-174; doi:10.5465/amd.2014.0104
- [14] Ramarajan, Lakshmi, Nancy P. Rothbard, and Steffanie L. Wilk. (2017) Discordant vs. Harmonious Selves: The Effects of Identity Conflict and Enhancement on Sales Performance in Employee-Customer Interactions. Academy of Management Journal, 60(6): 2208-2238.

Book Chapters

- [15] Noe, Raymond A., Steffanie L. Wilk, Ellen J. Mullen and James E. Wanek (1996). “Employee development: Issues in Construct Definition and Investigation of Antecedents,” in J.K. Ford and Associates (eds.) Improving Training Effectiveness in Work Organizations, New Jersey: Lawrence Erlbaum Associates Inc., 153-188.
- [16] Batt, Rosemary, Larry W. Hunter and Steffanie L. Wilk (2003). “How and When Does Management Matter? Job Quality and Career Opportunities for Call Center Workers.” In E. Appelbaum, A. Bernhardt, and R. J. Murnane (eds.) Low-Wage America: How Employers are Reshaping Opportunity in the Workplace, New York: Russell Sage Foundation, 270-316.
- [17] Wilk, Steffanie L. (2006). Gravitational Hypothesis. In Rogelberg, S. G. (Ed.). *SAGE Encyclopedia of industrial and organizational psychology*. Thousand Oaks, CA: Sage publications.
- [18] Wilk, Steffanie L. (2007). “In the Pursuit of Quality and Quantity: The Competing Demands in Call Centers.” In P. Cappelli (ed.) *Strategic Employment Relationships*, London: Cambridge University Series.
- [19] Makarius, Erin & Wilk, Steffanie L. (2016). Big Fish in Little Ponds. In Craig E. Carroll’s (ed). *SAGE Encyclopedia of Corporate Reputation*. Thousand Oaks, CA: Sage Publications.

Articles under review

- [20] Wilk, Steffanie L., Gina Dokko, and Erin Coyne Makarius. Bounced Back or Held Back: Differences in Perceived Skills of Men and Women after Joblessness. *Under review, Organization Science*.

Working Papers

- [21] Lebel, R. David, Katherine Klein, Nancy P. Rothbard, Steffanie L. Wilk, and Gina Dokko. The Way You Do the Things You Do: How Conscientiousness and Extraversion Shape the Evaluative Consequences of Individual Innovation.
- [22] Makarius, Erin Coyne, Nancy P. Rothbard, Steffanie L. Wilk. Building Bridges: Boundary Management Preferences, Social Networks, and Performance.
- [23] Makarius, Erin Coyne and Steffanie L. Wilk. Big Fish in Little Ponds: A Multilevel Approach to Reputation in Organizations. [Published in Proceedings: Makarius, E. E., & Wilk, S. L. (2013, January). Big Fish in Little Ponds: A Multilevel Approach to Reputation in Organizations. In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 12694). Academy of Management.]

- [24] Tarr Knecht, Emily, Steffanie L. Wilk, R. David Lebel, and Nancy P. Rothbard. Supervisor Trust and the Interplay between Self and Other-Oriented Proactive Behaviors.

Case studies and reports

- [25] Wilk, Steffanie L. and Raymond A. Noe (2002). HRM Practices' impact on firm performance: Examination of levels and alternative fit perspectives.

Work in progress

- [26] Wilk, Steffanie L. and Nancy P. Rothbard. Emotional dissonance, burnout, and job performance: An experience-sampling study of call center workers.
- [27] Rungtusanathan, Manus, Peter Ward, and Steffanie L. Wilk. Lean implementation in middle market firms and employee attitudinal and behavioral effects.
- [28] Wilk, Steffanie L., Tepper, Bennett Filling big shoes: Leadership transitions in groups.
- [29] Wilk, Steffanie L., Erin Coyne Makarius, Shu-tsen Kuo. Is it you or me? Stress networks in organizations.

Invited presentations

- 1991 "Investigation of the factors that influence employees' participation in development activities." (with R. Noe) Sixth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
- 1992 "The role of psychological contracts in determining employees' participation in development activities." (with R. Noe) Academy of Management Meetings, Las Vegas, Nevada.
- 1993 "Gravitation to jobs commensurate with ability: Longitudinal and cross-sectional tests." (with L. Desmarais and P. Sackett) Eighth Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.
- 1994 "Can do, will do, have to: The effects of ability, motivation and obligation on participation in development activities." (with R. Noe and J. Gorski) Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, Tennessee.
- "The role of ability in occupational movement: A reexamination of the gravitational hypothesis." Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, Tennessee.
- "Cognitive ability, person-job fit, and occupational mobility: A process model and longitudinal analysis" Wharton School, University of Pennsylvania

- “Cognitive ability, person-job fit, and occupational mobility: A process model and longitudinal analysis” Cornell University.
- “Cognitive ability, person-job fit, and occupational mobility: A process model and longitudinal analysis” University of Portland.
- 1995 "Ability-job complexity fit and job change: A longitudinal analysis." Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- 1996 “What happens after mis-fit?: The impact of unemployment on person-job fit.” Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- “Training Practices’ Impact on Firm Performance: A View from the HRM System” (with R. Noe) Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- 1997 “High Skill/High Involvement Workplaces, Selection and Organizational Performance” (with P. Cappelli) Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
- “Ability-job complexity fit and job change: Where do we go from here?” (Invited Award Presentation) Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
- 1998 “Should I stay or should I go? Occupational matching and internal and external mobility.” (with E. Craig) Academy of Management Meetings, San Diego, California.
- 1999 “Executive careers and executive mobility: A global comparison.” (with E. Craig) ESSEC and International Herald Tribune Conference, Paris, France.
- 2000 “The quality of jobs and mobility opportunities for customer service and sales workers” (with R. Batt and L. Hunter) Industrial Relations Research Association Meetings, Boston, Massachusetts.
- 2001 “The Changing Nature of Low-Skill Work: Evidence from Field Research” (with R. Batt and L. Hunter) Industrial Relations Research Association Meetings, New Orleans, Louisiana.
- “The Changing Nature of Low-Skill Work: Evidence from Field Research” (with R. Batt and L. Hunter) Rockefeller Foundations, Future of Work Program, New York City, New York.
- 2002 “The role of training and skills on mobility in call centers.” (with L. Hunter, and R. Batt) Academy of Management Meetings, Washington, D.C..

- “Moving up from the bottom: Individual and structural determinants of intraorganizational mobility.” University of Minnesota’s Industrial Relations Center.
- “Moving up from the bottom: Individual and structural determinants of intraorganizational mobility.” Organizational Behavior Mini-Conference, Wharton School.
- 2003 “Emotional labor demands, identity, and performance in call centers.” (with L. Moynihan) Society for Industrial and Organizational Psychology, Orlando, Florida.
- 2004 “An organizational-level study of recruiting sources and selection practices: Implications for worker quality, turnover, and diversity.” Society for Industrial and Organizational Psychology, Chicago, IL.
- “Spillover and Contagion: Mood, Worker Performance, and Burnout.” (with N. Rothbard) Academy of Management Meetings, New Orleans, LA, 2004.
- 2005 “Display rule ‘regulators’: The relationship between supervisors and worker emotional exhaustion.” (with L. Moynihan) Fisher College of Business, The Ohio State University.
- “Display rule ‘regulators’: The relationship between supervisors and worker emotional exhaustion.” (with L. Moynihan) Boston University.
- “Display rule ‘regulators’: The relationship between supervisors and worker emotional exhaustion.” (with L. Moynihan) Stern School, New York University.
- 2006 “Emotional dissonance, burnout, and job performance: An experience-sampling study of call center workers.” (with N. Rothbard) Society for Industrial and Organizational Psychology, Houston, TX.
- “Scars or Blemishes? How Unemployment Spells Affect Worker Mobility” Academy of Management Meetings, Atlanta, GA.
- “Is Prior Experience Always Beneficial? How Career History Affects Skill and Performance” Academy of Management Meetings, Atlanta, GA.
- Best Career Division Symposium, AOM, 2006.
- 2007 “Employee Engagement: New Research Findings, Directions, and Questions.” (with N. Rothbard) Society for Industrial and Organizational Psychology, New York City, NY.
- “Unpacking Prior Experience: How Career History Affects Job Performance.” (with G. Dokko and N. Rothbard) Academy of Management Meetings, Philadelphia, PA.

- “The Role of Personality on Interpersonal Skills, Loyalty, and Performance of Call Center Workers” (with L. Moynihan) Academy of Management Meetings, Philadelphia, PA.
- 2009 “Exploring the relationship between work-life preferences and social networks” (with E. Coyne and N. Rothbard) Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- “Speaking Up or Shutting Up: Exploring New Directions in Research on Voice and Silence” (with D. Lebel, K. Klein, and N. Rothbard) Academy of Management Meetings, Chicago, IL.
- 2010 “The enriching effects of preferences for integration versus segmentation: The role of social networks.” (with E. Coyne and N. Rothbard) Academy of Management Meetings, Montreal, Canada.
- “External Network Relational Diversity and Work Outcomes.” (with E. Makarius) Academy of Management Meetings, Montreal, Canada.
- 2011 “Big Fish in Little Ponds: A Multilevel Approach to Reputation.” (with E. Makarius) Society for Industrial and Organizational Psychology, Chicago, Illinois.
- “Working harder or hardly working? Motivation gains and losses in organizational workgroups.” (with R. Lount) Academy of Management Meetings, San Antonio, Texas.
- 2013 “Big Fish in Little Ponds: A Multilevel Approach to Reputation in Organizations.” (with E. Makarius) Academy of Management Meetings, Orlando, Florida.
- Career Best Paper Award Finalist
- “The influence of status differences on helping in organizational teams.” (with S. Doyle and R. Lount) Academy of Management Meetings, Orlando, Florida.
- “Choosing the company you keep: Racial relational demography outside and inside of work.” (with E. Makarius) Glenn Colloquium Series, The Ohio State University.
- “Big Fish in Little Ponds: A Multilevel Approach to Reputation in Organizations.” (with E. Makarius) People in Organizations Conference, Wharton School of Business, University of Pennsylvania.
- 2014 “Helping Others Most When They’re Not Too Close: Status Distance as a Determinant of Interpersonal Helping in Organizations.” (with S. Doyle, R. Lount, and N. Pettit) InGroup Meeting, Raleigh, North Carolina.
- Best Student Paper Award Winner

“Does Unemployment Scar or Blemish? Gender Differences in Perceptions of Capability and Mobility after Re-employment” (with G. Dokko and E. Makarius) Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

“Supervisor Trust and the Interplay between Self and Other-Oriented Proactive Behaviors.” (with E. Tarr, RD Lebel, and N. Rothbard) Academy of Management Meetings, Philadelphia, Pennsylvania.

2015 “Discordant and Harmonious Selves: Do identity conflict and enhancement help or harm perspective taking, interpersonal problem solving, and work performance?.” (with L. Ramarajan and N. Rothbard) Academy of Management Meetings, Vancouver, Canada.

“Does Unemployment Scar or Blemish? Gender Differences in Perceptions of Capability and Mobility after Re-employment” (with G. Dokko and E. Makarius) Bowling Green State University, Psychology Department.

2016 “Identity Co-Occurrence, Multiple Group Membership, and Status” (with L. Ramarajan and N. Rothbard) Academy of Management Meetings, Anaheim, California.

“In The Eye Of The Beholder: The Relationship Between Employee And Supervisor Perceptions Of Engagement And Their Effect On Performance” (with N. Rothbard) Academy of Management Meetings, Anaheim, California.

“Bounced Back or Held Back: Differences in the Perceived Skills of Men and Women after Joblessness” (with G. Dokko and E. Makarius) Academy of Management Meetings, Anaheim, California.

2017 “Contrast and Assimilation: Reputational Drivers of Creativity and Teamwork” (with E. Makarius) Academy of Management Meetings, Atlanta, Georgia.

Research interests

Relationship between job mobility and selection practices; intra-organizational mobility; emotional labor and emotional contagion effects on workers.

Service to Journals:

Senior Editor

Organization Science

Editorial Review Boards

Journal of Applied Psychology

Academy of Management Journal

Organization Science

Journal of Organizational Behavior

Ad Hoc Reviewer

Academy of Management Review

American Sociological Review

Human Performance

Personnel Psychology

Organization Science

Organizational Behavior and Human Decision Processes

Organizational Research Methods

Administrative Science Quarterly

Other Reviewing

Academy of Management Meetings: Human Resource Management Division, Organizational Behavior Division, Careers Division

Society of Industrial and Organizational Psychology Meetings

TEACHING

Courses developed

- 1995 Psychological and Sociological Foundations of Management (MGMT 933) – doctoral seminar.
- 1998 Strategic Management of Human Assets. MBA and MHR elective.
- 2013 Paper Writing for Management Scholars. Doctoral seminar.

Courses taught

- 1990-1991 Introduction to Human Resources and Industrial Relations (IR 3002); Carlson School of Management, University of Minnesota.
- 1995-1997 Psychological and Sociological Foundations of Management (MGMT 933) – doctoral seminar taught with Professor John Kimberly. Wharton School of the University of Pennsylvania.
- 1995-2005 Organizational Behavior in Management (MGMT 238). Wharton School of the University of Pennsylvania.
- 1998-2005 Strategic Management of Human Assets (MGMT 751/244) – MBA elective. Wharton School of the University of Pennsylvania.
Awarded Excellence in Teaching Award for MBA Teaching, 2003

- 2006-present Honors Organizational Behavior (BUSMHR 701H). Fisher College of Business, The Ohio State University.
Awarded Excellence in Teaching Award for Undergraduate Teaching, 2010
- 2006-present Strategic Management of Human Assets (MHR 894.78) – MBA elective. Fisher College of Business, The Ohio State University.
Awarded Excellence in Teaching Award for MBA Teaching, 2008
Awarded Excellence in Teaching Award for MHRM Teaching, 2014
- 2006-present Personnel and Strategic Human Resource Management (MHR 769) – undergraduate elective. Fisher College of Business, The Ohio State University.
- 2007-present Advanced Topics in Organizational Behavior, PhD Seminar. Fisher College of Business, The Ohio State University.
- 2013-present Paper Writing for Management Scholars, PhD Seminar. Fisher College of Business, The Ohio State University.

Teaching interests

Organizational behavior, strategic human resource management, change management, teams and group process.

Doctoral dissertation committees

- 1996 Elizabeth Scott, Management Department, Wharton School.
Currently Associate Professor, Eastern Connecticut State University
Department of Business Administration
- 1999 Sherry Bushnell Thatcher, Management Department, Wharton School
Currently Associate Professor, University of Kentucky-Louisville.
- 2000 Elizabeth Craig, Management Department, Wharton School.
Currently Research Fellow at Accenture Institute for High Performance Business
- 2003 Alexandra Michel, Management Department, Wharton School.
Currently Assistant Professor, University of Southern California Marshall School of Business
- 2004 Gina Dokko, Management Department, Wharton School
Currently Assistant Professor, University of California, Davis.
- 2007 Chad Brinsfield, Management and Human Resources Department, The Ohio State University. Currently Assistant Professor, University of St. Thomas.

- 2010 Erin Coyne Makarius, Management and Human Resources Department, The Ohio State University. Currently Assistant Professor, University of Akron.
- 2011 Ali Dachner, Management and Human Resources Department, The Ohio State University.
- 2013 Emily Knecht Tarr, Management and Human Resources Department, The Ohio State University.
- 2013 Christina Monahan, Management and Human Resources Department, The Ohio State University.
- 2017 Sarah Doyle, Management and Human Resources Department, The Ohio State University.

Undergraduate and graduate advising

- 1996 Jeanne DiFrancesco, Wharton Executive MBA, Independent Study.
- 1999 Rachael Elwork, University of Pennsylvania, Psychology Undergraduate, Independent Study.
- 2007 Erin Coyne, Fisher College of Business at The Ohio State University, PhD student. Major advisor.

Robert Arbogast, Fisher College of Business at The Ohio State University, Honors Thesis. Major advisor.
- 2010 Cristiano Guarana, Fisher College of Business at The Ohio State University, MLHR Thesis. Committee Member.
- 2011 Claire Murnane and Nancy Dadas, Fisher College of Business at The Ohio State University, MBA Independent Study. Faculty advisor.

PROFESSIONAL ACTIVITIES

University-related activities

- 1994-1996 Board of Senior Scholars, National Center on the Educational Quality of the Workforce
- 1995 Ph.D. Admission Committee, Management Department
- 1995 Co-coordinator, Micro Organizational Behavior Mini-Conference
- 1996 Invited Speaker, “Handling Social Situations in Academic Interviews,” Career Planning and Placement Services

1996-1998 Recruiting Committee, Human Resources Group, Management Department

1996-2000 Diversity Analysis Research Team (DART), in conjunction with the SEI Center and Pitney Bowes

1997 Ph.D. Admission Committee, Management Department

1997 Panel Moderator, Conference on Selecting Corporate Leaders for the Next Century, Center for Human Resources, Management Department

1997-1999 Executive Committee Member, Management Department

1998 Coordinator, Micro/Meso Colloquium Series, Management Department

1998-2000 Coordinator, Ph.D Colloquium Series, Management Department

1999-2000 Undergraduate Curriculum Committee

1999-2001 Ph.D. Admission Committee, Management Department

1999-2001 Steering Committee for Management 100 Course, Management Department

1999-2012 Senior Fellow, Financial Institutions Center, The Wharton School of the University of Pennsylvania

2000 Recruiting Committee, Human Resources Group, Management Department

2000-2001 Executive Committee Member, Management Department

2002 Recruiting Committee, Human Resources Group, Management Department

2002 Junior Faculty Development Committee, Management Department

2003-2004 Co-coordinator, Micro Organizational Behavior Mini-Conference

2004 Recruiting Committee, Human Resources Group, Management Department

2004 Organizer, Conference on Emotions and Call Center Workers, Financial Institutions Center

2006 Grade Grievance Committee, Management and Human Resources Department, The Ohio State University

2006 Undergraduate Curriculum Committee, The Fisher College of Business, The Ohio State University

2006 Practice Professor Subcommittee, Management and Human Resources Department, The Ohio State University

- 2006, 2007 Recruiting Committee, OB Search, MHR Department, The Fisher College of Business, The Ohio State University
- 2009 Faculty Advisor for SROP, Summer Research Opportunities Program for minority students interested in graduate work (advisee: Brandon Crosby)
- 2010, 2011 Recruiting Committee, OB Search, MHR Department, The Fisher College of Business, The Ohio State University
- 2006-2012 Ph.D. Coordinator, MHR Department, The Fisher College of Business, The Ohio State University
- 2006-2012 PhD Admissions Committee, The Fisher College of Business, The Ohio State University
- 2007 Ph.D. Examination Committee, The Fisher College of Business, The Ohio State University, Erin Coyne and Joseph Cooper
- 2007-2011 Hayes Forum, Abstract and Presentation Judge, The Fisher College of Business, The Ohio State University
- 2007 Graduate School Representative for PhD in Education School, Evan Straub
- 2008-present MHR PhD student recruiting Committee. Member.
- 2008-present Denman Undergraduate Research Forum. Judge.
- 2011 Graduate School Representative for PhD in Agricultural School, Paula Cordero-Salas
- 2011 Faculty Representative on Executive Committee, Fisher College of Business, Elected Position.
- 2011 Faculty Appeals and Investigations Committee, Fisher College of Business.
- 2011 Branding Advisory Group (BAG), Fisher College of Business.
- 2011-2013 Initiative for Managing Services. Academic Advisor.
- 2012-present MBA Program Committee. Member.
- 2012-2014. Fisher Technology Committee. Member.
- 2013 Hosted MHR Speaker, Lakshmi Ramarajan, Harvard University.
- 2013 Faculty Representative for PhD in AgEcon, Kyle Fluegge
- 2014 Dean Search Committee for Fisher College. Member.

- 2015 Leadership Chair Search Committee. Member.
- 2015 Sustainability Position Recruiting Committee. Member.
- 2015 Hosted MHR Speaker, Paul Sackett, University of Minnesota.
- 2015 Fisher Climate Survey Committee. Member.
- 2015 Fisher Pillar Committee. Member.
- 2015-2016 Faculty Representative for Women's Issues in the Fisher Graduate Program.
- 2015-2016 Fisher Commencement. Participant.
- 2015-2016 Presented Work-Life Balance Talk to Enrollment Services for their Professional Development Day.

Non-university-related activities

- 1990 Special Project Consultant with Dr. Paul R. Sackett, Evaluation of Minneapolis Fire Department's Selection Procedures.
- 1993 Special Project Consultant with Dr. Paul R. Sackett, Evaluation of the New York State Bar Examination.
- 1996-1997 Program Planning Committee, American Psychological Association.
- 1996-1997 Program Planning Committee , Society for Industrial and Organizational Psychology.
- 1996-1997 Scholarly Achievement Award Committee, Academy of Management Human Resources Division.
- 1996-1997 Invited Presenter, Doctoral Consortium, Academy of Management Human Resources Division.
- 1997-1999 Awards Committee, Society for Industrial and Organizational Psychology.
- 1999 Program Planning Committee , Society for Industrial and Organizational Psychology.
- 1999-2000 Program Planning Committee, American Psychological Association.
- 1999-2000 Consultant, employment discrimination litigation.
- 2000 Program Planning Committee , Society for Industrial and Organizational Psychology.
- 2001-2004 Executive Consultant, State Farm Insurance Companies, Northeastern Zone.

- 2004 Awards Committee, Society for Industrial and Organizational Psychology.
- 2007 Society for Industrial and Organizational Psychology, Jr. Faculty Consortium, invited speaker, New York City, New York
- 2007 Scholarly Achievement Award Committee, Academy of Management Human Resources Division, Committee Member.
- 2007 INFORMS Reviewer (INFORMS is a prestigious dissertation award in management)
- 2008-2009 Best Conference Paper Award, Academy of Management Human Resources Division, Committee Chair.
- 2011-present Academy of Management Meetings, OB Doctoral Consortium, invited speaker.
- 2012 AACSB Training for New Teachers.
- 2013 Best Dissertation Award, Academy of Management, Human Resources Division, Member.
- 2015 Executive Committee, OB Division, Academy of Management. Elected Member.

Professional Societies

Academy of Management
 American Psychological Association
 Industrial Relations Research Association
 Society for Industrial and Organizational Psychology

GRANTS, HONORS AND AWARDS

University-related

- 2016 Masters of Human Resource Management, Excellence in Teaching, Fisher College of Business
- 2015 Masters of Business Administration, Outstanding Elective Faculty Teaching in Full-time Program, Fisher College of Business
- 2014 Masters of Human Resource Management, Excellence in Teaching, Fisher College of Business
- 2011 Middle Market Center Award, Fisher College of Business
- 2010 Undergraduate Teaching Award, Fisher College of Business.

- 2009 Pacesetter Award, Graduate Teaching, Fisher College of Business.
- 2009 Research Grant for “Causes and consequences of work demands for service professionals: When do interactions with colleagues and supervisors mitigate or exacerbate the demands?” \$2,000. Fisher College of Business.
- 2008 Graduate Teaching Award, Fisher College of Business.
- 2008 Research Grant for “Causes and consequences of work demands for service professionals: When do interactions with colleagues and supervisors mitigate or exacerbate the demands?,” \$7,500.00. Center for Human Resources, Wharton School, University of Pennsylvania.
- 2007 Research Grant for “Performance Effects of Work and Non-work Mood,” \$2,000. Fisher College of Business.
- 1997-2004 Research Grants (totaling approximately \$40,000), Center for Human Resources, Wharton School, University of Pennsylvania
- 1998 Selected Participant, Faculty International Seminar (Malaysia), The Wharton School, University of Pennsylvania
- 1998 International Research Grant (\$7,500), Wharton School, University of Pennsylvania.
- 1998 Center for Leadership and Change Management Grant (\$4,400), Wharton School, University of Pennsylvania.
- 1998 University of Pennsylvania Research Foundation Grant (\$5,000).
- 1998-2004 Research Grants (totaling approximately \$15,000), Jones Center, Wharton School, University of Pennsylvania.
- 2000-2004 Research Grants (totaling approximately \$60,000), Financial Institutions Center, Wharton School, University of Pennsylvania

Professional

- 2004 Society of Industrial and Organizational Psychology (SIOP), Small Grant Award Winner (\$5,000)
- 2001-1999 Russell Sage/Rockefeller Foundation Grant on the Future of Work, with Rosemary Batt, Cornell University and Larry Hunter, Wharton School (\$294,993)
- 1996 Best Dissertation Award. Eleventh Annual Conference of the Society for Industrial and Organizational Psychology

- 1994 University of Minnesota Graduate School Supplemental Travel Grant.
- 1993-1994 University of Minnesota Graduate School Doctoral Dissertation Fellowship.
- 1993 Best Student Paper Award, Eighth Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.
- 1989-1993 Industrial Relations Center Fellowship, University of Minnesota.