

HETTIE A. RICHARDSON

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EDUCATION

Ph.D. in Business Administration (2001)
UNIVERSITY OF GEORGIA, Athens, Georgia
Major: Organizational Behavior/Human Resource Management
Minor: Strategic Management

M.A. in Sociology (1996)
UNIVERSITY OF GEORGIA, Athens, Georgia
Major Area: Work, Organizations, and Occupations

B.A. in Sociology (1994)
UNIVERSITY OF HOUSTON, Houston, Texas
University Honors and Honors in Major

ACADEMIC EXPERIENCE

TEXAS CHRISTIAN UNIVERSITY, Fort Worth, Texas

- **Interim Dean and Associate Dean of Undergraduate Programs**, Neeley School of Business (February 2023 to present)
- **Associate Dean of Undergraduate Programs**, Neeley School of Business (January 2020 to present)
- **Interim Associate Dean of Undergraduate Programs**, Neeley School of Business (August 2019 to December 2019)
- **Chair, Department of Management and Leadership** (August 2013 to August 2019, was the Department of Management, Entrepreneurship, and Leadership until 2018)
- **Full Professor of Management** (August 2017 to present)
- **Associate Professor of Management** (August 2013 to August 2017)

LOUISIANA STATE UNIVERSITY, Baton Rouge, Louisiana

- **Co-Chair, Department of Management** (June 2008 to July 2013)
- **William W. and Catherine M. Rucks Professorship** (February 2008 to July 2013)
- **Associate Professor of Management** (August 2007 to July 2013)
- **Milton J. Womack Professorship for Developing Scholars** (August 2005 to February 2008)
- **Doctoral Program Co-Coordinator** (August 2005 to May 2009)
- **Assistant Professor of Management** (September 2001 to August 2007)

**ACADEMIC
EXPERIENCE,
continued**

UNIVERSITY OF GEORGIA, Athens, Georgia

- **Instructor**, Terry College of Business Study Abroad Program in Oxford, England (Summer 2001)
- **Research Associate**, Workplace Health Group (Summer 2000 to 2001)
- **Research Consultant**, Center for Research on Behavioral Health and Human Service Delivery (Spring 2000 to Summer 2001)
- **Graduate Teaching Assistant** (Summer 1997 to Spring 2001)
- **Research Associate**, Center for Research on Behavioral Health and Human Service Delivery (Fall 1996 to Spring 1998)
- **NIAAA Research Traineeship**, Center for Research on Behavioral Health and Human Service Delivery (Fall 1994 to Spring 1999)

**RESEARCH
INTERESTS**

- Employee involvement, empowerment, voice
- Strategic human resource management
- Research methods

PUBLICATIONS

Articles in Refereed Journals

Haynie, J. J., Richardson, H. A., Fuller, B., Bush, J., & Martin, C. L. Coworker injustices and their delegated authority: Developing an indirect actor model of supervisor justice. Conditionally accepted at *Journal of Management*.

Richardson, H. A., Taylor, S. G., & Kluemper, D. H. 2021. Too little and too much authority-sharing: Differential relationships with psychological empowerment and in-role and extra-role performance. *Journal of Organizational Behavior*, 42: 1099-1119.

Shipp, A. J. & Richardson, H. A. 2021. The impact of temporal schemata: Understanding when individuals entrain versus resist or create temporal structure. *Academy of Management Review*, 46: 299-319.

Richardson, H. A. & Simmering, M. J. 2020. Missing data in research. *Oxford Encyclopedia of Business and Management*. Oxford University Press. doi: <http://dx.doi.org/10.1093/acrefore/9780190224851.013.226>

Spector, P. E., Rosen, C. C., Richardson, H. A., Johnson, R. E., & Williams, L. J. 2019. A new perspective on method variance: A measure-centric approach to the identification and control of extraneous sources of variance. *Journal of Management*, 45: 855-880.

Simmering, M. J., Fuller, C. M., Richardson, H. A., Atinc, G., & Ocal, Y. 2015. Marker variable choice, reporting, and interpretation in the detection of common method variance: A review and demonstration. *Organizational Research Methods*, 18: 473-511. **Finalist and Honorable Mention for ORM Editorial Review Board Best Publication of the Year.**

Richardson, H. A. & Taylor, S. G. 2012. Understanding input events: A model of employees' responses to requests for their input. *Academy of Management Review*, 37: 471-491.

**PUBLICATIONS,
continued**

Mossholder, K. M., Richardson, H. A., & Settoon, R. P. 2011. Human resource systems and helping in organizations: A relational perspective. *Academy of Management Review*, 36: 33-52. **Featured on the AMR website as an exemplar of demystifying the review and revision dialogue process.**

Richardson, H. A., Simmering, M. J., & Sturman, M. C. 2009. A tale of three perspectives: Examining post hoc statistical techniques for detection and correction of common method variance. *Organizational Research Methods*, 12: 762-800. **Selected by the ORM Editorial Review Board as the Best Publication of the Year.**

Richardson, H. A., Yang, J., Vandenberg, R. J., DeJoy, D. M., & Wilson, M. G. 2008. Organizational support's role in stressor-strain relationships. *Journal of Managerial Psychology*, 23: 789-810.

Riordan, C. M., Vandenberg, R. J., & Richardson, H. A. 2005. Employee involvement climate and organizational effectiveness. *Human Resource Management*, 44: 471-488.

Richardson, H. A. & Vandenberg, R. J. 2005. Integrating managerial perceptions and transformational leadership into a work-unit level model of employee involvement. *Journal of Organizational Behavior*, 26: 561-589.

Wilson, M. G., DeJoy, D. M., Vandenberg, R. J., Richardson, H. A., & McGrath, A. L. 2004. Work characteristics and employee health and well-being: Test of a model of healthy work organization. *Journal of Occupational and Organizational Psychology*, 77: 565-588.

Richardson, H. A., Amason, A. C., Buchholtz, A. K., & Gerard, J. G. 2002. CEO delegation to the top management team: The influence of past performance. *International Journal of Organizational Analysis*, 10: 133-154.

Richardson, H. A., Vandenberg, R. J., Blum, T. C., & Roman, P. M. 2002. Does decentralization make a difference for the organization? An examination of the boundary conditions circumscribing decentralized decision-making and organizational financial performance. *Journal of Management*, 28: 217-244.

Vandenberg, R. J., Richardson, H. A., & Eastman, L. J. 1999. The impact of high involvement work processes upon organizational effectiveness: A 2nd-order latent variable approach. *Group and Organization Management*, 24: 300-339.

Book Chapters

Vandenberg, R. J. & Richardson, H. A. 2019. A primer on multilevel structural equation modeling: User-friendly guidelines. In Humphrey, S. E. and LeBreton, J. M. (Eds.) *The Handbook on Multilevel Theory, Measurement, and Analysis*: 449-472. Washington D.C.: The American Psychological Association.

Okhuysen, G. & Richardson, H. A. 2007. Group conflict as an emergent state: Temporal issues in the conceptualization and measurement of disagreement. In Thompson, L. & Behfar, K. (Eds.), *Conflict in Organizational Teams*: 145-179. Evanston, IL: Northwestern University Press.

Riordan, C. M., Richardson, H. A., Schaffer, B. S., & Vandenberg, R. J. 2001.

**PUBLICATIONS,
continued**

Alpha, beta, gamma change: A review of past research with recommendations. In Schriesheim, C. A. and Neider, L. L. (Eds.), *Equivalence in Measurement*: 51-97. Greenwich, CT: Information Age Publishing.

Article in Practitioner Journal

Richardson, H. A., Vandenberg, R. J., & Wilkerson, J. 2000. Using systems of practices to gain top performance. *Resource: The Magazine for Insurance and Financial Services Management*, February: 40-46.

Other Publications

Richardson, H. A. 2001. Summer study at Oxford: UGA's year-round residence becomes home away from home for 25 business students. *Terry Magazine*, 11(1): 20-25.

**SELECTED WORK
IN PROGRESS**

Sturman, M. C., Ukhov, A., Richardson, H. A., & Simmering, M. J. Title withheld to protect the blind-review process. In preparation, journal to be determined.

Richardson, H. A. & Taylor, S. G. Title withheld to protect the blind-review process. In preparation for *Journal of Applied Psychology*.

**REFEREED
PRESENTATIONS
& SYMPOSIA**

(* denotes paper published in conference proceedings)

Allen, D., Ashkanasy, N. Fabian, F., Hancock, J., Medina, M., Zapata Muir, C., Ostermeier, K., Richardson, H.A., Vardaman, J. (Participants listed in alphabetical order.) 2019. Contributing to the field: The journey to an editorial panel. Professional development institute workshop presented at the Southern Management Association Conference in Norfolk, Virginia.

Cassell, C., Chugh, R., Cortina, J.M., Gooty, J., Keeler, K., Koehler, T., Lambert, L. S., Richardson, H. A., Scandura, T. A., Sheng, Z., Smith, A. D., Williams, L. J., Zabinski, A. M. (Participants listed in alphabetical order.) 2019. Next stop – Nerd central: How to get on the research methods train. Professional development workshop presented at the Academy of Management Conference (Research Methods, Careers, Entrepreneurship, International Management, and Technology and Innovation Management Divisions) in Boston, Massachusetts.

Becton, J. B., Davison, H. K., Hamilton, R. H., Mollica, K. A., Richardson, H. A., Sodeman, W. A., Sturman, M. C. (Participants listed in alphabetical order.) 2019. The role of non-tenure track faculty in business schools. Symposium presented at the Academy of Management Conference (All Academy Theme) in Boston, Massachusetts.

Sturman, M. C., Ukhov, A., Richardson, H. A., & Simmering, M. J. 2018. The mitigating effects of additional variables on common method variance in structural equations models. Presented at the Academy of Management Conference (Research Methods Division) in Chicago, Illinois.

Lassu, R. A., Taylor, S. G., Sheridan, S., Richardson, H. A., Crossley, C. D. 2017. When and why soliciting employee voice goes wrong. Presented as part of symposium (Is being a good Samaritan always good? Unpacking the pitfalls of prosocial behavior) at the Academy of Management Conference (Organizational Behavior and Human Resource Management Divisions) in Atlanta, Georgia.

Peters, L., Richardson, H. A., & Stephens, G. K. 2016. Small acts of leadership—Big acts of meaningful work. Presented at the Meaningful Work Symposium: Prospects for the 21st century, in Auckland, New Zealand.

Richardson, H. A., Taylor, S. G., & Vardaman, J. 2016. Organizational citizenship in the context of multiple-goal pursuit. Presented as part of a symposium (Not just

**REFEREED
PRESENTATIONS
& SYMPOSIA,
continued**

a dependent variable: New developments in the study of citizenship behavior) at the Academy of Management Conference (Organizational Behavior and Human Resource Management Divisions) in Anaheim, California.

Stephens, G. K. & Richardson, H. A. 2016. Small acts of leadership: Why people lead when they don't have to. Caucus presented at the Academy of Management Conference (All-Academy) in Anaheim, California.

Richardson, H. A. 2015. The "don'ts" of being a department chair." Presented as part of a symposium (Developing junior scholars: Insights and advice from senior faculty administrators) at the Southern Management Association Conference (Human Resource Management Track) in St. Pete Beach, Florida.

Richardson, H. A. 2015. Modeling response styles to statistically control for common method variance: A demonstration. Presented as part of a symposium (Current topics in common method variance research) at the Academy of Management Conference (Research Methods Division) in Vancouver, Canada.

Shipp, A. J. & Richardson, H. A. 2015. When is the right time? In search of temporal Schemata. Presented as part of a symposium (Time in the spotlight: Exploring multiple approaches to the role of time in organizational behavior) at the Academy of Management Conference (Organizational Behavior & Organization Development and Change Divisions) in Vancouver, Canada.

Chu-Hsiang, C., Johnson, R. E., Podsakoff, N. A., Richardson, H. A., Spector, P. E., & Williams, L. J. (Participants listed in alphabetical order.) 2013. Ask the experts: Advice for identifying and remedying the effects of common method variance. Symposium presented at the Southern Management Association Conference (Research Methods Track) in New Orleans, Louisiana.

* Simmering, M. J., Fuller, C. M., Ocal, Y., Atinc, G., & Richardson, H. A. 2012. Missing the mark: Problems with marker variable choice, reporting, and interpretation in the detection of common method variance. Presented at the Southern Management Association Conference (Research Methods Track) in Ft. Lauderdale, Florida. ***Selected as the Outstanding Paper, Research Methods Track.***

Richardson, H. A. & Taylor, S. G. 2011. The relationships of consultation, participation, and delegation with performance and deviance. Presented at the Academy of Management Conference (Organizational Behavior Division) in San Antonio, Texas.

* Richardson, H. A. & Taylor, S. G. 2010. Doesn't hurt to ask—or does it? Conceptualizing requests for input as interruptions to goal-directed activities. Presented at the Southern Management Association Conference (Organizational Behavior Track) in St. Pete Beach, Florida.

Mossholder, K. M., Richardson, H. A., & Settoon, R. P. 2009. Human resource practices and helping in organizations: A relational perspective. Presented at the Academy of Management Conference (Human Resources Division) in Chicago, Illinois.

Richardson, H. A., Simmering, M. J., & Sturman, M. C. 2007. A tale of three cities: Examining assumptions about and corrections for common method variance. Presented at the Academy of Management Conference (Research Methods Division) in Philadelphia, Pennsylvania.

Richardson, H. A., Buchholtz, A. K., Henagan, S. C., & Roman, P. M. 2006. How

**REFEREED
PRESENTATIONS
& SYMPOSIA,
continued**

managerial autonomy and decentralization relate to downward consultation and employee autonomy. Presented at the Academy of Management Conference (Organizational Behavior Division) in Atlanta, Georgia.

Simmering, M. J., Richardson, H. A., & Bourgeois, E. R. 2006. Sensitive topics and items in attitude surveys. Presented at the Academy of Management Conference (Research Methods Division) in Atlanta, Georgia.

Richardson, H. A., Simmering, M. J., & Sturman, M. C. 2005. How correct is corrected? Examining the accuracy of corrections for common method variance. Presented at the Academy of Management Conference (Research Methods Division) in Honolulu, Hawaii.

Okhuysen, G. & Richardson, H. A. 2005. Group conflict as an emergent state: Temporal issues in the conceptualization and measurement of disagreement. Presented at the Kellogg Team and Group Research Center Conference on Conflict in Teams in Evanston, Illinois.

* Richardson, H. A., Simmering, M. J., & Sturman, M. C. 2004. Will the real correlation please stand up? An examination of the effectiveness of statistical corrections for common method variance using data simulation. Presented at the Southern Management Association Conference (Research Methods Track) in San Antonio, Texas. **Selected as the 2004 SMA Best Overall Paper and for the Outstanding Paper, Research Methods Track.**

Yang, J., Richardson, H. A., Vandenberg, R. J., DeJoy, D. M., & Wilson, M. G. 2004. Perceived organizational support: Its role in stressor-strain relationships. Presented at the Academy of Management Conference (Organizational Behavior Division) in New Orleans, Louisiana.

* Richardson, H. A., Simmering, M. J., & Roman, P. M. 2003. A comparison of statistical corrections for common method variance in group-level data. Presented at the Southern Management Association Conference (Research Methods Track) in Clearwater, Florida. **Selected as the Outstanding Paper, Research Methods Track.**

Richardson, H. A. & Vandenberg, R. J. 2003. Participation, strategic HRM, and high involvement: Their commonalities and future research needs. Presented at the Academy of Management Conference (Management History Division) in Seattle, Washington.

Richardson, H. A. 2002. Exploring the mechanisms through which high involvement results in group-level performance outcomes. Presented at the Academy of Management Conference (Organizational Behavior Division) in Denver, Colorado.

Wilson, M. G., De Joy, D. M. Vandenberg, R. J., McGrath, A. L., Greene, B., & Richardson, H. A. 2001. Healthy workplaces and the new employment contract: Assessing the needs of the organization. Presented at the American Public Health Association Conference in Atlanta, Georgia.

De Joy, D. M., Wilson, M. G., Vandenberg, R. J., H. A. Richardson, and McGrath, A. L. 2001. The link between work characteristics and employee health and well-being in retail organizations: Theory-based model testing. Presented at the XVII World Conference on Health Promotion and Education in Paris, France.

Lance, C. E., Richardson, H. A., & Vandenberg, R. J. 2001. Latent growth models

of incomplete longitudinal sequences. Presented at the annual conference of the Society for Industrial and Organizational Psychology in San Diego, California.

**REFEREED
PRESENTATIONS
& SYMPOSIA,
continued**

Richardson, H. A., Amason, A. C., Buchholtz, A. K., & Gerard, J. G. 2000. Do top management teams matter? The relationship of financial resources to CEO power sharing. Presented at the Academy of Management Conference (Business Policy and Strategy Division) in Toronto, Canada.

* Richardson, H. A., Buchholtz, A. K., & Roman, P. M. 1999. What's good for the goose: The relationship between top management discretion and employee involvement. Presented at the Southern Management Association Conference (Strategic Management and Business Policy Track) in Atlanta, Georgia.

Richardson, H. A. & Vandenberg, R. J. 1999. Configurations for improved organizational performance across multiple domains: Quality of work life, high involvement work processes, and quality service approaches. Presented at the Academy of Management Conference (Shared Interest Track) in Chicago, Illinois.

Richardson, H. A. & Vandenberg, R. J. 1999. Measurement of inclusionary practices and processes and the issue of rating source equivalence. Presented at the annual conference of the Society for Industrial and Organizational Psychology in Atlanta, Georgia.

* Richardson, H. A. & Vandenberg, R. J. 1998. A unifying model of inclusionary practices and processes. Presented at the Southern Management Association Conference (Organizational Behavior Track) in New Orleans, Louisiana.

Richardson, H. A., Vandenberg, R. J., Blum, T. C., & Roman, P. M. 1998. An examination of the boundary conditions circumscribing the relationship between participative decision making and organizational effectiveness. Presented at the Academy of Management Conference (Health Care Management Division) in San Diego, California.

Vandenberg, R. J., Richardson, H. A., & Eastman, L. J. 1998. High involvement work processes linking employee perceptions and organizational practice. Presented at the Academy of Management Conference (Organizational Behavior Division) in San Diego, California.

* Vandenberg, R. J., Richardson, H. A., & Eastman, L. J. 1997. The impact of high involvement work processes upon organizational effectiveness: A 2nd-order latent variable approach. Presented at the Southern Management Association Conference (Organizational Behavior Track) in Atlanta, Georgia.

Richardson, H. A. 1995. The changing career paths of upper-class women. Presented at the Alpha Kappa Delta Graduate Symposium, University of Georgia.

Richardson, H. A. 1994. An ethnography of "society": Women's work in upper-class social life. Presented at the Southwestern Sociological Association Conference in San Antonio, Texas.

**INVITED
PRESENTATIONS**

"Handling Conflict Effectively." Presented to the Neeley Fellows at Texas Christian University, October, 2020.

"How to make research methods a part of your career." An online workshop presented by the Consortium for the Advancement of Research Methods and Analysis as part of their summer short course program, hosted by Texas Tech University, June, 2020.

**INVITED
PRESENTATIONS,
continued**

“Bringing women into the field of research methods.” A workshop presented by the Consortium for the Advancement of Research Methods and Analysis as part of their summer short course program, hosted by Wayne State University, Detroit, Michigan, June, 2019.

“Handle Difficult Conversations with Confidence.” Presented at the Greater Fort Worth Women in Leadership Conference, October 2018.

“Self Leadership.” Presented to sophomore members of TCU’s Sigma Nu Fraternity, April 2017.

“Understanding psychological empowerment in the context of entrepreneurship.” Presented to the faculty in the School of Management at Jilin University (Changchun, China), May 2016.

“Resilience and learning agility.” Presented to the Neeley Fellows at Texas Christian University, April 2016.

“Small Acts of Leadership.” Presented to the Chicago chapter of the Neeley Alumni Association, October 2015.

“Perception and decision-making.” Presented to participants of the Baton Rouge Youth Coalition Junior College Seminar Series, February 2013.

“Common method variance: What to do and what to avoid when dealing with this controversial issue.” Professional development workshop (with Marcia Simmering) presented at the Southern Management Association Conference in Ft. Lauderdale, Florida, October 2012.

“Conceptualizing requests for input as interruptions to goal-directed activities: A model of employee responses.” Presented to the Department of Management, Information Systems, and Quantitative Methods at the University of Alabama in Birmingham, December 2009.

“Inclusive practices and processes: An integrative model of participation, strategic HRM, and high involvement.” Presented to the faculty of the Department of Management at the University of Utah, December 2005.

GRANTS

Neeley School of Business Summer Research Grant, 2017, 2018, and 2019 (competitive grants to fund research).

Ourso College of Business Summer Research Grant, 2008 (competitive grant to fund research).

Louisiana State University Council on Research Summer Stipend, 2002, 2004, and 2006 (competitive grants to fund research).

**PROFESSIONAL
CONFERENCE
ACTIVITIES**

Track Chair

Professional Development Institute Track Chair for the Southern Management Association Conference in Norfolk, Virginia, October 2019.

Organizational Behavior Track Chair for the Southern Management Association Conference in Nashville, Tennessee, November 2007.

**PROFESSIONAL
CONFERENCE
ACTIVITIES,
continued**

Research Methods Track Chair for the Southern Management Association Conference in Charleston, South Carolina, November 2005.

Coordinator

Doctoral Consortium, Southern Management Association, 2008, 2009. (Co-Coordinator with Chris Shook in 2008 and Gary Castrogiovanni in 2009.)

Research Methods Workshops (pre-conference), Southern Management Association Conference in Atlanta, Georgia, November 2002.

Workshop Chair

The Craft of Reviewing. A professional development workshop conducted at the Academy of Management Conference, 2000-2003. Co-chair with Lucy Ford (2002-2003) and Barbara Ribbens (2000-2002).

Panelist/Facilitator

Invited facilitator for the Academy of Management's Organizational Behavior Division Research Incubator, 2018, 2019, 2020, 2021.

Invited facilitator for the *Academy of Management Review's* Theoretical Paper Development Workshop, 2021.

Invited panelist for "Contributing to the field: The journey to an editorial panel." A professional development symposium presented at the Southern Management Association Conference in Norfolk, Virginia, October, 2019.

Invited panelist for the Human Resource Management Division Junior Faculty Consortium for the Academy of Management, 2017, 2018, 2019. Topic: Everything you wanted to know about tenure decisions from the chair and tenure/promotion committee, but were afraid to ask.

Invited panelist for "So, you got tenure, now what?" A professional development symposium presented at the Southern Management Association Conference in Lexington, Kentucky, November 2018

Invited panelist for the Research Methods Division Doctoral and Early Career Consortium for the Academy of Management, 2014, 2015, 2016. Topics: Collecting data and managing large datasets, the benefits of RMD membership.

Invited roundtable facilitator for the Late-stage Doctoral Consortium at the Southern Management Association Conference, 2013, 2014, 2015. Topic: Networking and navigating academia.

Invited panelist for "Being a Department Chair: Learning from Others." Professional development workshop presented at the Academy of Management Conference, 2013, 2014.

Invited facilitator for the Cross Divisional Paper Session "Advances in methodology: Where have we been and where should we be headed" at the Academy of Management Conference in Boston, Massachusetts, August 2012.

Invited facilitator for the Research Collaboration Luncheon at the Southern Management Association Conference in Savannah, Georgia, November 2011. Topic: Advancing empowerment research by exploring areas of controversy and

consistency.

**PROFESSIONAL
CONFERENCE
ACTIVITIES,
continued**

Invited panelist for the Doctoral Consortium at the Southern Management Association Conference in Clearwater, Florida, October 2006. Topic: What it is really like to be an assistant professor.

Invited panelist for the Faculty Consortium at the Southern Management Association Conference in Charleston, South Carolina, November 2005 and in Nashville, Tennessee, November 2007. Topic: Types of methods and new methods needed for refereed publication.

Member

Awards Committee, Research Methods Division, Academy of Management, 2008-2010, 2015.

Discussant

- Research Methods Division, Academy of Management, 2009, 2011, 2017.
- Human Resource Management Division, Academy of Management, 1997, 1998, 2004.
- Invited discussant for the showcase symposium, “Time, Time, Time, See What’s Become of Me: Management Research Through a New Temporal Vision” at the Academy of Management Conference in Honolulu, Hawaii, August 2005. (Human Resource Management and Organizational Behavior Divisions; with Sally Blount-Lyon, Allen Bluedorn, Jeffrey Edwards, David Harrison, Katherine Klein, Andrew Knight, Amy Kristoff-Brown, Giuseppe Labianca, Sophie Leroy, Gerardo Okhuysen, Rommel Salvador, and Abbie Shipp.)
- Research Methods Track, Southern Management Association, 2000, 2001.
- Organizational Behavior Track, Southern Management Association 1998, 2000.

Reviewer

- Research Methods Division, Academy of Management, 1998, 2006-2009, 2011-2012, 2015-2017.
- Human Resource Management Division, Academy of Management, 1999-2005.
- Research Methods Track, Southern Management Association, 1999-2006.
- Organizational Behavior Track, Southern Management Association, 1998-2000, 2008, 2012, 2015, 2017.
- Human Resource Management Track, Southern Management Association, 1998, 2016 (also member of Best Paper Committee, 2016).

**AWARDS &
HONORS**

Awards

- *Academy of Management Review* Best Developmental Reviewer, 2021.
- Distinguished Service Award—Service to Discipline, Neeley School of Business, 2021
- *Journal of Applied Psychology* Best Editorial Board Reviewer, 2020.
- *Academy of Management Review* Editorial Review Board Distinguished Reviewer, 2018.
- *Group & Organization Management* Outstanding Reviewer, 2018.
- *Academy of Management Review* Editorial Review Board Outstanding Reviewer, 2012, 2014, 2015.

**AWARDS &
HONORS,
continued**

- Outstanding Paper Award, Southern Management Association (Research Methods Track), 2003, 2004, 2012.
- Outstanding Reviewer, Southern Management Association (Organizational Behavior Track), 2012.
- Ourso College of Business Award for Excellence in Research, Louisiana State University, 2012.
- *Organizational Research Methods* Editorial Review Board Best Publication of 2009, awarded in 2010.
- Tiger Athletic Foundation Undergraduate Teaching Award, Louisiana State University, 2009.
- “Top 40 Under 40”. Selected by the *Baton Rouge Business Report* as one of the top 40 members of Baton Rouge’s business community under the age of 40 for 2008.
- Tiger Athletic Foundation Undergraduate Teaching Award, Louisiana State University, 2006.
- Best Overall Paper (across all tracks), Southern Management Association, 2004.
- Ourso College of Business Excellence in Teaching Award, Untenured Faculty, Louisiana State University, 2004.
- Terry College of Business Comer Research Award, University of Georgia, 2000.
- Department of Management Comer Research Award, University of Georgia, 1999, 2000.
- Outstanding Research Award, Department of Management, University of Georgia, 1998, 2000.
- Outstanding Senior Honors Thesis, Honors College, University of Houston, 1994.
- Dean of Students Award, first runner-up, University of Houston, 1992.

Honors

- Fellow of the Southern Management Association, elected 2018.
- Faculty Initiate, Delta Sigma Pi Professional Business Fraternity (Louisiana State University), 2012.
- William W. and Catherine M. Rucks Professorship (Louisiana State University; carries a stipend for research support).
- Milton J. Womack Professorship for Developing Scholars (Louisiana State University; competitive 3-year professorship designed to recognize a “developing scholar” within the business school; carries a stipend for research support).
- Recognized as “Flagship Faculty” by LSU publication *LSU Today* (December 5, 2008, Vol. 25, No. 7).
- Nominated for H. M. Cotton Award for Faculty Excellence (Louisiana State University), 2008.
- Nominated for the Phi Kappa Phi Non-Tenured Faculty Award (Louisiana State University), 2006, 2007.
- Nominated for the BP Award for Outstanding Undergraduate Teaching (Louisiana State University), 2006.
- Invited to teach in the Terry College of Business (University of Georgia) study abroad program at Jesus College, Oxford University, England, Summer 2001.
- University-wide Assistantship, University of Georgia, 1999-2000.
- NIAAA Pre-doctoral Research Traineeship, 1994-1998.
- Lead Research Trainee for NIAAA Traineeship, 1996-1998.
- Sigma Iota Epsilon, Honorary Management Fraternity.
- Beta Gamma Sigma, Honorary Business Society
- Phi Kappa Phi, Honorary Society.
- Alpha Kappa Delta, Sociology Honorary Society (President, 1995-1996;

- Treasurer, 1994-1995).
- Golden Key, Honorary Society.
- Omicron Delta Kappa, Honorary Leadership Society.
- Alpha Lambda Delta-Phi Eta Sigma, Honorary Societies (Treasurer, 1990).

**PROFESSIONAL
SERVICE
ACTIVITIES**

Executive Committees

Past President, Southern Management Association, 2020-2021

President, Southern Management Association, 2019-2020

President-Elect, Southern Management Association, 2018-2019

Vice President and Program Chair, Southern Management Association, 2017-2018

Vice President and Program Chair Elect, Southern Management Association, 2016-2017

Past Division Chair, Research Methods Division, Academy of Management, 2016-2017

Division Chair, Research Methods Division, Academy of Management, 2015-2016

Division Chair-Elect, Research Methods Division, Academy of Management, 2014-2015

Program Chair, Research Methods Division, Academy of Management, 2013-2014

Professional Development Workshop Chair, Research Methods Division, Academy of Management, 2012-2013

Representative-at-Large, Research Methods Division, Academy of Management, 2009-2012

Board Member, Southern Management Association, 2006-2009

Senior Editor

Oxford Research Encyclopedia: Business and Management (Research Methods area), 2019-present

Associate Editor

Group and Organization Management, 2019-present

Editorial Review Board Member

Academy of Management Review, 2008-present (Best Developmental Reviewer, 2021; Distinguished Reviewer Award, 2018; Outstanding Reviewer Award, 2012, 2014, 2015; member of Best Paper Committee, 2009; member of Review Board for Special Topic Forum: "Theories of Work and Working", 2011; member of Review Board for Special Topic Forum: "The Changing Nature of Work Relationships", 2016).

Journal of Applied Psychology, 2014-present (Best Editorial Board Reviewer, 2020)

Journal of Management, 2017-present

**PROFESSIONAL
SERVICE
ACTIVITIES,
continued**

Organizational Research Methods, 2016-present

Group and Organization Management, 2014-2019

International Journal of Human Resource Management, 2013-2019

Sage Handbook of Survey Development (Lucy Ford & Terry Scandura, Eds.), 2019

Ad Hoc Reviewer (in alphabetical order):

Behavior Research Methods, Canadian Journal of Administrative Sciences, Career Development International, Human Resource Management, Human Resource Management Review, Industry and Innovation, Journal of Business Research, Journal of International Business Studies, Journal of Labor Research, Journal of Management, Journal of Managerial Psychology, Journal of Occupational Health Psychology, Journal of Occupational and Organizational Psychology, Leadership Quarterly, MIS Quarterly, Organizational Behavior and Human Decision Processes, Organizational Research Methods, Psychological Methods, Research in International Business and International Relations (Volume 7), Work and Stress

Editor in Chief Search Committee

Journal of Management Scientific Reports (for the inaugural Editor), 2021

Mentoring of External Doctoral Students

Joe Story, doctoral student in Management at Louisiana Tech University (at the request of Jeff Haynie, 2022

Jen Green, doctoral student in Industrial/Organizational Psychology at George Mason University (at the request of Jose Cortina), 2015-2016

**COMMUNITY
SERVICE**

Price Scholarship selection committee, Baton Rouge Area Foundation, 2009-2011.

**DEGREE
PROGRAM
COURSES
TAUGHT**

- Compensation and Performance Management (undergraduate)
- Foundations of Leadership (undergraduate, BNSF Neeley Leadership Program)
- Doctoral Seminar in Human Resource Management
- International Management (undergraduate, MBA, including sections with study abroad components in UK, Peru, China, and Spain)
- Introduction to Management (undergraduate)
- Organizational Behavior (undergraduate, MBA)
- Organizational Communication (undergraduate)
- Recruitment, Selection, and Socialization (undergraduate)

**EXECUTIVE &
CONTINUING
EDUCATION
COURSES**

Neeley Executive Education at the Tandy Center, Texas Christian University

Instructor and Mentor (Resilience, Emotional Intelligence, and Learning Agility), Adaptive Leadership Certificate Program (2015-2016)

Mentor, Cook Children's Advancing Health Care Leadership Program (2015-2016)

Instructor (Self-leadership, Resilience, and Emotional Intelligence), Institute for Independent School Leadership (2015)

Continuing Education, Louisiana State University

Instructor (Compensation Management), Human Resource Management Certificate Program (2002-2007)

Instructor (Employee Benefits), Human Resource Management Certificate Program (2003-2008)

**UNIVERSITY
SERVICE
ACTIVITIES**

Departmental Service

- Founding Advisor for Neeley Management Club (TCU 2022)
- OB Search Committee (TCU, 2014-2017; Chair in 2022)
- BNSF Endowed Professor of Leadership Search Committee (TCU, 2013-2014)
- Advisor for LSU's student chapter of SHRM (2011-2013)
- OB/HR/Labor Curriculum Committee (LSU)
- OB/HR Search Committee (LSU)
- Doctoral Admissions Committee (LSU)

**UNIVERSITY
SERVICE
ACTIVITIES,
continued**

College Service

- Neeley Dean Search Committee (TCU, 2019)
- Neeley 2020 Planning Committee (TCU, 2016-2019)
- Richards Barrentine Values and Ventures Competition (facilitator, TCU, 2016-2019)
- Neeley Executive Education Executive Director Search Committee (TCU, 2014)
- Department Chair Council (TCU)
- Faculty Evaluation Committee (TCU)
- Dean's Advisory Council (LSU)
- Graduate Curriculum Committee (LSU)
- Instructional Development and Support Committee (LSU)
- Instructional Resource Committee (LSU)
- MBA Curriculum Committee (LSU)

University Service

- Honors College Advisory Committee (TCU, 2019-present)
- Commencement Assistant Marshal (TCU, 2022)

**DISSERTATION &
THESIS
COMMITTEES**

Chair

- Brooke Arnold (Undergraduate Honors Thesis, Department of Management, Entrepreneurship, & Leadership, TCU)
- Allison Messimer (Undergraduate Honors Thesis, Department of Management, Entrepreneurship, & Leadership, TCU)
- Jeffrey Muldoon (Doctoral Dissertation, Department of Management, LSU)
- Yun-Chen Tsai-Morgan (Doctoral Dissertation, Department of Management, LSU)

Member

- Warren Byabashaija (Doctoral Dissertation, Department of Management, LSU)
- Robin Cheramie (Doctoral Dissertation, Department of Management, LSU)
- Sungwon Choi (Doctoral Dissertation, Department of Management, LSU)
- Pamela Fleming (Doctoral Dissertation, School of Human Resource Education and Workforce Development, LSU)
- Stephanie Henagan (Doctoral Dissertation, Department of Management, LSU)
- Phillip Hartley (Doctoral Dissertation, Department of Marketing, LSU)

**DISSERTATION &
THESIS
COMMITTEES,
continued**

- Jacqueline Hunt (Undergraduate Honors Thesis, Department of Management, Entrepreneurship, & Leadership, TCU)
- HyunMee Kang (Doctoral Dissertation, Manship School of Mass Communication, LSU)
- Benjamin McLarty (Doctoral Dissertation, Department of Management, LSU)
- Simone Phipps (Doctoral Dissertation, School of Human Resource Education and Workforce Development, LSU)
- Joe Story (Doctoral Dissertation, Department of Management, Louisiana Tech University)
- Jie Sun (Doctoral Dissertation, Department of Marketing, LSU)
- Shannon Taylor (Doctoral Dissertation, Department of Management, LSU)
- Zhengjung Wang (Doctoral Dissertation, Department of Management, LSU)
- Jane Yang (Doctoral Dissertation, Department of Management, LSU)

Dean's Representative

- Laura Carwile (Doctoral Dissertation, Department of Educational Leadership, Research, and Counseling, LSU)
- Melanie Johnson (Doctoral Dissertation, Department of Educational Theory, Policy, and Practice (LSU)
- Keith McCook (Doctoral Dissertation, Department of Psychology, LSU)
- Jared Porter (Doctoral Dissertation, Department of Kinesiology, LSU)

CONSULTING

Advanced Charger Technology, Athens Regional Medical Center, Home Depot, Life Office Management Association, Louisiana Department of Health and Hospitals, Louisiana State University's Middleton Library, Our Family Doctors, Sun Life Family Health Centers

MEDIA COVERAGE

Fox 4 News (KDFW), Louisiana Networks, Baton Rouge Business Report

ASSOCIATIONS

Academy of Management, Southern Management Association