CAITLIN M. PORTER, Ph.D., SHRM-SCP
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RESEARCH SUMMARY

My program of research investigates how people navigate their careers within and across employing organizations, with an emphasis on how professional and personal relationships impact this process. Research interests include social networks, professional networking, employee turnover and withdrawal, job search, career management, and career success.

ACADEMIC POSITIONS

University of Memphis, Fogelman College of Business & Economics
Associate Professor of Management   September 2023-Present
Assistant Professor of Management   August 2019-2023

University of Houston, Department of Psychology   September 2016-
Assistant Professor of Industrial and Organizational Psychology   August 2019

EDUCATION

Purdue University, West Lafayette, Indiana
Ph.D. Industrial/Organizational Psychology   May 2016
Certificate in Psychological Statistics
M.S. Industrial/Organizational Psychology   May 2013

University of Central Arkansas, Conway, Arkansas   May 2010
B.S. Psychology, with Honors
B.A. English Literature, with Honors

HONORS & AWARDS

- George Johnson Research Fellow, Fogelman College of Bus. & Econ., 2023-2025
- Excellence in Reviewing Award, *Human Resource Management Review*, 2020-2023
- HR Professional of the Year, SHRM-Memphis, 2022
- Excellence in Reviewing Award, *Human Resource Management*, 2022
- Preeminent Publication Award, Fogelman College of Bus. & Econ., 2022
- Outstanding Conceptual Publication Award, Fogelman College of Bus. & Econ., 2022
- Rising Star, Association for Psychological Science (APS), 2021
- SHRM-Memphis HR Team Award, 2021
- Finalist for *Personnel Psychology*'s 2016 Best Article Award, 2018
- Outstanding Reviewer Award, Academy of Management, Careers Division, 2017
- Ernest J. McCormick Award for outstanding graduate work in Industrial-Organizational Psychology, Purdue University, 2015

- Best Reviewer Award, Academy of Management, OB Division, 2015
- Charles H. Lawshe Graduate Fellowship, Purdue University, 2015
- Purdue University Ross Fellowship, 2010-2011
- Psi Chi Allyn/Bacon Award, 3rd place, 2009
- Outstanding University Student, University of Central Arkansas, 2009

PEER REVIEWED PUBLICATIONS

Graduate students are <u>underlined</u>, †Equal contribution

Kossek, E. E.†, **Porter, C. M.**†, Rosokha, L. M., Wilson, K. S., Rupp, D. E., & Law-Penrose, J. (accepted). Advancing work-life supportive contexts for the "haves" and "have nots": Integrating supervisor training with work-life flexibility to impact exhaustion or engagement. *Human Resource Management.*

<u>Alonso, N. A.</u>†, Marshall, A.†, **Porter, C. M.**, & Kraiger, K. (accepted). Co-creating successful mentoring relationships? Investigating mentor and protégé perceptions of dyadic fit and relationship quality. *Journal of Managerial Psychology*.

Porter, C. M., Woo, S. E., <u>Alonso, N. A.</u>, & <u>Snyder, G. P.</u> (2023). Why do people network? Professional networking motives and their implications for networking behavior and career success. *Journal of Vocational Behavior*.

Porter, C. M., Hancock, J., Allen, D. G., & <u>Snyder, G. P.</u> (2023). The Multiple Roles of Network Ties in the Employee Job Search Process. *Human Resource Management, 62*, 491-509.

<u>Alonso, N. A.</u>, **Porter, C. M.**, Gordon, M., & Graves, K. (2022). How Nurse Preceptors Provide Help to New Nurses Influences Perceived Relationship Quality. *Nurse Education Today, 115,* 105420.

Maertz, C. P., Jr., Keith, M. G., Ragnurham, S., **Porter, C. M.**, & Dalton, G. (2022). Advancing theory and practice on managing dysfunctional turnover: Developing an improved measure of turnover reasons. *Group and Organization Management*.

<u>Alonso, N. A.</u>, **Porter, C. M.**, & Cullen-Lester, K. L. (2021). Building Effective Networks for the Transition from the Military to the Civilian Workforce: Who, What, When, and How. *Military Psychology, 33,* 152-168.

Porter, C. M., & <u>Rigby, J. R.</u> (2021). The turnover contagion process: An integrative review of theoretical and empirical research. *Journal of Organizational Behavior, 42*, 212-228.

Woehler, M.†, Cullen-Lester, K. L.†, **Porter, C. M.**†, & Frear, K. (2021). Whether, how, and why networks influence men's and women's career success: Review and research agenda. *Journal of Management, 47*, 207-236.

Jesiek, B., Woo, S. E., Parrigon, S. E., & **Porter, C. M.** (2020). Developing a situational judgment test for global engineering competency. *Journal of Engineering Education, 109,* 470-490.

Porter, C. M.†, Keith, M. G.†, & Woo, S. E. (2020). A meta-analysis of network positions and creative performance: Differentiating creativity conceptualizations and measurement approaches. *Psychology of Aesthetics, Creativity, and the Arts, 14,* 50-67.

Porter, C. M., Posthuma, R., Maertz, C. P., Jr., Joplin, J., Rigby, J. R. Gordon, M., & Graves, K. (2019). On-the-job and off-the-job embeddedness differentially influence relationships between informal job search and turnover. *Journal of Applied Psychology, 104*, 678-689.

Porter, C. M., Woo, S. E., Allen, D. G., & Keith, M. G. (2019). How do instrumental and expressive network positions relate to turnover? A meta-analytic investigation. *Journal of Applied Psychology*, *104*, 511-536.

Porter, C. M., & Rigby, J. R. (2019). How do people decide to initiate social network relationships? *Personal Relationships, 26,* 310-330.

Saef, R. M., **Porter, C. M.**, & Woo, S. E. (2019). Getting off on the Right Foot: The Role of Openness to Experience in Fostering Initial Trust between Culturally Dissimilar Partners. *Journal of Research in Personality, 79,* 176-187.

Porter, C. M. (2018). Long Live Social Exchange Theory (commentary). *Industrial and Organizational Psychology: Perspectives on Research and Practice, 11*, 498-504.

Porter, C. M., Parrigon, S., Woo, S.E., Saef, R., & Tay, L. (2017). Cultural and intellectual openness differentially relate to social judgments of potential work partners. *Journal of Personality, 85,* 632-642.

Porter, C. M., Woo, S. E., & Campion, M. A. (2016). Internal and external networking differentially predict turnover through job embeddedness and job offers. *Personnel Psychology, 69,* 635-672.
Finalist for Personnel Psychology's 2016 Best Article Award

Porter, C., Woo, S. E., Tak, J. (2016). Developing and validating short-form protean and boundaryless career attitude scales. *Journal of Career Assessment, 24*, 162-181.

Porter, C. M., & Woo, S. E. (2015). Untangling the networking phenomenon: A dynamic psychological perspective on how and why people network. *Journal of Management*, *41*, 1477-1500.

Zhu, X., Woo, S. E., **Porter, C.**, & Brzezinski, M. (2013). Pathways to happiness: From personality to social networks and perceived support. *Social Networks, 35,* 382-393.

Charlton, S. R., Yi, R., **Porter, C.**, Carter, A.E., Bickel, W., & Rachlin, H. (2013). Now for me, later for us? Effects of group context on temporal discounting. *Journal of Behavioral Decision Making, 26*, 118-127.

Yi, R., Charlton, S., **Porter, C.**, Carter, A. E., & Bickel, W. K. (2011). Future altruism: Social discounting of delayed rewards. *Behavioural Processes, 86,* 160-163.

BOOK CHAPTERS

Cullen-Lester, K. L.†, **Porter, C. M.**†, Trainor, H. M., Solanelles, P., & Carter, D. R. (2021). Network structures of influence within organizations and implications for HRM. In M. R. Buckley, A. R. Wheeler, J. E. Baur, J. R. B. Halbesleben (Ed.), *Research in Personnel and Human Resources Management*, Vol. 39 (pp. 129-174). Emerald Publishing Limited, Bingley. DOI: 10.1108/S0742-730120210000039005

INVITED RESEARCH TALKS

Action and Reaction: How Employee Applicants Navigate Internal Labor Markets. Michigan State University, I-O Psychology Colloquium, October 2023.

Old Boys and Queen Bees? Investigating Gender Similarity in Dyadic Work Relationships. Bowling Green State University, I-O Psychology Colloquium, February 2023.

Should I Reach Up? Gender Differences in Benefiting from Higher-Ranking Contacts. University of Mississippi, Psychology Department, November 2022.

Building and Benefiting from Professional Networks: Differences for Men and Women? Radford University, Center for Gender Studies Colloquium, March 2021.

Why do People Network? Professional Networking Motives and Career Success. Purdue University, Industrial and Organizational Psychology Colloquium, October 2020.

How do people initiate network relationships? Rice University, Industrial and Organizational Psychology Brown Bag, October 2017.

Untangling Networking: What it is and why it matters. Texas A & M, Industrial and Organizational Psychology Colloquium, November 2016.

Beyond the OAR: Considering the Operational Meaning and Usefulness of AC Ratings' General Factor. Vantage Leadership, Lunch and Learn Series, February 2016.

CONFERENCE PRESENTATIONS

Chaired Symposia, Panel Discussions, and Roundtable Sessions

Porter, C. M. (Co-chair), Woo, S.E. (Co-chair), Bauer, T. (Panelist), Beier, M. (Panelist), Chang, C.-H. (Panelist), Chao, G. T. (Panelist), Cortina, L. (Panelist), Eby, L. T. (Panelist), Erdogan, B. (Panelist), Grandey, A. (Panelist), & Thomas, K. (Panelist). *Women Academic Leaders, Networking, and Careers: Storytelling + Roundtable* [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Porter, C. M. (2019). *What's next for turnover research and practice? Where we are and where we should go.* Panel discussion presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Porter, C. M. (2018). Chair and Discussant, *Adaptability and possible selves in career development.* Paper session presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Porter, C. M. (2018). *New frontiers of professional networking research.* Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Cullen-Lester, K., & Porter, C. M. (2017, August). *Beyond heroes: The empirical study of leadership as a social, dynamic, and multilevel phenomenon.* Caucus presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.

Howell, J. & Porter, C. M. (2016, April). *Opportunities and challenges of network Analysis.* IGNITE session and panel discussion presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Panel Discussions and Alternative Sessions

Porter, C. M., De Meulenaere, K., & Allen, D. G. (2022). *Signaling Diversity Values to Employees: How TMT Gender Composition Impacts Collective Voluntary Turnover.* Roundtable discussion presented at the People and Organizations Conference, Philadelphia, PA.

Sun, Y., Allen, D. G., Hines, S., McCloy, R. A., Parr, A. D., & Porter, C. M. (2022). *From Science to Practice: Practical Applications of Turnover Research.* Panel Discussion presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Thornton-Lugo, M. A., Kuykendall, L., Keith, M. G., Porter, C. M., Strah, N., Batz-Barbarich, C. L., & Saef, R. M. (2021). *Practically useless? The usefulness of practical implications in I/O research.* Alternative session presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology (virtual).

Symposium Presentations

Porter, C. M., De Meulenaere, K., & Allen, D. G. (2023). *When does TMT Gender Composition Impact Collective Voluntary Turnover?* In Advancing Turnover Research: Bridging Disciplinary and Research-Practitioner Gaps. Symposium conducted at the 83rd Annual Academy of Management Conference in Boston, MA.

Alonso, N., Porter, C., Ng, V., & Bragger, J. (2023) *Trauma-informed Compassionate Leader Behaviors: Compassion in the workplace for traumatized employees.* Paper presented at the 21st annual congress of the European Association of Work and Organizational Psychology, Katowice, Poland.

Snyder, G. P., & Porter, C. M. (2022). *The other side of the coin: Examining employee job application behavior in internal talent markets*. Plenary session at the People and Organizations Conference, Philadelphia, PA.

Thornton-Lugo, M. A., Brauer, M., & Porter, C. M. (2021). *The impact of abusive supervision on maternity leave: Three theoretical perspectives*. In Novel Advances on Poorly Understood Challenges Women Face at Work. Symposium conducted at the 81st annual meeting of the Academy of Management (virtual).

Rigby, J. R., & Porter, C. M. (2020). *Are people embedded differently? A person-centered approach to embeddedness*. In Person-Centered Approaches in Management: Methodological Insights and Substantive Examples. Symposium conducted at the 80th annual meeting of the Academy of Management, Vancouver, BC.

Kossek, E. E., Rupp, D. E., Wilson, K. S., Rosokha, L. M., Porter, C. M., & Law-Penrose, J. (2020). *Does leader work-life training help subordinates? Integrating resources and job control perspectives.* In Interpersonal Perspectives on Work-Nonwork Dynamics: Theoretical & Empirical Explorations. Symposium to be conducted at the 80th annual meeting of the Academy of Management, Vancouver, BC.

Kossek, E. E., Rupp, D. E., Wilson, K. S., Porter, C. M., & Law-Penrose, J. (2018). Work-life leadership training as a resource to compensate for or enhance job control forms: Beneficial for engagement and exhaustion. Work and Family Researchers Network Conference, Washington, D.C.

Porter, C. M., Woo, S. E., Alonso, N., & Snyder, G. (2018). *Development and Validation of the Professional Networking Motives Inventory.* In C. M. Porter (Chair), New frontiers of professional networking research. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Rigby, J., & Porter, C. M. (2018). *How do people initiate professional and personal network relationships?* In C. M. Porter (Chair), New frontiers of professional networking research. Symposium to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Porter, C. M., Rupp, D. E., & Woo, S. E. (2017). *Considering the Usefulness of the General Factor in Assessment Centers*. In P. Ingold & B.J. Hoffman (Chair), Assessment Centers: Advances in Scoring and Interpretation. Symposium conducted at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Porter, C., & Thornton, G. C., III (2016). *Do organizational contexts relate to choice of assessment center exercises?* Paper presented at the 40th International Congress on Assessment Center Methods, Bali, Indonesia.

Su, R., Porter, C., Wille, B., & De Fruyt, F. (2016). *Relative importance of personality and interests in predicting career success.* In C. Nye (Chair), Advancing the Validity of Vocational Interests in the Workplace. Symposium conducted the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Porter, C., Rupp, D. E., & Woo, S. E. (2015). *Beyond the OAR: Considering the Operational Meaning and Usefulness of AC Ratings' General Factor*. Paper presented at the 39th International Congress on Assessment Center Methods, San Diego, CA.

Kossek, E. E., Rupp, D. E., Wilson, K., Porter, C., & Law-Penrose, J. (2015). *Leaders as psychological resources driving engagement on and off the job: An intervention study model.* In C. Kelly & K. Strauss (Chairs), Enrichment Across Boundaries: New Perspectives on the Work-Life Interface. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, BC.

Porter, C., Rupp, D. E., & Woo, S. E. (2015). *Defining the general performance construct behaviorally*. In C. E. Lance & A. C. LoPilato (Chairs), Perspectives on General Performance Effects in Assessment Center Ratings. Symposium conducted at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Porter, C., Woo, S. E., & Campion, M. (2014). *Who you know predicts whether and how you go: Linkages between networking and voluntary turnover.* In J. Hancock, & J. E. Biggane (Chairs), Until Withdrawal Do Us Part? Exploring Employee Withdrawal in Organizations. Symposium conducted at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.

Porter, C. (2010). Cross-cultural individual and group discounting. Paper presented at the Southwest Psychological Association: Dallas, TX, April 2010.

Yi, R., Charlton, S. R., Porter, C. (2009). Now for me, later for us: Effects of group decisions on discount rates. Paper presented at the Association for Behavior Analysis, International: Phoenix, AZ, May 2009.

Porter, C., Charlton, S. R., & Yi, R. (2009). Delayed social discounting: Relationship between delay and social discounting. Paper presented at the Association for Behavior Analysis, International: Phoenix, AZ, May 2009.

Charlton, S. R., Porter, C., & Yi, R. (2009). Does similarity in form equal similarity in function: A comparison of temporal and social discounting. Paper presented at the Association for Behavior Analysis, International: Phoenix, AZ, May 2009.

Poster Presentations

Alonso, N., Grossberg, I. R., Gutierrez, A. D., Hsu, C., Ng, V., Porter, C., & Wilson, D. (2023). *Trauma-informed Compassionate Leader Behaviors: Compassion for Employees with Trauma.* Poster presented at the 38th annual SIOP Conference, Boston, MA.

Alonso, N. A., Porter, C. M., Gordon, M. (2021). *Dependent and autonomous help: How mentors provide help influences relationship effectiveness.* Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology (Virtual).

Fedorowicz, N., Obasare, R., Porter, C. M., & Horn, C. (2021). *The Importance of Networking and Justice in Predicting Performance.* Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology (Virtual).

Snyder, G., & Porter, C. M. (2020). *Who chooses who? Conceptualizing informal job search as a self-regulated process.* Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Rigby, J. R., & Porter, C. M. (2019). *Stereotype content and trustworthiness during professional relationship initiation.* Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Rigby, J. R., Porter, C. M., Gordon, M., & Graves, K. (2019). *Are people embedded differently? A person-centered approach to embeddedness.* Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Javalagi, A., Porter, C. M., & Woo, S.E. (2016). *A meta-analysis of protean and boundaryless careers predicting employee withdrawal.* Poster presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Javalagi, A., Porter, C. M., Woo, S. E., (2016, May). *Protean and Boundaryless Career Attitudes Predict Employee Withdrawal.* Poster presented at the 88th Annual Conference of the Midwestern Psychological Association, Chicago, IL.

Saef, R., Woo, S. E., Parrigon, S. P., Porter, C. M., Monteith, M., & Weber, C. (2014). *The role of openness and tolerance in culturally diverse teams.* Poster presented at the 29th

annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.

Parrigon, S. P., Woo, S. E., Porter, C. M., & Tay, L. (2014). *Xenophobia and xenophilia in coworker choices: The role of openness.* Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.

Porter, C., & Woo, S. E. (2013). Differential relationships of internal and external networking behaviors with turnover. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology: Houston, TX.

Porter, C., & Woo, S. E., Zhu, X., & Brzenzski, M. (2011). Who you know can improve your creative potential: A social network approach. Poster presented at the Association for Psychological Science: Washington, D.C.

Porter, C., Charlton, S. R., & Charlton, V. A. (2010). Development of a brief paper-and-pencil measure of temporal discounting. Poster presented at the Association for Behavior Analysis, International: San Antonio, TX.

Charlton, S. R., Porter, C., & Crocker, L. (2009). Cultural and individual differences on individual and group rates of temporal discounting. Poster presented at the Association for Behavior Analysis, International: Phoenix, AZ.

PROFESSIONAL PUBLICATIONS

Porter, C. (2022, July). Leveraging HR analytics for data-driven decision-making. *HR Professionals Magazine.* Retrieved from https://hrprofessionalsmagazine.com/2022/06/29/leveraging-hr-analytics-for-data-driven-decision-making/

Porter, C. (2021, July). How leaders can disrupt the spread of turnover. *HR Professionals Magazine.* Retrieved from https://hrprofessionalsmagazine.com/2021/06/28/how-leaders-can-disrupt-the-spread-of-turnover/

Lin, L., Sanders, C., & **Porter, C.** (2021, February). Common misconceptions about ethics for I-O Psychologists. *SIOP Source*. Retrieved from https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4926/Common-Misconceptions-about-Ethics-for-I-O-Psychologists

RESEARCH FUNDING

External

- **Society for Industrial-Organizational Psychology** Small Grant (2021) - *The Impact of Internal and External Visibility on Time to Promotion and Retention of Women in Academic Medicine*, with Drs. Katelyn Cavanaugh and Kristin Cullen-Lester. Budget: $9,000.

- **Psi Chi/APS** Summer Research Grant (2009; with Dr. Shawn Charlton).

Internal
- **University of Memphis, FedEx Institute of Technology**, FRONTIERS program – *Learning Inspired by FedEx Research Project*. Budget: $10,000
- **University of Memphis, Center for Workforce Diversity and Inclusion**, Summer Research Grant (2022) - *Do Networks Narrow the Gender Gap in Negotiation Outcomes?*, with Dr. James Vardaman. Budget: $6,000
- **University of Houston, College of Liberal Arts and Social Sciences**, Project Completion Grant (2018) - *Investigating general performance in assessment centers: A replication.* Budget: $1,167.
- **University of Houston, College of Liberal Arts and Social Sciences**, Research Progress Grant (2017) - *Testing a motivational theory of professional networking using peer-reports.* Budget: $3,750.
- **Purdue Research Foundation** (2014-2015) - *Investigating graduate students' relationship building process with peers and advisors: Implications for wellbeing and retention in higher education* (with Dr. Sang Eun Woo).

TEACHING EXPERIENCE

University of Memphis
MGMT 4110: HR Analytics
- Spring 2024, Average Teaching Effectiveness: TBD
- Fall 2023, Average Teaching Effectiveness: 4.7/5.0 (5 students)
MGMT 3215: Introduction to Human Resource Management (15-45 students)
- Spring 2024, Average Teaching Effectiveness: TBD
- Spring 2023, Average Teaching Effectiveness: 5.0/5.0 (1 section)
- Fall 2022, Average Teaching Effectiveness: 4.52/5.0 (2 sections; 1 online)
- Spring 2022, Average Teaching Effectiveness: 4.65/5.0 (2 sections; 1 online)
- Fall 2021, Average Teaching Effectiveness: 4.71/5.0 (2 sections; 1 online)
- Spring 2021, Average Teaching Effectiveness: 4.2/5.0 (1 section; remote)
- Fall 2020, Average Teaching Effectiveness: 4.49/5.0 (2 sections; online)
- Spring 2020, Average Teaching Effectiveness: 4.65/5.0 (1 section)
- Fall 2019, Average Teaching Effectiveness: 4.5/5.0 (2 sections)
MGMT 8220: Seminar in Human Resource Management (Graduate Seminar; 5 students)
- Fall 2023, Average Teaching Effectiveness: 5.0/5.0
- Spring 2021, Average Teaching Effectiveness: 5.0/5.0
MGMT 4810/7170: Leading & Managing International Business
- Summer 2023: Study Abroad, Secondary Faculty

University of Houston
PSYC 3310: Introduction to Industrial-Organizational Psychology (~40 Students)
- Spring 2018 & 2019, Average Teaching Effectiveness: 4.3/5.0
PSYC 6371: Personnel Psychology (Graduate Seminar; 6-10 Students)
- Fall 2017 & 2018, Average Teaching Effectiveness: 4.8/5.0

PSYC 8393: Work Relationships (Graduate Seminar; 6 Students)
- Spring 2017, Average Teaching Effectiveness: 4.8/5.0

Purdue University
PSY 272: Introduction to Industrial and Organizational Psychology
- Fall 2015, Teaching Evaluations: 4.1/5.0 (118 Students)
- Summer 2013-2015, Average Teaching Evaluations: 4.6/5.0 (6-16 Students)

STUDENT MENTORING

University of Memphis

Primary Advisor

Ashley Pearson (Fall 2022 - Present)   Peyton Berry (Fall 2023 - Present)
Feigu Zhou (Fall 2020 – Fall 2022)

Doctoral Dissertation Committees

Ashley Robinson, in progress   Nikita Pike (School Psychology), in progress
Shovna Tripathy, Completed 2023   Laura Brumbaugh Robertson (Instructional
Devalina Nag, Completed 2022   Design & Technology), Completed 2022

Master's Thesis Committees

Nikita Pike (School Psych), Completed
2022

University of Houston

Primary Advisor

James Rigby (Fall 2016 – Fall 2019)   Galen Snyder (Fall 2017 – Spring 2020)
Nicole Alonso (Fall 2017 – Fall 2020)

Thesis Committees	*Doctoral Dissertation Committees*
Galen Snyder (I/O, Chair), Completed 2019	Nicole Alonso (I/O), Completed 2022
Charissa Samaniego (I/O), Completed 2020	Galen Snyder (I/O), Completed 2022
Payton Stewart (I/O), Completed 2019	James Rigby (I/O), Completed 2021
James Rigby (I/O, Chair), Completed 2018	Sonja Stokes (I/O), Completed 2021
Maryam Ahmad Kazmi (I/O), Completed 2018	Lindsey Lee (Hotel & Restaurant Mgmt.), Completed 2019
Wen (Cecilia) Xueqi (I/O), Completed 2018	Alec Nordan (I/O), Completed 2018
Alec Nordan, MS (I/O), Completed 2017	Zachary Roberts, PhD (I/O), Completed 2017
	Amanda Palmer, PhD (I/O), Completed 2017

Undergraduate Honors Students

Angus Paul Niziol (2018-2019), Julianna Penso (2018-2019; Recipient of the UH
Psychology Department's Laurie T. Callicutt Scholarship, $2,000)

Former Undergraduate Research Assistants

Adaeze Alozie (Fall 2017), Maria Borjas (Fall 2018-Spring 2019), Tyuen Dinh (Fall 2017-Spring 2018), Sabrina Castejon (Fall 2017-Spring 2018), Julianna Penso (Fall 2017-Spring 2018), Brenda Resendez (Summer 2018-Spring 2019)

UNIVERSITY, COLLEGE, AND DEPARTMENTAL SERVICE

Community Outreach

Speaking Engagements

- *Managing Your Network for Career Success*. Professional Development Workshop, Conference for Assistant Professors, Purdue University, Sept. 2023
- *How Managers Can Interrupt the Spread of Turnover,* West Tennessee Society for Human Resource Management, Jackson, TN, Aug. 2022
- *How Managers Can Interrupt the Spread of Turnover*, 4th Annual Supervisors and Managers Conference, Memphis, TN, Nov. 2021
- *Getting What You Want from Your Career*, Young Professionals Luncheon, Office of Tennessee Secretary of State, Nashville, TN, Sept. 2021
- *Building Professional Networks.* Psi Chi Leadership Development Workshop, Southwestern Psychological Association Convention, Houston, TX, April 2018.

University of Memphis

University Service
- Undergraduate Curriculum Committee, 2023-2024

College Service
- Undergraduate Studies Committee, 2023-2024
  - Chair, 2023-2024
- Search Committee for the Dean of the Fogelman College of Business and Economics, Spr. 2023
- Memphis Institute for Leadership Education (MILE)
  - Advisory Board, 2020-Present
- Fogelman Women in Leadership, Panelist and Presenter, Spr. 2021, 2023

Departmental Service
- Undergraduate Curriculum Committee – 2021-2023
  - Chair, 2023-2025
- Departmental Research Colloquium Co-organizer, 2020-Present
- Departmental Graduate Education Committee, 2019-Present
  - Doctoral Student Comprehensive Exam Coordinator, 2021-Present
- Management Faculty Search Committee – 2019-2020, 2021-2022
- Committee to Review Changes to Journal List - 2019

University of Houston - Departmental Service

- Faculty Development Committee, 2018-2019

- IO Psychology Faculty Search Committee, 2018-2019
- Faculty Advisor, University of Houston-Graduate Association of Industrial/Organizational Psychology (UH-GAIOP), 2017-2019
- Departmental Speaker Series Committee, 2017-2019
- I/O representative for the Department of Psychology's Stepping into Grad School Day Diversity Day Workshop, September 2017

PROFESSIONAL SERVICE

Academy of Management (AOM)
Careers Division
- Executive Committee, Representative-at-Large, 2022-2025
    - Mentoring & Research Committees
- Professional Development Workshops
    - Research Roundtable & Networking, *Co-organizer*, 2024
    - Careers in the Rough Professional Development Workshop, *Co-organizer*, 2023-2024
    - Doctoral Consortium, *Roundtable Discussant,* 2022-2024
- Best Symposium/Paper Award Committee, 2019
HR Division
- Best Paper Award Committee, 2022, 2023
- HR Division Doctoral Consortium Committee, 2020-2021
Conference Reviewer, 2015-2023

Society for Industrial and Organizational Psychology (SIOP)
Scientific Affairs Committee, 2023-2024
Committee for the Advancement of Professional Ethics (CAPE), 2020-2023
Awards Committee
- Goldstein & Schneider Scholarship Subcommittee, 2021-2023; Chair, 2023-2024
- Bray-Howard Research Grant Subcommittee, 2018; Chair, 2019-2021
Program Committee
- Call for Proposals Subcommittee - 2018, 2020-2022
Conference Reviewer, 2016-2023
Volunteer, 2013; 2015

Southern Management Association
Conference Reviewer, 2023
Consortia
- Pre-Doctoral Consortium, *Roundtable Discussant*, 2021-2022
- Doctoral Consortium, *Panelist*, 2022

- Mid-Doctoral Consortium, *Roundtable Discussant*, 2021

EDITORIAL APPOINTMENTS

Associate Editor
Human Resource Management (2022-Present)
- Special Issue on Quiet Quitting, *Guest Editor*
    - Paper Idea Development Workshop, *Co-organizer*, 2023

Editorial Boards
Journal of Applied Psychology (2024-Present)
Journal of Organizational Behavior (2023-Present)
Journal of Management (2022-Present)
Journal of Vocational Behavior (2022-Present)
Personnel Psychology (2021-Present)
Human Resource Management Review (2020-Present)
Human Resource Management (2019-Present)

Ad-hoc Reviewer
Academy of Management Journal (2022-2024)
Journal of Applied Psychology (2020-2023)
The International Journal of Human Resource Management (2023)
Journal of Organizational Behavior (2021-2022)
Journal of Management (2018-2022)
Journal of Vocational Behavior (2017, 2019-2022)
Journal of Research in Personality (2018-2019, 2022)
Personality and Individual Differences (2022)
Psychological Bulletin (2021)
Personnel Psychology (2020-2021)
Journal of Managerial Psychology (2017-2021)
American Sociological Review (2020)
Career Development International (2020)
Social Science Research (2020)
Personality and Social Psychology Bulletin (2020)
Advances in Methods and Practices in Psychological Science (2020)
Journal of Occupational and Organizational Psychology (2018-2020)
Journal of Business Venturing (2019)
Human Relations (2019)
Management Science (2019)
Human Resource Management Review (2016, 2018, 2019)
Human Resource Management (2015, 2016, 2018)
Social Networks (2018)
Organizational Research Methods (2016, 2017)
Journal of Cross-Cultural Psychology (2016)
Social and Personality Psychology Compass (2016)
European Journal of Personality (2016)

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (2011-Present)
Academy of Management (HR and Careers Divisions) (2014-Present)
Association for Psychological Science (2021-Present)

CONSULTING EXPERIENCE

People Analytics Consortium, Turnover Benchmarking, 2023

M.D. Anderson, Investigating Internal Applicant Success, 2020
- Led a research team to conduct advanced statistical analyses on a large, multi-level dataset, and delivered findings to key stakeholders

Purdue University, *Purdue Quality of Work Environment Initiative*, led by Dr. Deborah Rupp and Dr. Ellen Kossek. 2013-2015.
- Developed and administered large scale surveys, conducted data analysis, assisted in preparing reports, assisted in designing training intervention, administered leadership training, trained assessors for a developmental assessment center, facilitated focus groups, reported findings to key stakeholders.

Pinsight (formerly Global Assessor Pool). 2014-2015.
- Assessor, role player, and coach for a developmental assessment center.

Proskauer Rose, LLP., Consultant, with Dr. Deborah Rupp. 2012-2013.
- Conducted advanced statistical analyses (multi-level modeling).

Kirby Risk, Identifying Factors Affecting Employee Satisfaction and Turnover, with Dr. Sang Eun Woo. 2013.
- Assisted in preparing report of survey results, reported findings to key stakeholders.

Emirates Group, Audit of selection system, with Dr. Deborah Rupp. 2012.
- Assisted in reviewing literature and preparing a summary of legally defensible selection procedures within the United States.

Campion Recruiting Services. 2011-2012.
- Identified and contacted potential job applicants, persuaded candidates to apply for jobs, conducted job-related interview of candidates.

United Nations, Evaluation of a Management Assessment and Development Center, with Dr. Deborah Rupp. 2011-2012.

- Reviewed procedures for recruiting and implementing assessment center, interviewed various stakeholders, administered survey of previous assessment center participants, reported findings to key stakeholders.

West Lafayette Police Department, Revision of promotional exams for officer positions, with Dr. James LeBreton and Dr. Kelly Scherer. 2011.
- Revised test items to align the content with updated materials (i.e., Standard Operating Procedures).