

## **CURRICULUM VITAE**

### **JESSE S MICHEL**

Auburn University  
Department of Psychology  
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**\*\*UPDATED 08/28/2014\*\***

### **EDUCATION**

- Post-Doc                    Michigan State University, 2007 – 2008  
Post-Doctoral Research Associate  
School of Human Resources & Labor Relations  
Research Advisor: Ellen E. Kossek
- Ph.D.                        Wayne State University, 2007  
Major: Industrial-Organizational Psychology  
Minor: Quantitative Methods  
Dissertation Chair: James M. LeBreton
- M.A.                        Wayne State University, 2006  
Major: Industrial-Organizational Psychology  
Thesis Chair: James M. LeBreton
- B.A.                        University of Minnesota – Twin Cities, 2002  
Majors: Psychology & Sociology

### **ACADEMIC APPOINTMENTS**

- Auburn University, 2014 – present  
Assistant Professor of Industrial/Organizational Psychology  
Department of Psychology
- Florida International University, 2008 – 2014 (awarded tenure and promotion in 2014)  
Assistant Professor of Industrial/Organizational Psychology  
Assistant Professor of Quantitative Psychology  
Department of Psychology
- Michigan State University, 2007 – 2008  
Visiting Assistant Professor of Human Resource Management  
School of Human Resources & Labor Relations

### **RESEARCH INTERESTS**

- Dynamics between Work and Nonwork
- The Role of Personality and Individual Differences in the Workplace
- Organizational Deviance and Workplace Aggression

## REFEREED JOURNAL PUBLICATIONS

\* Student Coauthor

- Clark, M. A., **Michel, J. S.**, Early, R. J., & Baltes, B. B. (in press). Strategies for coping with work stressors and family stressors: Scale development and validation. *Journal of Business & Psychology*. DOI: 10.1007/s10869-014-9356-7
- Clark, M. A., **Michel, J. S.**, Stevens, G., Scruggs, R., & Howell, J. (in press). Workaholism, work engagement and work-home outcomes: Exploring the mediating role of positive and negative emotions. *Stress & Health*. DOI: 10.1002/smi.2511
- Clark, M. A., **Michel, J. S.**, Zhdanova, L., Pui, S. Y., & Baltes, B. B. (in press). All work and no play? A meta-analytic examination of the correlates and outcomes of workaholism. *Journal of Management*. DOI: 10.1177/0149206314522301
- Eschleman, K. J., Bowling, N. A., **Michel, J. S.**, & Burns, G. N. (in press). Perceived intent of supervisor as a moderator of the relationships between abusive supervision and counterproductive work behaviors. *Work & Stress*.
- Pichler, S., Varma, A., **Michel, J. S.**, Levy, P., Budhwar, P., & Sharma, A. (in press). Leader-member exchange, group- and individual-level procedural justice and reactions to performance appraisals: Test of a cross-level model. *Human Resource Management*.
- Michel, J. S.**, Pace, V. L., \*Edun, A., \*Sawhney, E., & \*Thomas, J. (2014). Development and validation of an explicit aggressive beliefs and attitudes scale. *Journal of Personality Assessment*, 96(3), 327-338. DOI: 10.1080/00223891.2013.832260
- Michel, J. S.**, Pichler, S., & \*Newness, K. (2014). Integrating leader affect, leader work-family spillover, and leadership. *Leadership & Organizational Development Journal*, 35(5), 410-428. DOI: 10.1108/LODJ-06-12-0074
- Rudolph, C. W., **Michel, J. S.**, \*Harari, M. B., & \*Stout, T. J. (2014). Perceived social support and work-family conflict: A comparison of Hispanic immigrants and non-immigrants. *Cross Cultural Management: An International Journal*, 21(3), 306-325. DOI: 10.1108/CCM-01-2013-0002
- Michel, J. S.**, & Bowling, N. A. (2013). Does dispositional aggression feed the narcissistic response? The role of narcissism and aggression in the prediction of job attitudes and counterproductive work behaviors. *Journal of Business & Psychology*, 28(1), 93-105. DOI: 10.1007/s10869-012-9265-6
- Michel, J. S.**, & Clark, M. A. (2013). Investigating the relative importance of individual differences on the work-family interface and the moderating role of boundary preference for segmentation. *Stress & Health*, 29(4), 324-336. DOI: 10.1002/smi.2474
- Bowling, N. A., & **Michel, J. S.** (2011). Why do you treat me badly? The role of attributions regarding the cause of abuse in subordinates' responses to abusive supervision. *Work & Stress*, 25(4), 309-320. DOI: 10.1080/02678373.2011.634281
- McNall, L. A., & **Michel, J. S.** (2011). A dispositional approach to work-school conflict and enrichment. *Journal of Business & Psychology*, 26(3), 397-411. DOI: 10.1007/s10869-010-9187-0

- Michel, J. S.**, Clark, M. A., & \*Jaramillo, D. (2011). The role of the Five Factor Model of personality in the perceptions of negative and positive forms of work-nonwork spillover: A meta-analytic review. *Journal of Vocational Behavior*, *79*(1), 191-203. DOI: 10.1016/j.jvb.2010.12.010
- Michel, J. S.**, Kotrba, L. M., Mitchelson, J. K., Clark, M. A., & Baltes, B. B. (2011). Antecedents of work-family conflict: A meta-analytic review. *Journal of Organizational Behavior*, *32*(5), 689-725. DOI: 10.1002/job.695
- Michel, J. S.**, & LeBreton, J. M. (2011). Leadership coherence: An application of personality coherence theory to the study of leadership. *Personality and Individual Differences*, *50*(5), 688-694. DOI: 10.1016/j.paid.2010.12.018
- Michel, J. S.**, Viswesvaran, C., & \*Thomas, J. (2011). Conclusions from meta-analytic structural equation models generally do not change due to corrections for study artifacts. *Research Synthesis Methods*, *2*(3), 174-187. DOI: 10.1002/jrsm.47
- Michel, J. S.**, Mitchelson, J. K., Pichler, S., & Cullen, K. L. (2010). Clarifying relationships among work and family social support, stressors, and work-family conflict. *Journal of Vocational Behavior*, *76*(1), 91-104. DOI: 10.1016/j.jvb.2009.05.007
- Michel, J. S.**, & Clark, M. A. (2009). Has it been affect all along? A test of work-to-family and family-to-work models of conflict, enrichment, and satisfaction. *Personality and Individual Differences*, *47*(3), 163-168. DOI: 10.1016/j.paid.2009.02.015
- Michel, J. S.**, Mitchelson, J. K., Kotrba, L. M., LeBreton, J. M., & Baltes, B. B. (2009). A comparative test of work-family conflict models and critical examination of work-family linkages. *Journal of Vocational Behavior*, *74*(2), 199-218. DOI: 10.1016/j.jvb.2008.12.005  
*Selected as one of the 20 best articles of the year in the 2010 Rosabeth Moss Kanter Award for Excellence in Work-Family Research competition.*
- Michel, J. S.**, & Hargis, M. B. (2008). Linking mechanisms of work-family conflict and segmentation. *Journal of Vocational Behavior*, *73*(3), 509-522. DOI: 10.1016/j.jvb.2008.09.005

## **BOOK CHAPTERS**

\* Student Coauthor

- Wayne, J. H., **Michel, J. S.**, & Matthews, R. A. (forthcoming). It's who you are that counts: The importance of personality and values to the work-family experience. In T. D. Allen & L. T. Eby (Eds.), *Oxford Handbook of Work and Family*. New York: Oxford University Press.
- Clark, M. A., **Michel, J. S.**, & Stevens, G. W. (2014). Affective reactions and subsequent consequences of heavy work investments. In I. Harpaz & R. Snir (Eds.), *Heavy work investment: Its nature, sources, outcomes, and future directions* (pp. 187-203). New York: Psychology Press.
- Michel, J. S.**, Clark, M. A., & Beiler, A. A. (2013). Work-life conflict and its effects. In D. Major & R. Burke (Eds.), *Handbook of work-life integration of professionals: Challenges and opportunities* (pp. 58-76). Northampton, MA: Edward Elgar Publishing.

Kossek, E. E., & **Michel, J. S.** (2011). Flexible work schedules. In S. Zedeck (Ed.), *APA Handbook of Industrial and Organizational Psychology* (Vol. 1, pp. 535-572). Washington, DC: American Psychological Association.

**Michel, J. S.**, & Clark, M. A. (2011). Personality and work-life integration. In S. Kaiser, M. J. Ringlsetter, D. R. Eikhof, & M. Pina e Cunha (Eds.), *Creating balance?! International perspectives on the work-life integration of professionals*. (pp. 81-99). Berlin/Heidelberg: Springer.

\*Sawhney, E., **Michel, J. S.**, & Mitchelson, J. K. (2010). Where has all the parsimony gone? Revisiting the original work-family conflict model via meta-analytic structural equation modeling. In C. L. Goossens (Ed.), *Family Life: Roles, Bonds, and Impact*. (pp. 75-97). Hauppauge, NY: Nova Science Publishers.

## **OTHER PUBLICATIONS**

**Michel, J. S.** (2013). Social values: Emergence of a five factor model. *The Industrial and Organizational Psychologist*, *51*(1), 65-68.

**Michel, J. S.** (2007). Six degrees of separation: An application to I-O psychology. *The Industrial and Organizational Psychologist*, *45*(2), 29-35.

## **PUBLISHED PRECEEDINGS**

\* Student Coauthor

**Michel, J. S.**, \*Newness, K., & \*Duniewicz, K. (2013, January). How abusive supervision affects workplace deviance: The impact of negative affect and aggression. In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 14033). Academy of Management.

Pichler, S., Varma, A., **Michel, J. S.**, Budhwar, P. S., & Levy, P. E. (2013, January). The role of procedural justice climate in reactions to performance appraisals. In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 14984). Academy of Management.

## **PUBLISHED BOOK REVIEWS**

**Michel, J. S.** (2008). Review of Kossek, E. E., & Lautsch, B. A. (2008), *CEO of me: Creating a life that works in the flexible job age*. Upper Saddle River, NJ: Wharton School Publishing. *People & Strategy*, *31*(2), 53.

## **REFEREED MANUSCRIPTS UNDER REVIEW**

\* Student Coauthor

Clark, M. A., Rudolph, C. W., Zhdanova, L., **Michel, J. S.**, & Baltes, B. B. TITLE REMOVED FOR BLIND REVIEW. Invited for 2<sup>nd</sup> review at *Journal of Family Issues*.

**Michel, J. S.**, \*Newness, K., & \*Duniewicz, K. TITLE REMOVED FOR BLIND REVIEW. Invited for 2<sup>nd</sup> review at *Journal of Business and Psychology*.

**Michel, J. S.** & Hargis, M. B. TITLE REMOVED FOR BLIND REVIEW. Under 1<sup>st</sup> review at *Journal of Occupational and Organizational Psychology*.

## RESEARCH FUNDING

A survey of mature workers and their spouses: Experiences at work and home, *NIOSH Pilot Research Projects*, Co-PI with Malissa Clark, Boris Baltes, Brian Hoffman, and Richard Slatcher, Funded 2013-2014: \$8,865.00

## REFEREED SYMPOSIA AND COFERENCE PRESENTATIONS

\* Student Coauthor

**Michel, J. S.**, \*Duniewicz, K., & \*Newness, K. (2013, August). How abusive supervision affects workplace deviance: The impact of negative affect and aggression. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.

Pichler, S., Varma, A., **Michel, J. S.**, Budhwar, P., & Levy, P. (2013, August). The role of procedural justice climate in reactions to performance appraisals. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.

\*Reaves, A. C., \*Drew, E. N., & **Michel, J. S.** (2013, May). Work-to-school enrichment as a mediator of the creativity-school performance relationship. Paper presented at the conference for Work, Stress, and Health, Los Angeles, CA.

\*Duniewicz, K., & **Michel, J. S.** (2013, April). State of our toolbox: Meta-analysis of reliability measurement precision. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

\*Newness, K., & **Michel, J. S.** (2013, April). Work orientation: An exploration of the factors of calling. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Kossek, E. E., Hammer, L. B., Bodner, T., **Michel, J. S.**, Petty, R. J., Yragui, N. L. (2012, August). A multi-level model of antecedents of work-family support, conflict and effectiveness. In W. J. Casper & J. H. Greenhaus (chairs), *The family-supportive workplace: Understanding supervisor and organizational support for family*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

**Michel, J. S.**, \*Edun, A., Pace, V., \*Sawhney, E., & \*Thomas, J. (2012, August). *The development and validation of an explicit justification of aggression scale*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

\*Steinert, J., \*Newness, K., \*Rutherford, K., & **Michel, J. S.** (2012, August). *The experience of stress: Do role-outcomes mediate health outcomes*. Poster presented at the 2012 annual meeting of the American Psychological Association, Orlando, FL.

Walsh, J., Stevens, G., Scruggs, R., **Michel, J. S.**, & Clark, M. A. (2012, August). Heavy work investment and work-family outcomes: Discrete emotions as mediators. Poster presented at the annual meeting of the American Psychological Association, Orlando, FL.

Eschleman, K. J., Bowling, N. A., & **Michel, J. S.** (2012, April). The effects of intent attributions on responses to abusive supervision. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

McNall, L. A., **Michel, J. S.**, \*Steinert, J. K., Rogachevsky, A., & Jean-Baptiste, C. (2012, April). Work-school conflict and enrichment: Results from two studies. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

- \*Steinert, J. K., & **Michel, J. S.** (2011, August). Stress type: Does the appraisal affect health and performance outcomes? Poster presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Baysinger, M., **Michel, J. S.**, & LeBreton, J. M. (2011, April). The effects of psychopathy and workplace perceptions on CWB. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Michel, J. S.**, & Bowling, N.A. (2011, April). The effects of dispositional aggression and narcissism on work-related criteria. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Michel, J. S.**, Clark, M. A., & Bowling, N.A. (2011, April). Personality and the work-family integration and segmentation continuum. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Michel, J. S.**, Viswesvaran, C., & \*Thomas, J. P. (2011, April). Meta-analytic SEM: A model comparison with/without corrections for study artifacts. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bowling, N. A., & **Michel, J. S.** (2010, August). The effects of attributions on target responses to abusive supervision. In J. M. Rodriguez & K. Miner-Rubino (chairs), *(Un)caring employees: Exploring the downside to interpersonal relations in organizations*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- \*Thomas, J. P., Kraus, E., \*Matamala, A., **Michel, J. S.**, & Viswesvaran, C. (2010, August). Conceptualizing global proactivity: A generalizable proactive process. In V. C. Gallagher (chair), *Managing talent, predicting performance*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Stevens, G., Mitchelson, J., & **Michel, J. S.** (2010, April). Are happy leaders engaged leaders? Affect and leadership style. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Kossek, E. E., Hammer, L., **Michel, J. S.**, Petty, R., & Yragui, N. (2009, August). Leadership and work group context linkages to work, family, and health in low income settings. In E. S. Stiehl (chair), *Organizational behavior and the working poor*. Symposia presented at the annual meeting of the Academy of Management, Chicago, IL.
- Kossek, E. E., Berg, P., & **Michel, J. S.** (2009, August). Implementing different types of work-life flexibility in unionized contexts: Individual, organizational and multi-level perspectives. In L. A. Mainiero (chair), *Paradoxes of implementing work-life flexibility policies: Emerging research, theory and practice*. Symposia presented at the annual meeting of the Academy of Management, Chicago, IL. *Designated as a "Showcase Symposia."*
- Heinen, B. A., & **Michel, J. S.** (co-chairs; 2009, April). *Leadership and work-family: Bridging the literatures*. Symposia presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Kossek, E. E., Hammer, L., **Michel, J. S.**, Petty, R., & Yragui, N. (2009, April). An embedded leadership and work group context perspective on work and family: Effects on employee perceptions of support, work-family, health, safety, and productivity. In T. L. Griggs & W. J. Casper (co-chairs), *An examination of work-family conflict among low-income and*

*nonprofessional workers*. Symposia presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Michel, J. S.** (2009, April). Leadership style, effectiveness, and satisfaction: The influence of leader family-to-work conflict, enrichment, and trait affectivity. In B. A. Heinen & J. S. Michel (co-chairs), *Leadership and work-family: Bridging the literatures*. Symposia presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Michel, J. S., & Clark, M. A.** (2009, April). Just affect? Work-family models of conflict, enrichment, and satisfaction. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Michel, J. S., Mitchelson, J., & Cullen, K. L.** (2009, April). Non-symmetrical relations between support, involvement, role stressors, and work-family conflict. Poster under presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Kossek, E. E., Hammer, L., **Michel, J. S.**, & Yanguis, N. (2008, April). Multilevel modeling in work-family research: An exploration of cross-level employee, supervisor and organizational relationships. In T. Britt (chair), *Implementing strong research designs in the work-family interface*. Symposia presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Michel, J. S., & Hargis, M. B.** (2008, April). Work-family conflict or segmentation? A meta-analytic comparison of opposing theories. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA. ***Included in the All-Conference Reception as a "Top 20 submission."***
- Michel, J. S., & LeBreton, J. M.** (2007, August). Leadership coherence: A social-cognitive approach to leadership. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Michel, J. S.** (2007, May). Work-family conflict as a mediator within the work-family interface: A qualitative and quantitative review. Poster presented at the annual meeting of the Michigan Association of Industrial-Organizational Psychologists, Southfield, MI.
- Michel, J. S., Mitchelson, J., Kotrba, L., LeBreton, J. M., Baltes, B. B.** (2007, April). Work-family conflict as a mediator within the work-family interface. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Michel, J. S., Gramzow, A. M., Mitchelson, J. K., Young, L. M., Baltes, B. B., & LeBreton, J. M.** (2005, April). Work-family conflict: An examination of three models. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Michel, J.S., Senter, J.L., Hargis, M.B., & LeBreton, J.M.** (co-chairs; 2005, April). *Doctoral training in I/O psychology: Current trends and future needs*. Panel discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Roedder, W. C., Crawford, J., LeBreton, J. M., & **Michel, J. S.** (2005, April). Correcting profile similarity scores for range restriction. Poster presented at the annual meeting of the Society

for Industrial and Organizational Psychology, Los Angeles, CA.

Young, L. B., Michel, J. S., Mitchelson, J., & Baltes, B. B. (2004, April). Work-family conflict: A meta-analytic review. Interactive poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

## **TEACHING EXPERIENCE**

Auburn University

*Graduate Courses:*

Research Methods in I/O Psychology (PSYC 8710; PhD course)

*Undergraduate Courses:*

Industrial/Organizational Psychology (PSYC 3590; upper level BA course)

Florida International University (2008-2014)

*Graduate Courses:*

Quantitative Methods of Psychology I (PSY 5939; PhD course)

Social Psychology of Organizations (SOP 5616; MS and PhD course)

Work Motivation (PSY 5939; MS and PhD course)

Work and Family (PSY 5939; MS and PhD course)

*Undergraduate Courses:*

Organizational Psychology (INP 4313; upper level BA course)

Research Methods (PSY 3213; capstone BA course)

Theories of Personality (PPE 3003; upper level BA course)

Michigan State University (2007-2008)

*Graduate Courses:*

Leadership (LIR 891; MHRLR course)

Staffing Organizations (LIR 891; MHRLR course)

## **HONORS AND RECOGNITIONS**

Honors and/or recognitions for Michel, Mitchelson, Mitchelson, Pichler, and Cullen (2010) paper

- Top 25 most cited article in *Journal of Vocational Behavior* five years from publication

- Top 25 most downloaded article in *Journal of Vocational Behavior* for 2010

Honors and/or recognitions for Michel, Mitchelson, Kotrba, LeBreton, and Baltes (2009) paper

- Selected as one of the “20 best articles of the year” in the 2010 Rosabeth Moss Kanter Award for Excellence in Work-Family Research competition

- Top 5 most cited article in *Journal of Vocational Behavior* five years from publication

- Top 25 most downloaded article in *Journal of Vocational Behavior* for 2009

Honors and/or recognitions for Michel and Hargis (2008) paper

- Included in the SIOP All-Conference Reception as a “Top 20 submission”

## **PROFESSIONAL ACTIVITIES AND PUBLIC SERVICE**

Rosabeth Moss Kanter Award for Excellence in Work-Family Research Award Committee, 2011

Ad Hoc Reviewer

*American Sociological Review, Applied Psychology: An International Review, European Journal of Work and Organizational Psychology, Group and Organization Management,*



*Human Relations, Human Resource Development Review, Human Resource Management Journal, International Journal of Conflict Management, International Journal of Human Resource Management, Journal of Managerial Psychology, Journal of Occupational and Organizational Psychology, Journal of Occupational Health Psychology, Journal of Personality, Journal of Psychology: Interdisciplinary and Applied, Leadership & Organizational Development Journal, Management Research Review, Organizational Psychology Review, Personality and Individual Differences, Stress & Health, Work & Stress*

Academy of Management

Annual Conference Program Reviewer, 2008 –

Society for Industrial and Organizational Psychology

Annual Conference Program Reviewer, 2008 –

### **DEPARTMENTAL SERVICE**

Florida International University (2008-2014)

Departmental Space Committee, 2008 – 2014

Faculty Mentor-Mentee Committee, 2010 – 2014

I/O Psychology Faculty Search Committee, 2008 – 2009, 2010 – 2011

Psychology Graduate Student Association Faculty Advisor, 2010 –2012

Quantitative Psychology Faculty Search Committee, 2011 – 2012

Quantitative Coursework and Training Committee, 2012 – 2014

### **STUDENTS ADVISED**

Students Advised -- Florida International University (2008-2014)

Graduate Dissertation (\*Dissertation Chair)

Paul Gregory (Defended 2010), Veronica Averhart (Defended 2012), Julio Fernandez (Defended 2012), Kerry Newness\* (Defended 2013), Angela Reaves (Proposed 2013), Mike Harari (Proposed 2013), Krzysztof Duniewicz\* (Proposed 2014), and Anya Edun\* (Proposed 2014)

Graduate Thesis (\*Thesis Chair)

Jeffrey Thomas (Defended 2009), Holli Thometz (Defended 2010), Anya Edun\* (Defended 2011), Kerry Newness\* (Defended 2011), Jason Steinert\* (Defended 2011), Krzysztof Duniewicz\* (Defended 2012), Angela Reaves (Defended 2012), Josh Allen (Defended 2013), Mike Harari (Defended 2013), John Wittgenstein (Defended 2013), and Tyler Stout\* ( Defended 2014)

Undergraduate Honor's Thesis (\*Thesis Chair)

Edin Mejia, Jr.\* (Defended 2011)

### **PROFESSIONAL MEMBERSHIPS**

Academy of Management (Organizational Behavior and Research Methods Divisions)

American Psychological Association (Industrial and Organizational Psychology Division)