

Wendy R. Boswell

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Through my research and instruction, I aim to offer new understanding of critical workplace issues that facilitate the attraction, motivation, development, and retention of talent in organizations. My overarching goal is to contribute new knowledge that will help improve the workplace for individuals, employers, and society. In particular, one stream of my work seeks to understand the integration of the work and nonwork domains to improve how individuals manage their multiple roles and meet varying job and personal demands and stress, and offer guidance for organizations to develop practices that facilitate employee engagement and effectiveness. In addition, through my work on employee retention/turnover, I contribute insight on improved employee-employer relations and employment continuity and the value to both organizational effectiveness and individuals' quality of work-life.

ACADEMIC APPOINTMENTS

2013 – present	Jerry and Kay Cox Endowed Chair in Business Mays Business School, Texas A&M University
2015 – 2021	Department Head of Management
2012 – 2013	Rebecca U. '74 & William S. Nichols III '74 Professor of Management Mays Business School, Texas A&M University
2005 – 2011	Director, Center for Human Resource Management (CHRM) Mays Business School, Texas A&M University
2005 – 2012	Associate Professor of Management Mays Business School, Texas A&M University
2000 – 2005	Assistant Professor of Management Mays Business School, Texas A&M University

EDUCATION

Ph.D.	Cornell University , May 2000 School of Industrial and Labor Relations Major: Human Resource Studies; Minors: Management, Statistics
M.S.	Cornell University , May 1997 School of Industrial and Labor Relations Major: Human Resource Studies; Minor: Statistics
B.S.	California State University, Fresno , December 1994 Craig School of Business Major: Human Resource Management; Graduated Magna Cum Laude

JOURNAL PUBLICATIONS (names in italics indicate doctoral students at time of research)

Ganster, M.L., Gabriel, A.S., Rosen, C.C., Simon, L.S., Butts, M.M., & Boswell, W.R. (2023). Retreating or repairing? Examining the alternative linkages between partner-instigated incivility at home and daily helping behaviors. *Journal of Applied Psychology*, 108, 826-849.

Ganster, M.L., Gabriel, A.S., Rosen, C.C., Simon, L.S., Butts, M.M., & Boswell, W.R. (2022). How a fight at home impacts your workday. *Harvard Business Review*, November 28.

Call, M.L., Campbell, E., Dunford, B.B., & Boswell, W.R. (2021). Shining with the stars: How group star proportion directly enables and indirectly moderates non-star job performance. *Personnel Psychology*, 74, 543-572.

Downes, P.E., Reeves, C., McCormick, B., Boswell, W.R., & Butts, M.M. (2021). Incorporating job demand variability into job demands theory: A meta-analysis. *Journal of Management*, 47, 1630-1656.

Olson-Buchanan, J.B., Boswell, W.R., & Lee, Y. (2019). Toward a workplace that facilitates civility while encouraging prosocial and remedial voice. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 400-404.

Zimmerman, R.D., Swider, B.W., & Boswell, W.R. (2019). Synthesizing content models of employee turnover. *Human Resource Management*, 58, 99-114.

Carlson, D.S., Ferguson, M., Crawford, W., Boswell, W.R., & Whitten, D. (2018). Your job is messing with mine! The impact of mobile device use for work during family time on the spouse's work life. *Journal of Occupational Health Psychology*, 23, 471-482.

Boswell, W.R., Gardner, R., & Wang, J. (2017). Is retention necessarily a win? The outcomes of searching and staying. *Journal of Vocational Behavior*, 98, 163-172.

Methot, J.R., Lepak, D.P., Shipp, A.J., & Boswell, W.R. (2017). Good citizen interrupted: A theory of (un)sustained organizational citizenship behavior. *Academy of Management Review*, 42, 10-31.

Boswell, W.R., Olson-Buchanan, J.B., Butts, M.M., & Becker, W.J. (2016). Managing "after hours" electronic work communication. *Organizational Dynamics*, 45, 291-297.

Ferguson, M., Carlson, D.S., Boswell, W.R., Whitten, D., Butts, M.M., & Kacmar, K.M. (2016). Tethered to work: A family systems approach linking mobile device use to turnover intentions. *Journal of Applied Psychology*, 101, 520-534.

Recognized by Human Capital Growth as one of the "top 10 most important articles of 2016 with practical significance to organizations" (SIOP's *The Industrial-Organizational Psychologist/TIP* magazine)

Butts, M., Becker, W., & Boswell, W.R. (2015). Time sinks and hot buttons: The effects of electronic communication during nonwork time on emotions and work-nonwork conflict. *Academy of Management Journal*, 58, 763-788.

Research stream cited on *Fox News* and in *Houston Chronical Online, San Francisco Chronical Online, NPR, San Antonio Express News, Bryan-College Station Eagle, Business News Daily, Marketplace, NetworkWorld, Yahoo! Finance, among others*

Watkins, M.B., Ren, R., Umphress, E.E., Boswell, W.R., Zardkoohi, A., & Triana, M. C. (2015). Compassion organizing: Employee satisfaction with corporate philanthropic disaster response and reduced job strain. *Journal of Occupational and Organizational Psychology*, 88, 436-458.

Payne, S.C., Culbertson, S.S., Lopez, Y.P., Boswell, W.R., & Barger, E.J. (2015). Contract breach as a trigger for adjustment to the psychological contract during the first year of employment. *Journal of Occupational and Organizational Psychology*, 88, 41-60.

Boswell, W.R., Olson-Buchanan, J.B., & Harris, T.B. (2014). I can't afford to have a life: Employee reactions to feelings of job insecurity. *Personnel Psychology*, 67, 887-915.
Research stream cited in *the New York Times, Bloomberg BusinessWeek, Science Newsline Psychology, and CNN Money*

Harris, T.B., Li, N., Boswell, W.R., Zhang, X., & Zie, X. (2014). Getting what's new from newcomers: Empowering leadership and creativity in the socialization context. *Personnel Psychology*, 67, 567-604.

Bergman, M.C., Payne, S.C., & Boswell, W.R. (2012). Sometimes pursuits don't pan out: Anticipated destinations and other caveats. *Psychological Bulletin*, 138, 865-870.

Boswell, W.R., Watkins, M.B., Triana, M. C., Zardkoohi, A., Ren, R., & Umphress, E. (2012). Second-class citizen? Contract workers' perceived status, dual commitment, and intent to quit. *Journal of Vocational Behavior*, 80, 454-463.

Boswell, W.R., Zimmerman, R.D., & Swider, B.W. (2012). Employee job search: Toward an understanding of search context and search objectives. *Journal of Management*, 39, 129-163.
Highlighted on *Management INK, SAGE Publication blog*.

Watkins, M.B., Ren, R., Boswell, W.R., Umphress, E.E., Triana, M. C., & Zardkoohi, A. (2012). Your work is interfering with our life! The influence of a significant other on employee job satisfaction and job search activity. *Journal of Occupational and Organizational Psychology*, 85, 531-538.

Diaz, I., Chiaburu, D., Zimmerman, R.D., & Boswell, W.R. (2012). Communication technology: Pros and cons of constant connection to work. *Journal of Vocational Behavior*, 80, 500-508.

Zimmerman, R.D., Boswell, W.R., Shipp, A.J., Dunford, B.B., & Boudreau, J.W. (2012). Should I stay or should I go? Explaining the motivational "black box" between personality and employees' job search behavior. *Journal of Management*, 38: 1450-1475.

Li, N., Harris, T.B., Boswell, W.R., & Xie, Z. (2011). The role of organizational insiders' developmental feedback and proactive personality on newcomers' performance: An interactionist perspective. *Journal of Applied Psychology*, 96: 1317-1327.

Swider, B.W., Zimmerman, R.D., Boswell, W.R., & Hinrichs, A.T. (2011). The individual and interactive effects of prestige, self-determination, and impact on executives' work-related attitudes and

behaviors: Why a good image does not always translate into good outcomes. *Corporate Reputation Review*, 14, 159-174.

Swider, B. W., Boswell, W.R., & Zimmerman, R.D. (2011). Examining the job search-turnover relationship: The role of embeddedness, job satisfaction, and available alternatives. *Journal of Applied Psychology*, 96, 432-441.

Payne, S. C., Cook, A.L., Horner, M.T., Shaub, M.K., & Boswell, W.R. (2011). The relative influence of total reward elements on motivation and retention. *WorldatWork Journal*, 20, 1.

Roehling, M.V., Roehling, P.V., & Boswell, W.R. (2010). The potential role of organizational setting in creating "entitled" employees: An investigation of the antecedents of equity sensitivity. *Employee Responsibilities & Rights Journal*, 22, 133-145.

Dunford, B.B., Boswell, W.R., & Boudreau, J.W. (2010). Do executives believe they can influence the stock price? Antecedents of stock price expectancy cognitions. *Human Resource Management*, 49, 23-43.

Boswell, W.R., Shipp, A.J., Payne, S.C., & Culbertson, S.S. (2009). Changes in job satisfaction over time: The surprising role of honeymoons and hangovers. *Journal of Applied Psychology*, 94, 844-858.

Payne, S.C., Horner, M.T., Boswell, W.R., Schroeder, A.N., & Stine-Cheyne, K.J. (2009). Comparison of online and traditional performance appraisal systems. *Journal of Managerial Psychology*, 24, 526-544.

Payne, S.C., Culbertson, S.S., Boswell, W.R., & Barger, E.J. (2008). Newcomer psychological contracts and employee socialization activities: Does perceived balance in obligations matter? *Journal of Vocational Behavior*, 73, 465-472.

Umphress, E.E., Simmons, A.L., Boswell, W.R., & Triana, M.C. (2008). Managing discrimination in selection: The impact of directives from an authority and social dominance orientation. *Journal of Applied Psychology*, 93, 982-993.

Olson-Buchanan, J.B., & Boswell, W.R. (2008). An integrative model of experiencing and responding to mistreatment at work. *Academy of Management Review*, 33, 76-96.

Boswell, W.R., & Olson-Buchanan, J.B. (2007). The use of communication technologies after hours: The role of work attitudes and work-life conflict. *Journal of Management*, 33, 592-610.

Colvin, A.J., & Boswell, W.R. (2007). The problem of action and interest alignment: Beyond job requirements and incentive compensation. *Human Resource Management Review*, 17, 38-51.

Boswell, W.R. (2006). Aligning employees with the organization's strategic objectives: Out of "line of sight," out of mind. *International Journal of Human Resource Management*, 17, 1489-1511.

Boswell, W.R., Bingham, J.B., & Colvin, A.J. (2006). Aligning employees through "line of sight." *Business Horizons*, 49, 499-509.

Olson-Buchanan, J.B., & Boswell, W.R. (2006). Blurring boundaries: Correlates of integration and segmentation between work and non-work. *Journal of Vocational Behavior*, 68, 432-445.

Boswell, W.R., Roehling, M.V., & Boudreau, J.W. (2006). The role of personality, situational, and demographic variables in predicting job search among European managers. *Personality and Individual Differences*, 40, 783-794.

Boswell, W.R., Boudreau, J.W., & Tichy, J. (2005). The relationship between employee job change and job satisfaction: The honeymoon-hangover effect. *Journal of Applied Psychology*, 90, 882-892.
Cited in the *Monitor on Psychology*, publication of the American Psychological Association.

Dunford, B.B., Boudreau, J.W., & Boswell, W.R. (2005). Out of the money: The impact of underwater stock options on executive job search. *Personnel Psychology*, 58, 67-101.

Bingham, J.B., Boswell, W.R., & Boudreau, J.W. (2005). The relation between job demands and job search among high-level executives in the U.S. and Europe. *Group & Organization Management*, 30, 653-681.

Roehling, M.V., Boswell, W.R., Caliguiri, P., Feldman, D., Guthrie, J., Morishima, M., & Tansky, J. (2005). The future of HR Management: Research needs and directions. *Human Resource Management*, 44, 207-216.

Boswell, W.R., Boudreau, J.W., & Dunford, B.B. (2004). The outcomes and correlates of job search objectives: Searching to leave or searching for leverage? *Journal of Applied Psychology*, 89, 1083-1091.

Boswell, W.R., & Olson-Buchanan, J.B. (2004). Experiencing mistreatment at work: The role of grievance-filing, nature of mistreatment, and employee withdrawal. *Academy of Management Journal*, 47, 129-139.

Cited in the *Chicago Tribune* and appeared as a syndicated column in various news outlets.

Roehling, M.V., & Boswell, W.R. (2004). "Good Cause Beliefs" in an "At-Will World"? A focused investigation of psychological versus legal contracts. *Employee Responsibilities & Rights Journal*, 16, 211-231.

Boswell, W.R., Olson-Buchanan, J.B., & LePine, M.A. (2004). Relations between stress and work outcomes: The role of felt challenge, job control, and psychological strain. *Journal of Vocational Behavior*, 64, 165-181.

Research stream cited in the *Wall Street Journal*.

Moynihan, L.M., Roehling, M.V., LePine, M.A., & Boswell, W.R. (2003). A longitudinal study of the relationships among job search self-efficacy, job interviews, and employment outcomes. *Journal of Business & Psychology*, 18, 207-233.

Boswell, W.R., Roehling, M.V., LePine, M.A., & Moynihan, L.M. (2003). Individual job choice decisions and the impact of job attributes and recruitment practices: A longitudinal field study. *Human Resource Management*, 42, 23-37. Nominated for Ulrich & Lake Award for Excellence in HRM Scholarship.

Olson-Buchanan, J.B., & Boswell, W.R. (2002). The role of employee loyalty and formality in voicing discontent. *Journal of Applied Psychology*, 87, 1167-1174.

Wright, P.M., & Boswell, W.R. (2002). Desegregating HRM: A review and synthesis of micro and macro human resource management. *Journal of Management*, 28, 248-276.

Boswell, W.R., & Boudreau, J.W. (2002). Separating the developmental and evaluative performance appraisal uses. *Journal of Business & Psychology*, 16, 391-412.

Boudreau, J.W., Boswell, W.R., Judge, T.A., & Bretz, R.D., Jr. (2001). Personality and cognitive ability as predictors of job search among employed managers. *Personnel Psychology*, 54, 25-50.

Cited in *USA Today* and *BusinessWeek*.

Boswell, W.R., & Boudreau, J.W. (2001). How leading companies create, measure, and achieve strategic results through "line of sight." *Management Decision*, 39, 851-859.

Boswell, W.R., Moynihan, L.M., Roehling, M.V., & Cavanaugh, M.A. (2001). Responsibilities in the "new employment relationship": An empirical test of an assumed phenomenon. *Journal of Managerial Issues*, 13, 307-327.

Boudreau, J.W., Boswell, W.R., & Judge, T.A. (2001). Effects of personality on executive career success in the United States and Europe. *Journal of Vocational Behavior*, 58, 53-81.

Cited in *BusinessWeek* and *Fortune*.

Boswell, W.R. (2001). Employee alignment and the role of "line of sight." *Human Resource Planning*, 23, 48-49.

Boswell, W.R., & Boudreau, J.W. (2000). Employee satisfaction with performance appraisals and appraisers: The role of perceived appraisal use. *Human Resource Development Quarterly*, 11, 283-299.

Cavanaugh, M.A., Boswell, W.R., Roehling, M.V., & Boudreau, J.W. (2000). An empirical examination of self-reported work stress among U.S. managers. *Journal of Applied Psychology*, 85, 65-74.

Cited in *USA Today*, *HRMagazine*, *Industry Week*, and *Customs Reporter*.

Roehling, M.V., Cavanaugh, M.A., Moynihan, L.M., & Boswell, W.R. (2000). The nature of the new employment relationship(s): A content analysis of the practitioner and academic literatures. *Human Resource Management*, 39, 305-320.

SCHOLARLY BOOKS

Olson-Buchanan, J.B., & Boswell, W.R. (2009). *Mistreatment in the Workplace: Prevention and Resolution*. Part of the Talent Management Essentials book series (S. Rogelberg, Ed.). Wiley-Blackwell.

BOOK CHAPTERS AND BOOK REVIEWS

Boswell, W.R., Payne, S.C., & Bowman-Callaway, C. (In press). Recruiting employed job candidates. In D.G. Allen & J.E. Slaughter's *Essentials of Employee Recruitment: Individual and Organizational Perspectives*. Essentials of Industrial and Organizational Psychology series, Routledge.

Olson-Buchanan, J.B., Boswell, W.R., & Morgan, T.J. (2016). The role of technology in managing the work and nonwork interface. In T.D. Allen & L.T. Eby, *Oxford Handbook of Work and Family*, Oxford University Press.

Boswell, W.R. (2017). Job search. In S.G. Rogelberg, *Encyclopedia of Industrial/Organizational Psychology* (2nd Edition), SAGE Publications.

Boswell, W.R., & Gardner, R. (2014). Employed job seekers and job-to-job search behavior. U. Klehe & E.A.J. van Hooft's *Handbook of Job Loss and Job Search*, Oxford University Press.

Lepak, D., & Boswell, W.R. (2012). Strategic HRM and employee-organizational relationship. In L. Shore, J. Coyle-Shapiro, & L. Tetrick's *The Employee-Organization Relationship: Application for the 21st Century (Applied Psychology Series)* (pp. 455-483), Routledge, Taylor & Francis Group.

Presented as part of a Panel Symposium: "Extending the employee-organizational relationship literature to reflect the world of work." OB Division, Academy of Management conference (2012)

Boswell, W.R., Ren, L.R., & Hinrichs, A.T. (2008). Voluntary employee turnover: Determinants, processes, and future directions. In C.L. Cooper & J. Barling, *Handbook of Organizational Behavior* (pp. 196-216), Sage Handbooks.

Boswell, W.R., Colvin, A.J.S., & Darnold, T. (2008). Organizational systems and employee motivation. In R. Kanfer, G. Chen, & R. Pritchard, *Work Motivation: Past, Present, and Future* (pp. 357-393). SIOP Frontiers Series, Erlbaum.

Olson-Buchanan, J.B., & Boswell, W.R. (2007). Organizational dispute resolution systems. In C.K.W. De Drue, & M.J. Gelfand, *The Psychology of Conflict and Conflict Management in Organizations* (pp. 319-350). SIOP Frontiers Series, Erlbaum.

Boswell, W.R. (2006). Job search. In S.G. Rogelberg, *Encyclopedia of Industrial/Organizational Psychology* (pp. 414-416), SAGE Publications.

Boswell, W.R. (2003). Book review of Thomas P. Bechet's "Strategic staffing: A practical toolkit for workforce planning." *Human Resource Management*, 42, 95-97.

Boudreau, J.W., Boswell, W.R., Dunford, B.D., & Ray, P.R., Jr. (2002). Why top talent looks elsewhere. In *Competing through people: An anthology for the talent-focused enterprise* (pp. 258-263), BassRing LLC.

Boudreau, J.W., & Boswell, W.R. (2000). *Downsizing: Why it will continue and how to do it right*. Introductory essay to Lee Hecht Harrison's report on corporate downsizing.

CONFERENCE PRESENTATIONS

- Ganster, M.L., Gabriel, A.S., Rosen, C.C., Butts, M.M., & Boswell, W.R. (2021). The daily effects of partner-instigated incivility on helping at work. Part of the symposium on Work-nonwork spillover at the Academy of Management.
- Butts, M.M., Boswell, W.R., Rosen, C.C., & Gabriel, A.S. (2020). All you need is love: Understanding nightly relational dynamics and next day job performance. Part of the symposium on Bring on the night: Exploring after-work experiences in relation to work at the Academy of Management.
- Butts, M.M., Boswell, W.R., Rosen, C.C., & Gabriel, A.S. (2019). Dyads can have episodes too: Dyadic ESM applications for work-family research. Part of the special paper session on episodic work-family research incubator: lessons learned and best practices at the Society for Industrial and Organizational Psychology, Austin, TX.
- Downes, P.E., Reeves, C., Boswell, W.R., & McCormick, B. (2018). A tough day or a tough life? A meta-analysis of job demands within and between persons. Presented at Academy of Management, Chicago, IL.
- Call, M.L., Dunford, B.B., & Boswell, W.R. (2017). Working with stars: The impact of work unit star employee configuration on coworker performance. Presented at Academy of Management, Atlanta, GA.
- Carlson, D.S., Ferguson, M., Crawford, W., Boswell, W.R., & Whitten, D. (2017). Your job is messing with mine! mWork's impact on the spouse's work life. Presented at the meeting of the International Association of Conflict Management, Berlin, Germany.
- Jean, V.A., Payne, S.C., Boswell, W.R., & Thompson, R. J. (2016). Does work-family support predict outcomes above and beyond perceived organizational support? Presented at the Work and Family Researchers Network Conference, Washington, D.C.
- Boswell, W.R., Wang, J., & Gardner, R. (2015). Is retention necessarily a win? Outcomes of searching and staying. Part of the symposium on Turnover and retention: Proximal withdrawal states and expanded criterion at the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Wang, J., Gardner, R., & Boswell, W.R. (2014). Work-to-family enrichment and voluntary turnover: A moderated mediation model. Paper presented at the Academy of Management, Philadelphia, PA.
- Boswell, W.R., Olson-Buchanan, J.B., & Harris, T.B. (2013). Can't afford to have a life: Adaptation to job insecurity. Paper presented at the Society for Industrial and Organizational Psychology, Houston, TX.
- Method, J.R., Lepak, D. W.R., Boswell, W.R., & Glomb, T.M. (2012). Organizational citizenship behavior and burnout: The joint role of time and group dynamics. Part of the symposium on Linking seemingly desirable organizational phenomenon and dysfunctional outcomes across contexts and levels of analysis at the Academy of Management, Boston, MA.

Thundiyil, T., Boswell, W.R., Thompson, R.J., & Payne, S.C. (2012). Antecedents of anticipatory justice in an environment of change. Paper presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

Harris, T., Li, N., Boswell, W.R., & Zie, X. (2011). Getting what's new from newcomers: The role of empowering leadership, organizational support for creativity, and coworker trust in newcomers' voice and creativity. Paper presented at the Southern Management Association Annual Meeting, Savannah, GA.

Zimmerman, R.D., Boswell, W.R., Shipp, A.J., Dunford, B.B., & Boudreau, J.W. (2011). An approach-avoidance approach to employees' job search behavior. Paper presented at the Academy of Management Annual Meeting, San Antonio, TX. Nominated for Human Resources Division best paper and accepted for Best Paper Proceedings.

Watkins, M.B., Ren, R., Umphress, E.E., Boswell, W.R., Zardkoohi, A., & Triana, M. C. (2011). After the levees broke: Understanding the connection between satisfaction with corporate disaster response and employee emotional exhaustion after a natural disaster. Paper presented at the Academy of Management Conference, San Antonio, TX.

Diaz, I., Chiaburu, D., Zimmerman, R.D., & Boswell, W.R. (2010). Communication technology: Pros and cons of constant connection to work. Paper presented at the Society for Industrial and Organizational Psychology, Chicago, IL.

Boswell, W.R., *Watkins, M.B., Triana, M.C., Zardkoohi, A., Ren, R., & Umphress, E. (2010).* Second-class citizens? Contractor employee perceptions of status and commitment. Paper presented at the Society for Industrial and Organizational Psychology, Atlanta, GA.

Zimmerman, R.D., *Swider, B.W., & Boswell, W.R. (2009).* Modern models of turnover: Old wine in new bottles or old wine with a cognac chaser. Part of the symposium on Unfolding trends in voluntary turnover research at the Academy of Management, Chicago, IL.

Watkins, M.B., Ren, R., Boswell, W.R., Triana, M.C., & Zardkoohi, A. (2009). The role of significant other perspectives of work-family conflict on employee work outcomes. Paper presented at the Academy of Management, Chicago, IL.

Hinrichs, A.T., Boswell, W.R., Swider, B.W., & Zimmerman, R.D. (2009). Interactive effects of community embeddedness and work-life permeability on stress. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Payne, S.C., *Horner, M., Cook, A., Shaub, M., & Boswell, W.R. (2009).* Changes in recruits' importance ratings of organizational characteristics during recruitment. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Zimmerman, R.D., Boswell, W.R., Shipp, A.J., Dunford, B.B., & Boudreau, J.W. (2009). Understanding the relationships between affect-laden dispositions and job search behaviors. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Swider, B.W., Zimmerman, R.D., Boswell, W.R., & Hinrichs, A.T. (2008). The individual and joint effects of prestige, self-determination, and impact on executives' work-related attitudes and behaviors: Why a good image does not always translate into good outcomes. Paper presented at the Academy of Management, Anaheim, CA.

Boswell, W.R., Shipp, A.J., Payne, S.C., & *Youngcourt, S.S.* (2008). Changes in job satisfaction: A longitudinal study of organizational newcomers. Paper presented at the Society for Industrial and Organizational Psychology, San Francisco, CA. Featured as one of the best 20 posters and featured in the Top Posters session at the All-Conference Reception.

Umphress, E.E., Boswell, W.R., Zardkoohi, A., *Ren, L.R., Triana, M.C., & Baskerville, M.* (2008). Influence of community factors on organizational justice and job behaviors. Part of the symposium on Studying Organizational Justice through a Kaleidoscope of Theoretical Lenses. Society for Industrial and Organizational Psychology San Francisco, CA.

Boswell, W.R. (2007). Organizational systems and employee motivation. Part of the symposium on New Perspectives in Work Motivation: When context and time matter. Academy of Management, Philadelphia, PA.

Payne, S.C., *Youngcourt, S.S., Lopez, Y.P., Boswell, W.R., & Barger, E.J.* (2007). The development of psychological contracts during the first year of employment. Paper presented at the Academy of Management, Philadelphia, PA.

Payne, S.C., *Youngcourt, S.S., Boswell, W.R., & Barger, E.J.* (2007). The influence of newcomer psychological contracts on employee socialization. Paper presented at the Society for Industrial and Organizational Psychology, NY, NY.

Belliveau, M.A., & Boswell, W.R. (2006). The high cost of seeking a pay raise: Differences in responses to women's v. men's use of influence. Part of the symposium on Understanding workplace discrimination: Implications for employer and public policy responses at the Academy of Management, Atlanta, GA.

Umphress, E.E., Boswell, W.R., *Simmons, A.L., & Triana, M.C.* (2006). Managing discrimination in selection: The impact of accountability and social dominance orientation. Paper presented as part of the symposium on organizational trust and the public concern at the Academy of Management, Atlanta, GA.

Olson-Buchanan, J.B., & Boswell, W.R. (2006). An integrative model of experiencing and voicing mistreatment at work. Paper presented at the International Congress of Applied Psychology, Athens, Greece.

Colvin, A., & Boswell, W.R. (2005). Action and interest alignment: Linking employees and organizational strategies. Paper presented at the Academy of Management, Human Resources Division, Honolulu, HI.

Simmons, A.L., Triana, M.C., Umphress, E.E., & Boswell, W.R. (2005). Selection, obedience, and social dominance orientation: Complexities of pursuing a diverse workforce. Paper presented at the Academy of Management, Gender & Diversity in Organizations Division, Honolulu, HI.

- Moynihan, L.M., Roehling, M.V., & Boswell, W.R. (2005). An investigation of the effects of personality, emotional and cultural intelligence on job search. Paper presented as part of the symposium on Job search, evaluation, and outcomes: New insights at the Academy of Management, Honolulu, HI.
- Boswell, W.R., Roehling, M.V., & Moynihan, L.M. (2005). The role of “initial favorites” in job search and choice. Paper presented at the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Olson-Buchanan, J.B., & Boswell, W.R. (2005). Blurring boundaries: Integration and segmentation between work and nonwork. Paper presented at the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Paetzold, R.L., *Belsito, C.A.*, & Boswell, W.R. (2004). Theorizing with the need for privacy construct. Paper presented at Academy of Management, Organizational Behavior Division, New Orleans, LA.
- Boswell, W.R., & Olson-Buchanan, J.B. Correlates and consequences of being tied to an “electronic leash.” (2004). Paper presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Boswell, W.R., Boudreau, J.W., & Tichy, J. (2003). The relationship between employee job change and job satisfaction: The honeymoon-hangover effect. Paper presented at Academy of Management, Organizational Behavior Division, Seattle, WA.
- Boswell, W.R., & Olson-Buchanan, J.B. (2003). Experiencing mistreatment at work: The role of voice, type, and employee withdrawal. Paper presented at the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bingham, J.*, Boswell, W.R., & Boudreau, J.W. (2003). The relation between job demands and job search. Paper presented at the Society for Industrial and Organizational Psychology, Orlando, FL.
- Boswell, W.R., Boudreau, J.W., & Dunford, B.B. (2002). “You’re nobody ‘til somebody loves you”: The use of job search for bargaining leverage. Paper presented at Academy of Management, Human Resource Management Division, Denver, CO.
- Dunford, B.B., Boudreau, J.W., & Boswell, W.R. (2002). When stock options fail to motivate: Attribution and context effects on stock price expectancy. Paper presented at Academy of Management, Human Resource Management Division, Denver, CO.
- Boswell, W.R., Boudreau, J.W., & Dunford, B.B. (2002). The relationship between job search objectives and job search activity. Paper presented at the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Boswell, W.R. (2001). Aligning employees with the organization’s strategic objectives: Out of “line of sight,” out of mind. Paper presented at the Academy of Management Meeting, Human Resource Division, Washington D.C. Nominated for the William H. Newman award for outstanding paper based on a dissertation.

Olson-Buchanan, J.B., & Boswell, W.R. (2001). Voicing discontent: The role of employee loyalty and informality. Paper presented at the Academy of Management Meeting, Conflict Management Division. Washington D.C. Published in Best Paper Proceedings.

Dunford, B.B., Boudreau, J.W., & Boswell, W.R. (2001). The dark side of stock options: Downside risk and employee separation. Paper presented at the Academy of Management Meeting, Human Resource Division, Washington D.C. Winner of the Best HR Division Student Conference Paper.

Boswell, W.R., & Olson-Buchanan, J.B. (2001). Is it personal or policy? The effect of type of conflict on stress, withdrawal, and job search. Paper presented at the International Association of Conflict Management, Cergy, France.

Cavanaugh, M.A., Moynihan, L.M., Boswell, W.R., & Roehling, M.V. (2001). A typology of job seeker employment relationship preferences. Paper presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

Boswell, W.R., Olson-Buchanan, J.B., & Cavanaugh, M.A. (2000). Investigation of the relationship between work-related stress and work outcomes: The role of felt-challenge, psychological strain, and job control. Paper presented at the Academy of Management Meeting, Human Resources Division, Toronto, Canada.

Boswell, W.R., & Boudreau, J.W. (2000). Predictors of executive job search across national boundaries. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Moynihan, L.M., Boswell, W.R., & Boudreau, J.W. (2000). The influence of job satisfaction and commitment on managerial turnover intent. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Moynihan, L.M., Boswell, W.R., Roehling, M.V., & Cavanaugh, M.A. (2000). Personality, job search self-efficacy, and job search outcomes. Paper presented as part of a symposium on personality and work outcomes at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Boswell, W.R., Judge, T.J., & Boudreau, J.W. (1999). Executive career success in the U.S. and Europe: Effects of personality. Presented at the Academy of Management Meeting, Careers Division. Chicago, IL. Nominated for the Carolyn Dexter Award for best international paper.

Boswell, W.R., & Boudreau, J.W. (1999). Employee satisfaction with the performance appraisal and the appraiser: The role of perceived appraisal use. Presented at the Academy of Management Meeting, Human Resources Division, Chicago, IL.

Roehling, M.V., Cavanaugh, M.A., Moynihan, L.M., & Boswell, W.R. (1999). The nature of the new employment relationship(s): A content analysis of the practitioner and academic literatures. Presented at the Academy of Management Meeting, Careers Division, Chicago, IL.

Cavanaugh, M.A., Roehling, M.V., Boswell, W.R., & Boudreau, J.W. (1999). An empirical examination of self-reported work stress among U.S. managers. Presented at the American

Psychological Association's Work, Stress, and Health '99: Organization of Work in a Global Economy Conference, Baltimore, MD.

Boswell, W.R., & Boudreau, J.W. (1998). Multiple uses of performance appraisals: Clarity out of confusion? Paper presented at the Academy of Management Meeting, Human Resources Division, San Diego, CA.

Boudreau, J.W., & Boswell, W.R. (1998). Effects of personality, cognitive ability, stress, and fit on job search and separation among employed managers. Paper presented at the Academy of Management Meeting. San Diego, CA. Nominated for Human Resources Division best paper and accepted for Best Paper Proceedings.

Rogers, E.W., & Boswell, W.R. (1998). Knowledge utilization: The missing link between Strategic Human Resource Management and organizational performance. Paper presented at the Managerial and Organizational Cognition Conference, Stern School of Business, New York University, New York.

Boswell, W.R., Cavanaugh, M.A., Roehling, M.V., & Boudreau, J.W. (1998). Job demands and stress as predictors of executive job search. Paper presented at the Society for Industrial and Organizational Psychology, Dallas, TX.

WORK IN PROGRESS

Butts, M.M., Boswell, W.R., Gabriel, A.S., & Rosen, C.C. All you need is love: Understanding relational dynamics and next day job performance. Data analysis in progress.

Payne, S.C., Driggs, T., & Boswell, W.R. Observing performance. In D.J. Schleicher & H.M. Baumann's *Performance Management*. SIOP Organizational Frontiers Series, Oxford University Press. Development stage.

Essman, S.M., Call, M.L., Boswell, W.R., & Idso, C. Collective turnover. Study design in progress.

INVITED TALKS

- California Polytechnic State University (2018)
- University of Texas, Arlington (2013)
- California State University, Fresno, Craig Business School, Department of Management (2011)
- Texas A&M University ADVANCE Program; co-sponsored by the Center for Women Faculty, Women's Faculty Network, and Women in Engineering Faculty Interest Group (2011)
- Rice University, I/O Psychology Department (2010)
- Rutgers University, School of Management & Industrial Relations (2010)
- Texas A&M, Department of Marketing, Center for Retailing Studies (2010)
- Texas A&M, Department of Psychology, Industrial & Organizational Psychology colloquium (2013, 2008, 2001)

SELECT EXECUTIVE PRESENTATIONS

“Strategies for a successful job search” – TAMU Women Administrators Network panelist, June, 2016.

“A strategic approach to managing people” – TAMU Vice President/Dean workshop on organizational structures, November, 2014.

“Always connected: Work-life benefit or electronic leash?” – Texas A&M University Women in Information Technology Conference, March, 2012.

“A time perspective on employee engagement” – CHRM Spring Partner Meeting. AT&T University, May, 2011.

“How to keep your best: Reduce employee turnover” – 39th Annual District & County Clerks’ Continuing Education Seminar. January, 2011.

“HR today and tomorrow: Where we are and where we are going” – CB&I, HR Leader meeting. March 2010.

“Employee retention,” Brazos Valley Human Resource Management Association business seminar, July 2009.

“HR today and tomorrow: Where we are and where we are going” – Caterpillar, Inc., Global HR Manager’ meeting. May 2008.

“The sustainability of Michoud operations and the Stennis Space Center after Hurricane Katrina” – NASA, Johnson Space Center. January 2007.

“Managing Human Resources,” ExxonMobil, November 2005.

“Winning the Talent War: Why They Leave, Why They Stay, and What You Can Do,” GEICO, Dallas TX, July 2004. Also presented at CHRM Spring Forum, Texas A&M University, May 2005.

“Aligning Employees with the Firm’s Strategy: The Importance and Implications of ‘Line of Sight,’” The Boeing Company, Integrated Defense Systems Summit, May 2003.

“The Role of Human Resource Management in Becoming a Strategic Partner,” Brazos Valley Human Resource Management Association, January 2003.

“You’re Nobody ‘til Somebody Loves You”: The Use of Job Search for Bargaining Leverage,” CHRM Breakfast Briefings, June & August 2002.

“Out of ‘Line of Sight’...Out of mind: The Importance and Implications of Employee Involvement and Alignment,” The Boeing Company, June 2002.

“Out of ‘Line of Sight’...Out of Mind: The Impact of Aligning Employees with Organizational Purpose,” Chase Manhattan Bank, Organizational Development Learning Room, June 1999.

“Winning Executive Talent Wars: Why They Leave, Stay, and Succeed,” Center for Advanced Human Resource Studies (CAHRS) Sponsor Meeting, November 1998. Also presented at General Mills, Inc., January 1999.

“Multiple Uses of Performance Appraisal,” Ingersoll-Rand Production Equipment Group, Human Resource Strategy Meeting, January 1997.

CLASSES TAUGHT

Graduate:

- Human Resource Management – Doctoral seminar
- Compensation Management – required course for MS/HRM program
- People Issues in M&A – session in required course in Executive MBA program
- People in Organizations – required course in Executive MBA program
- Contemporary Issues in HRM – required course for MS/HRM program
- Strategic & Global HRM – required course for MS/HRM program
- Strategic Human Resource Management – for non-business majors

Undergraduate:

- Human Resource Compensation – core course for Management major HR track
- Managing Human Resources, writing intensive course; required for Management majors
- Managing Human Resources – core course (Cornell University, Texas A&M)

EXECUTIVE EDUCATION

Managing Human Resources and People Issues

Reynolds & Reynolds Entrepreneurship Boot Camp
Texas A&M University

Employee Retention

Halliburton Leadership Program (BLD III)
Texas A&M University

Strategic Staffing for a Global Workforce

Halliburton Leadership Program (BLD III); Law Enforcements Management Institute
Texas A&M University

Managing Human Resources

Halliburton Leadership Program (BLD I); KBR Leadership Program; Management Skills Development Program; Golf Superintendents' Course
Texas A&M University

Issues in Human Resource Management (1996)

School of Industrial and Labor Relations
Cornell University

TECHNICAL REPORTS

“Work-Life Balance in a Down Economy” – Boswell, W.R., Olson-Buchanan, J.B., & Harris, T.B. Prepared for Chevron Corporation

“TTI Organizational Chart Project” – Boswell, W.R. & Shipp, A.J. Prepared for Texas Transportation Institute.

“The relative influence of WorldAtWork reward elements on the attraction, motivation, and retention of talented and effective employees” – Payne, S.C., Cook, A.L., Horner, M.T., Shaub, M.K., & Boswell, W.R. Prepared for WorldatWork.

“Exit Interview Report.” Prepared for the United Way of the Brazos Valley.

“Introduction for OB research theme.” Prepared for Mays annual research publication.

“Final report of the sustainability of Michoud operations and the Stennis Space Center after Hurricane Katrina” – Umphress, E.E., Boswell, W.R., Zardkoohi, A., Anari, A., Ren, L.R., Triana, M., Miranda, C., & Baskerville, M. Prepared for NASA, Johnson Space Center.

“Communication technology and employee work-life stress” – Boswell, W.R., & Olson-Buchanan, J.B. Prepared for CSU Fresno, Work+Life+Links Program

“Employee line of sight: Investigating the importance of strategic alignment” – Boswell, W.R., & Boudreau, J.W. Prepared for California Strategic Human Resource Partnership (CSHRP)

“Employee work and life stress” – Boswell, W.R., & Olson-Buchanan, J.B. Prepared for CSU Fresno, Work+Life+Links Program

“Separating the multiple uses of performance appraisal: Employee and supervisor effects” – Prepared for Ingersoll-Rand Production Equipment Group, Whitehouse, TN production and distribution facility

“The ‘Deal’ pilot study results: Preliminary report” – Roehling, M.V., Cavanaugh, M.A., Boudreau, J.W., Boswell, W.R., & Ash, K. Center for Advanced Human Resource Studies.

GRANTS AWARDED

2018	\$30,000	T3 – Triads for Transformation research grant (Texas A&M); “Mobbing the professor: Faculty experiences of mobbing by students” (with K. Miner & J. Wang)
2007	\$20,400	WorldAtWork - The relative influence of reward strategies on the attraction, motivation, and retention of employees (with S. Payne & M. Shaub)
2006	\$184,534	NASA Cooperative Agreement – Workforce sustainability of two Gulf Coast shuttle program locations following Hurricane Katrina (with E. Umphress, A. Zardkoohi, & A. Anari)

2004	\$10,000	Mays Summer Research Grant – Longitudinal study of work attitudes and job preferences
2002	\$10,000	Mays Summer Research Grant – Communication technology & work-life stress
2001	\$24,955	CAHRS – Employee Withdrawal and Separation in a Dynamic Economy (with B. Dunford & J. Boudreau)
2001	\$750	Center for International Business Studies Travel Grant
2000	\$12,800	CAHRS – Job Search in the New Economy (with B. Dunford & J. Boudreau)
1999	\$23,678	Center for Advanced Human Resource Studies (CAHRS) – Employee “Line of Sight” (with J. Boudreau)
1998	\$20,000	California Strategic Human Resource Partnership (CSHRP) – Human Resource Strategic Alignment (with J. Boudreau)

AWARDS AND HONORS

2022	Mays Business School Faculty Service Excellence Award
2022	Best Editorial Board Member Reviewer Award, <i>Journal of Applied Psychology</i>
2017	Texas A&M University Association of Former Students Distinguished Achievement Award in Research
2015	Fellow of the American Psychological Association
2015	Fellow of the Society for Industrial and Organizational Psychology
2012	Dr. Ricky W. Griffin Research Award
2012	Nominee for Texas A&M University Women Former Students’ Network Eminent Scholar Award (inaugural year)
2010-2013	Outstanding Reviewer Award, <i>Academy of Management Review</i>
2009-2012	Mays Summer Research Award, Mays Business School
2005, 2008	Outstanding Reviewer Award, Academy of Mgmt. Organizational Behavior Division
2004	Montague – Center for Teaching Excellence Scholar Award (University wide)
2003-2010	Mays Research Fellow
2001	Honorable Mention, Industrial Relations Research Assoc. Best Dissertation Competition
2001	Best Student Convention Paper Award, Academy of Mgmt. Human Resources Division
1999, 2000	Lee Hecht Harrison Best Paper Award Finalist – Cornell University
1999	Academy of Mgmt. Human Resources Division Doctoral Consortium, Chicago, IL
1998, 1999	Summer Fellowship Award, School of Industrial and Labor Relations, Cornell Univ.
1997	Edith Lynch Scholarship, Human Issues in Management Conference
1995	Dean’s Award, California State University, Fresno, Sid Craig School of Business
	Phi Kappa Phi National Collegiate Honor Society (National Fellowship Nominee and Honorary Lifetime Member)
	Beta Gamma Sigma Honor Society for Collegiate Schools of Business
	Golden Key National Honor Society
	National Dean’s List Honor Recipient

GRADUATE STUDENT ADVISING & COMMITTEES

Doctoral Committees:

Anjelica Mendoza (I/O Psychology, Texas A&M). Committee member

Samantha January (I/O Psychology, Texas A&M University). Committee member. Placed in industry

Timothy Morgan (Management, Texas A&M University). Committee member. Placed at University of Texas, Tyler

Hoda Vaziri (Management, UT Arlington). Committee member. Placed as a post-doc at Purdue University

Vanessa Jean (I/O Psychology, Texas A&M University), Committee member. Placed in industry

Jiexin (Jessie) Wang (Management, Texas A&M University). Committee Chair. Placed at Pennsylvania State University, Scranton

Richard Gardner (Management, Texas A&M University). Committee Chair. Placed at University of Nevada, Las Vegas

Tomas Thundiyl (Management, Texas A&M University). Committee member. Placed at Central Michigan University

Jeremy Beus (I/O Psychology, Texas A&M University). Committee member. Placed at University of Central Florida

Joe Hendricks (I/O Psychology, Texas A&M University). Committee member

Tomika Greer (EHRD, Texas A&M University). Committee member. Placed at University of Houston

Allison Cook (I/O Psychology, Texas A&M University). Committee member. Placed in industry

Feirong Yuan (Management, Texas A&M University). Committee member. Placed at University of Kansas

Ann Huffman (I/O Psychology, Texas A&M University). Committee member. Placed at Northern Arizona University

Benny Yumol (EHRD, Texas A&M University). Committee member. Placed at Claflin University

Master's Committees:

Vanessa Jean, (I/O Psychology, Texas A&M University), Committee member (2014)

Jacob Griesenauer (Sports Management, Texas A&M University), Committee member (2008)

Shawn Murphy (Construction Science, Texas A&M University), Committee member (2007)

Clemente Barrera (Construction Science, Texas A&M University). Committee member (2007)

Graduate Council Representative:

Panagiotis Angaridis (Chemistry, 2000-2002)

Yanjun Wang (Chemical Engineering, 2001-2002)

PROFESSIONAL ACTIVITIES

- Treasurer (2020-present), Human Resources Division, Academy of Management
- Academy of Management Division and Interest Group Relations Committee (2014-2015)
- Division Chair (2012-2013), Human Resources Division, Academy of Management (5-year leadership term)
- Associate Editor, *Personnel Psychology* (2014-2017)
- Associate Editor, *Journal of Management* (2008-2011)

- Associate Editor, *Human Resource Management* (2006-2008)
- Ad hoc reviewer for NSF (2022-2023)
- Editorial Review Board, *Academy of Management Review* (2008-2014, 2017-present)
- Editorial Review Board, *Journal of Applied Psychology* (2008-present)
- Editorial Review Board, *Personnel Psychology* (2004-2014, 2017-present)
- Editorial Review Board, *International Journal of Human Resource Management* (2013-2019)
- Editorial Review Board, *Journal of Management* (2011-2013)
- Book Review Editor and Editorial Review Board, *Human Resource Management* (2004-2006)
- Editorial Review Board, *Journal of Managerial Issues* (2002-present)
- Editorial Review Board, *Cornell Hotel and Restaurant Administration Quarterly* (2003-2007)
- Executive Committee, HR Division, Academy of Management (2006-2009)
- *Personnel Psychology* Best Paper Committee (2016)
- *Academy of Management Review* Best Paper Committee (2011)
- Academy of Management, New Doctoral Student Consortium Facilitator (2010 conference)
- Academy of Management, Interactive Paper Sessions Chair (2009 Conference)
- Society for Industrial and Organizational Psychology (SIOP), Awards Committee Chair (2007-2009)
- Southwestern Academy of Management, Track Chair (2008 Conference)
- HR Research Roundtable Forum. HR Division, Academy of Management (2018-2023 conferences)
- Panelist on the PDW: “Celebration and extension of David P. Lepak’s contributions to strategic HRM research.” HR Division, Academy of Management (2018)
- Panelist for the Strategic Human Capital Interest Group’s Junior Scholar workshop at Strategic Management Society conference (2017)
- Panelist on PDWs related to teaching HRM, professional-personal life balance, politics in the workplace, media attention for research, research-corporate research partnerships; HR Division, Academy of Management.
- HR Division, Academy of Management, Sponsorship Committee (2013-2014)
- HR Division, Academy of Management, Nominations Committee (2008, 2015)
- HR Division, Academy of Management, Doctoral Student Consortium Committee (2008-2009)
- HR Division, Academy of Management, Awards Committee Chair (2006-2008)
- HR Division, Academy of Management, Program Committee (1999-present)
- HR Division, Academy of Management, Junior Faculty Consortium Panelist (2009-2015)
- HR Division, Academy of Management, Doctoral Consortium Panelist (2000, 2003, 2004)
- HR Division, Academy of Management, New Faculty Consortium Committee (2004-2005)
- HR Division, Academy of Management, Liaison Committee (2004-2005)
- HR Division, Academy of Management, Best Student Paper Committee (1998, 2003)
- OB Division, Academy of Management, Program Committee (2000-2012)
- OB Division, Academy of Management, Outstanding Publication Award Committee (2001)
- SIOP Program Committee (2001-2015)
- SIOP Strategic Program Planning Subcommittee (2007, 2006, 2003); Chair of the Reviewing Process Subcommittee (2007 conference); Chair of the Special Events Sunday Subcommittee (2006 conference); Chair of the Debates and Invited Sessions Subcommittee (2003 conference)
- Chair of SIOP S. Raines Wallace Best Dissertation Award Committee (2005-2007)
- SIOP Session Discussant 2006 & 2008 annual conference
- SIOP Membership Committee (2004-2009)

- SIOP Best Student Paper Committee (2002)
- Council Member, Team and Workplace Excellence, American Society for Quality (2005-2009)
- Harvard Business School Publishing Case Reviewer (2011-present)
- Ad-hoc reviewing: *Human Relations*, *Human Resource Management Review*, *Industrial & Labor Relations Review*, *Journal of Management*, *Administrative Science Quarterly*, *Academy of Management Journal*, *Applied Psychology Series*, *Human Resource Management*, *Journal of Vocational Behavior*, *Journal of Occupational & Organizational Psychology*

SCHOOL AND UNIVERSITY SERVICE

- Mays Business School Promotion & Tenure Committee (2012-2015; 2022-present)
- Mays Business School Research Council (2022-present)
- Chair, Department of Management Faculty Recruiting Committee (2023-2024)
- Special Advisor to the Department Head (2021-2023)
- Mays Legacy Society Ad-Hoc Committee (2022)
- Department Head of Management (2015-2021)
- Post-COVID Texas A&M University Task Force member (2021)
- Department Head Steering Committee, Mays representative (2018-2021)
- McFerrin Center for Entrepreneurship Review Committee (2020-2021)
- Graduate Careers Panel Series (2020)
- New Student Conference volunteer (ongoing)
- Investigate Authority for the Dean of Faculties (2017)
- CNVE Growth Task Force (2017)
- Planning Committee for the Women's Leadership Initiative Conference (2017, 2018)
- Session Leader for Dean of Faculties Department Head Leadership Workshop on Performance Review (2017)
- Search Advisory Committee for the Vice President for Human Resources and Organizational Effectiveness (2015-2016)
- QPR Certified Gatekeeper (2016-present)
- Doctoral Program Coordinator, Management Department (2012-2015)
- Search Advisory Committee for the Dean of Mays Business School (2014-2015)
- Mays Business School Think Tank (2012-2013)
- Texas A&M University Committee on Academic Freedom, Responsibility, and Tenure (2010-2016)
- Doctoral Program Committee, Management Department (2009-2015)
- Director, Center for Human Resource Management (2005-2011)
- Management Department Tracks, HRM Curriculum Committee Chair (2012)
- University TA Training Requirements Task Force (2013)
- University Scholar Selection Committee (2007-2008)
- Regents Scholar Mentor (2006-2008)
- Texas A&M University Employee Services Networking, Education, and Teambuilding Awards selection committee (2006)
- Management Department Head Search Advisory Committee (2005, 2007, 2011)
- Texas A&M University HR Compliance Committee (2005-2006)

- MS/HRM Program Director, Texas A&M University (2002-2006)
- HRM Faculty Recruiting Committee (2005)
- Management Department Research Master Plan Committee (2008)
- Mays Business School Scholarship Committee (2001-2003)
- MS/HRM Program Committee Member, Texas A&M University (2000-2008)
- Secondary advisor for the Society for Human Resource Management, Texas A&M University (2001-2008)
- Faculty Advisor for Delta Sigma Pi Business Fraternity, Texas A&M University (2000-2008)

EXTERNAL EVALUATOR FOR PROMOTION AND TENURE

Endowed Chair: University of Iowa, University of Massachusetts Amherst, Purdue University, University of Texas-Arlington

Distinguished Professor: Purdue University, Rutgers University

Professor: Cornell University, Ohio State University, University of Arizona, TCU, Purdue University, University of Iowa, UT Arlington, Temple University, University of Alabama

Associate Professor: Arizona State University, Cornell University, University of Arkansas, University of Illinois Chicago, Auburn University, Rutgers University, Oklahoma State University, University of Colorado, University of Texas-Arlington, University of Iowa

PROFESSIONAL AFFILIATIONS

- Academy of Management (Human Resources & Organizational Behavior Divisions)
- Society for Industrial and Organizational Psychology
- Southern Management Association
- American Psychological Association
- Society for Human Resource Management
- Delta Sigma Pi, Professional Business Fraternity

OTHER PROFESSIONAL EXPERIENCE

December, 1998-May, 1999

Contract Consultant, Saratoga Institute

June, 1994-July, 1995

Human Resource Assistant, Regency Bank, Fresno, California

August, 1993-December, 1993

Human Resource Intern, Rug Doctor L.P., Fresno, California

COMMUNITY SERVICE

- College Station Thunder Varsity Hockey Team Manager (2021-present)

- Aggieland Humane Society Volunteer (2021-present)
- College Station High School (CSHS) After-Prom Committee (2020)
- National Charity League (NCL) – Philanthropy Liaison (2018-19); Speaker Coordinator (2017-18)
- The Bridge Food Pantry Volunteer (2017-2020)
- Forest Ridge Elementary Fall Festival Committee (2009-2014); Games Committee Chair (2011-13)