

Nathan P. Podsakoff

University of Arizona
Eller College of Management
405PP McClelland Hall
Tucson, AZ 85721-0108

Phone: (520) 626-0463
Fax: (520) 621-4171
Email: podsakof@email.arizona.edu

Education

Ph.D. University of Florida, 2007 (Organizational Behavior)

Dissertation (Chair: Dr. Jeffery LePine)

Challenge and Hindrance Stressors in the Workplace: A Scale Development, Validation, and Test of Linear, Curvilinear, and Moderated Relationships with Employee Strains, Satisfaction, and Performance

A.B. Princeton University, 2001
Major: Psychology

Academic Employment

Associate Professor (2013 - present), *Eller Fellow*

Assistant Professor (2007 - 2013)

University of Arizona, Eller College of Management, Department of Management & Organizations

Articles

23. MacKenzie, S.B., Podsakoff, P.M., & Podsakoff, N.P. (Forthcoming). The consequences of and remedies of inadequate conceptual definitions in the organizational and behavioral sciences. *Organizational Research Methods*.
22. Methot, J.R., LePine, J.A., Podsakoff, N.P., & Christian, J.S. (In press). Are workplace friendships a mixed blessing? Exploring tradeoffs of multiplex relationships and their associations with job performance. *Personnel Psychology*.
21. Podsakoff, N.P., Maynes, T. Whiting, S.W., & Podsakoff, P.M. (2015). One (rating) from many (observations): Factors affecting the individual assessment of voice behavior in groups. *Journal of Applied Psychology, 100*, 1189-1202.
20. Slaughter, J.E., Christian, M.S., Podsakoff, N.P., Sinar, E.F., & Lievens, F. (2014). On the limitations of using situational judgment tests to measure interpersonal skills: The moderating influence of employee anger. *Personnel Psychology, 67*, 847-885.
19. Podsakoff, N.P., Podsakoff, P.M., MacKenzie, S.B., Maynes, T.D., & Spoelma, T.M. (2014). Consequences of unit-level organizational citizenship behaviors: A review and recommendations for future research. *Journal of Organizational Behavior, 35*, S87-S119.
18. Podsakoff, N.P., Whiting, S.W., Welsh, D.W., & Mai, M. (2013). Surveying for artifacts: The susceptibility of the OCB--performance evaluation relationship to common rater, item, and measurement context effects. *Journal of Applied Psychology, 98*, 863-874.

17. Podsakoff, N.P., Podsakoff, P.M., MacKenzie, S.B., & Klinger, R. (2013). Are we really measuring what we say we're measuring? Using video techniques to supplement traditional construct validation procedures. *Journal of Applied Psychology*, 98, 99-113.
16. Whiting, S.W., Maynes, T. Podsakoff, N.P., & Podsakoff, P.M. (2012). Effects of context, source, and message characteristics on evaluations of employee voice behavior. *Journal of Applied Psychology*, 97, 159-182.
15. Podsakoff, P.M., MacKenzie, S.B., & Podsakoff, N.P. (2012). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 65, 539-569.
14. MacKenzie, S.B., Podsakoff, P.M., & Podsakoff, N.P. (2011). Challenge-oriented organizational citizenship behaviors and organizational effectiveness: Do challenge-oriented behaviors really have an impact on the organization's bottom line? *Personnel Psychology*, 64, 559-592.
13. MacKenzie, S.B., Podsakoff, P.M., & Podsakoff, N.P. (2011). Construct measurement and validation procedures in MIS and behavior research: Integrating new and existing techniques. *MIS Quarterly*, 35, 293-334.
12. Kuskova, V.V., Podsakoff, N.P., & Podsakoff, P.M. (2011). Effects of theoretical contribution and methodological rigor, and journal quality on the impact of scale development articles in the field of entrepreneurship. *Strategic Entrepreneurship Journal*, 5, 10-36.
11. Podsakoff, N.P., Whiting, S.W., Podsakoff, P.M., & Mishra, P. (2011). Effects of organizational citizenship behaviors on selection decisions in employment interviews. *Journal of Applied Psychology*, 96, 310-326.
10. Judge, T.A., Piccolo, R.P., Podsakoff, N.P., Shaw, J.C., & Rich, B.L. (2010). The relationship between pay and job satisfaction: A meta-analysis of the literature. *Journal of Vocational Behavior*, 77, 157-167.
9. Podsakoff, N.P., Podsakoff, P.M., & Kuskova, V.V. (2010). Dispelling misconceptions and providing guidelines for leader reward and punishment behavior. *Business Horizons*, 53, 3, 291-303.
8. Podsakoff, N.P., Whiting, S.W., Podsakoff, P.M., & Blume, B.D. (2009). Individual- and organizational-level consequences of organizational citizenship behaviors: A meta-analysis. *Journal of Applied Psychology*, 94, 122-141.
Cited in Harvard Business Review, April 2013, Adam Grant
<http://hbr.org/2013/04/in-the-company-of-givers-and-takers/>
Cited in Huffington Post, Business Blog, June 5th, Laurie Erdman
http://www.huffingtonpost.com/laurie-erdman/3-ways-to-excel-at-work_b_3343371.html
7. Podsakoff, P.M., MacKenzie, S.B., Podsakoff, N.P., & Bachrach, D.G. (2008). Scholarly influence in the field of management: A bibliometric analysis of university and author impact on the management literature during the past quarter century. *Journal of Management*, 34, 641-720.
6. Podsakoff, N.P., LePine, J.A., & LePine, M.A. (2007). Differential challenge stressor-hindrance stressor relationships with job attitudes, turnover intentions, turnover, and withdrawal behavior: A meta-analysis. *Journal of Applied Psychology*, 92, 438-454.

5. Podsakoff, P.M., Bommer, W.H., Podsakoff, N.P., & MacKenzie, S.B. (2006). Relationships between leader reward and punishment behavior and subordinate attitudes, perceptions, and behaviors: A meta-analytic review of existing and new research. *Organizational Behavior and Human Decision Processes*, 99, 113-142.
4. LePine, J.A., Podsakoff, N.P., & LePine, M.A. (2005). A meta-analytic test of the challenge stressor-hindrance stressor framework: An explanation for inconsistent relationships among stressors and performance. *Academy of Management Journal*, 48, 764-775.
3. Podsakoff, P.M., MacKenzie, S.M., Bachrach, D.G., & Podsakoff, N.P. (2005). The influence of management journals in the 1980's and 1990's. *Strategic Management Journal*, 26, 473-488.
2. Podsakoff, P.M., MacKenzie, S.M., Lee, J., & Podsakoff, N.P. (2003). Common method variance in behavioral research: A critical review of the literature and recommended remedies. *Journal of Applied Psychology*, 88, 879-903.

This article received the William A. Owens Scholarly Achievement Award (Best Paper in Industrial and Organizational Psychology) at the 20th Annual Society for Industrial and Organizational Psychologists conference at Los Angeles, CA, April, 2005.

1. Podsakoff, P.M., MacKenzie, S.M., Podsakoff, N.P., & Lee, J. (2003). The mismeasure of man(agement) and its implications for leadership research. *Leadership Quarterly*, 14, 615-656.

This article was one of five finalists for Leadership Quarterly's 2004 Article of the Year.

Books and Book Chapters

10. Podsakoff, P.M., MacKenzie, S.B., & Podsakoff, N.P. (Eds.) (Forthcoming). *The Oxford Handbook of Organizational Citizenship Behavior*. Oxford, UK: Blackwell.
9. Podsakoff, P.M., MacKenzie, S.B., & Podsakoff, N.P. (Forthcoming). Introduction to The Oxford Handbook of Organizational Citizenship Behavior. In P.M. Podsakoff, S.B., MacKenzie, & N.P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*. Oxford, UK: Blackwell.
8. Podsakoff, N.P., Morrison, E.W., & Martinez, T. (Forthcoming). Organizational citizenship behavior and role perceptions: A review and recommendations for future research. In P.M. Podsakoff, S.B., MacKenzie, & N.P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*. Oxford, UK: Blackwell.
7. Podsakoff, N.P., Podsakoff, P.M., MacKenzie, S.B., Maynes, T.D., Whiting, S.W., & Spoelma, T.M. (Forthcoming). Multilevel OCB research: A review and recommendations for future research. In P.M. Podsakoff, S.B., MacKenzie, & N.P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*. Oxford, UK: Blackwell.
6. Podsakoff, P.M., MacKenzie, S.B., & Podsakoff, N.P. (Forthcoming). Concluding comments for The Oxford Handbook of Organizational Citizenship Behavior. In P.M. Podsakoff, S.B., MacKenzie, & N.P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*. Oxford, UK: Blackwell.
5. Koput, K.W., & Podsakoff, N.P. (Forthcoming). Bias. In N. Nicholson, M. Pillutla, & P. Audia (Eds.), *Blackwell Encyclopedia of Management: Organizational behavior (3rd Ed.)*. Oxford, UK: Blackwell.

4. Koput, K.W., & Podsakoff, N.P. (Forthcoming). Error. In N. Nicholson, M. Pillutla, & P. Audia (Eds.), *Blackwell Encyclopedia of Management: Organizational behavior (3rd Ed.)*. Oxford, UK: Blackwell.
3. Koput, K.W., & Podsakoff, N.P. (Forthcoming). Statistical methods. In N. Nicholson, M. Pillutla, & P. Audia (Eds.), *Blackwell Encyclopedia of Management: Organizational behavior (3rd Ed.)*. Oxford, UK: Blackwell.
2. Organ, D.W., Podsakoff, P.M., & Podsakoff, N.P. (2010). Expanding the criterion domain to include organizational citizenship behavior (OCB): Implications for employee selection. In S. Zedeck (Ed.), *APA Handbook of Industrial and Organizational Psychology (Vol. 2, pp. 281-323)*. Washington, DC: APA.
1. Podsakoff, N.P., Shen, W., & Podsakoff, P.M. (2006). The role of formative measurement models in strategic management research: Review, critique, and implications for future research. In D.J. Ketchen and D.D. Bergh (Eds.), *Research Methods in Strategy and Management*. (Vol. 3, pp. 201-256). Greenwich, CN: JAI.

Conference Presentations

35. Maynes, T.D., Podsakoff, N.P., & Jo, J. "Employee voice in adverse conditions: Speaking-up when it's all on the line." Symposium participant at the 75th annual conference for the Academy of Management, Vancouver, BC, Canada 2015.
34. Ordonez, L., Motro, D., Podsakoff, N.P., & Yoon, M. "The dark side of motivation: The negative effects of pursuing desired ends." Symposium participant at the 75th annual conference for the Academy of Management, Vancouver, BC, Canada 2015.
33. Podsakoff, N.P., Podsakoff, P.M., MacKenzie, S.B., Maynes, T.D., Whiting, S.W., & Spoelma, T.M. "A review of multilevel OCB research: Limitations and recommendations." Poster presented at the 30th annual conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA, 2015.
32. Podsakoff, N.P., Slaughter, J.E., Koput, K.W. "The costs of conscientiousness in interpersonal work contexts." Symposium co-chair and participant at the 74th annual conference for the Academy of Management, Philadelphia, PA, 2014.
31. Provan, K.G., Sydow, J., & Podsakoff, N.P. "Network citizenship behavior: Toward a behavioral perspective on multi-organizational networks." Paper presented at the 74th annual conference for the Academy of Management, Philadelphia, PA, 2014.
30. Podsakoff, N.P., Maynes, T.D., Podsakoff, P.M., & Whiting, S.W. "Examining collective ratings of individual voice behaviors in groups." Symposium participant at the 29th annual conference for the Society for Industrial and Organizational Psychology, Honolulu, HA, 2014.
29. Podsakoff, N.P. "Ask the experts: Advice for identifying and remedying the effects of common method variance." Panel participant at the annual conference for the Southern Management Association, New Orleans, LA, 2013.
28. Podsakoff, N.P. "Developments in voice behavior research: Dimensions, antecedents, and outcomes." Symposium co-chair at the 73rd annual conference for the Academy of Management in Orlando, FL, 2013.

27. Podsakoff, N.P. "Common method variance biases: Evidence and remedies." Symposium chair and participant at the 28th annual conference for the Society for Industrial and Organizational Psychology, Houston, TX, 2013.
26. Podsakoff, N.P. "Methodological advances in strategic management research." Symposium co-chair and participant at the 72nd annual conference for the Academy of Management in Boston, MA, August, 2012.
25. Maynes, T.D., Whiting, S., & Podsakoff, P.M. "Selecting good soldiers versus avoiding bad apples." Symposium participant at the 72nd annual conference for the Academy of Management in Boston, MA, August, 2012.
24. Podsakoff, N.P. "The productivity process: Research tips and strategies from prolific junior faculty." Developmental workshop participant at the 72nd annual conference for the Academy of Management in Boston, MA, August, 2012.
23. Podsakoff, N.P. "New frontiers of OCB research: Context matters." Symposium discussant at the 27th annual conference for the Society for Industrial and Organizational Psychology, San Diego, CA, 2012.
22. Podsakoff, N.P., Whiting, S.W., Maynes, T.D., & Podsakoff, P.M. "Effects of message, source, and context characteristics on perceptions of employee voice behavior." Symposium chair and participant at the 71st annual conference for the Academy of Management in San Antonio, TX, August, 2011.
21. Podsakoff, N.P., Bachrach, D.G., Podsakoff, P.M., & MacKenzie, S.B. "Examining the mediators and moderators of the organizational citizenship behavior—performance evaluation relationship." Symposium co-chair and participant at the 71st annual conference for the Academy of Management in San Antonio, TX, August, 2011.
20. Podsakoff, N.P. & Klinger, R. "Using video technology to validate constructs." Symposium chair and participant at the 71st annual conference for the Academy of Management in San Antonio, TX, August, 2011.
19. Podsakoff, N.P., Kuskova, V.V., Birk, S.J., Mishra, P. "Determinants of citation classics in organizational behavior." Symposium co-chair and participant at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL, 2011.
18. Podsakoff, N.P., Siegel, J.L., Whiting, S., Maynes, T., & Podsakoff, P. "Effects of task performance, OCBs, and CWBs on selection decisions." Poster presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL, 2011.
17. Whiting, S.W., Maynes, T., Podsakoff, N.P., & Podsakoff, P.M. "Intended to be good, judged to be bad: Positive and negative individual-level consequences of employee voice." Symposium presented at the 70th annual conference for the Academy of Management in Montreal, Canada, August, 2010.
16. Podsakoff, N.P., Whiting, S.W., Podsakoff, P.M., & Mishra, P. "Effects of organizational citizenship behavior on interviewer evaluations." Poster presented at the 25th annual conference for the Society for Industrial and Organizational Psychology in Atlanta, GA, April, 2010.

15. Methot, J.R., LePine, J.A., Podsakoff, N.P., & Siegel, J.L. "Multiplex ties and job performance: Beyond instrumental and friendship networks." Poster presented at the 25th annual conference for the Society for Industrial and Organizational Psychology in Atlanta, GA, April, 2010.
14. Podsakoff, P.M. & Podsakoff, N.P. "The Porter-McKibbin Report (1988) revisited: Where do we stand and where are we going?" Panel discussion co-chair at the 69th annual conference for the Academy of Management in Chicago, IL, August, 2009.
13. Kuskova, V.V., Podsakoff, N.P., & Podsakoff, P.M. "Effects of theoretical and methodological rigor on article impact in the field of entrepreneurship." Interactive paper presented at the 69th annual conference for the Academy of Management in Chicago, IL, August, 2009.
12. Podsakoff, N.P., Rich, B.L., & Kuskova, V.V. "Covenantal relationships: Links with transformational leadership and employee OCB." Symposium co-chair and participant at the 24th annual conference for the Society for Industrial and Organizational Psychology in New Orleans, LA, April, 2009.
11. Podsakoff, P.M., MacKenzie, S.M., & Podsakoff, N.P. "Effects of helping, voice, and sportsmanship on organizational effectiveness." Symposium co-chair and participant at the 24th annual conference for the Society for Industrial and Organizational Psychology in New Orleans, LA, April, 2009.
10. Podsakoff, N.P., Whiting, S.W., Podsakoff, P.M., & Blume, B. "Individual- and organizational-level consequences of organizational citizenship behaviors: A meta-analysis." Poster presented at the 23rd annual conference for the Society for Industrial and Organizational Psychology in San Francisco, CA, April, 2008.
9. Podsakoff, N.P. "Contemporary work stress research: Examining challenge and hindrance stressors in organizations." Symposium co-chair and participant at the 67th annual conference for the Academy of Management in Philadelphia, PA, August, 2007.
8. Podsakoff, P.M. & Podsakoff, N.P. "Emerging issues in the study of transactional leadership behavior." Symposium co-chair and participant at the 67th annual conference for the Academy of Management in Philadelphia, PA, August, 2007.
7. Podsakoff, N.P., Shen, W. & Podsakoff, P.M. "The role of formative measurement models in strategic management research: Review, critique, and implications for future research." Symposium presented at the 66th annual conference for the Academy of Management in Atlanta, GA, August, 2006.
6. Podsakoff, N.P. & Bommer, W.H. "Examining a process model of transactional leadership behavior." Poster presented at the 21st annual conference for the Society for Industrial and Organizational Psychology in Dallas, TX, May, 2006.
5. Judge, T.A., Piccolo, R.P., Podsakoff, N.P., Shaw, J.C., & Rich, B.L.R. "Money can't buy happiness." Symposium presented at the 65th annual conference for the Academy of Management in Honolulu, HA, August, 2005.
4. Podsakoff, N.P. & Shen, W. "Examples of constructs having formative indicators in organizational behavior and strategic research." Symposium presented at the 65th annual conference for the Academy of Management in Honolulu, HA, August, 2005.
3. Podsakoff, N.P., LePine, J.A., & LePine, M.A. "Can stress reduce withdrawal? A meta-analysis using the challenge-hindrance framework." Poster presented at the 20th annual conference for the Society for Industrial and Organizational Psychology in Los Angeles, CA, April, 2005.

2. Podsakoff, P.M., Bommer, W.H., Podsakoff, N.P., & MacKenzie, S.B. "A meta-analytic review of the leader reward and punishment behavior literature." Poster presented at the 64th annual conference for the Academy of Management in New Orleans, LA, August, 2004.
1. Podsakoff, N.P., LePine, J.A., & LePine, M.A. "A meta-analysis of stress and performance: Assessing the challenge-hindrane framework." Poster presented at the 19th annual conference for the Society for Industrial and Organizational Psychology in Chicago, IL, April, 2004.

Research Interests

Effects of organizational stress; leadership; employee performance and citizenship/prosocial/proactive behaviors; research methods related to the measurement and modeling of constructs; and knowledge generation and dissemination in the field of management.

Teaching Experience

- | | |
|----------------------------|---|
| Fall 2004 &
Spring 2006 | <p>Graduate Instructor, University of Florida</p> <p>Responsible for teaching upper-level undergraduate sections of a course in Organizational Behavior (MAN 3240)</p> <p>Overall Instructor Rating (Fall 2004): 4.65 out of 5.00
Overall Instructor Rating (Spring 2006): 4.70 out of 5.00</p> |
| Fall 2006 | <p>Graduate Instructor, University of Florida</p> <p>Responsible for teaching upper-level undergraduate section of a course in Organizational Behavior (MAN 3240) that includes a web-based (distance-learning) section.</p> <p>Overall Instructor Rating: 4.80 out of 5.00</p> |
| Spring 2007 | <p>Graduate Instructor, University of Florida</p> <p>Responsible for teaching upper-level undergraduate section of a course in Human Resources (MAN 4301).</p> <p>Overall Instructor Rating: 4.65 out of 5.00</p> |
| Fall 2007 | <p>Assistant Professor, University of Arizona</p> <p>Responsible for teaching two upper-level undergraduate sections of a course in Human Resources Management (MGMT 403).</p> <p>Overall Instructor Rating: 3.9/4.1 out of 5.0</p> |
| Fall 2008 | <p>Assistant Professor, University of Arizona</p> <p>Responsible for teaching two upper-level undergraduate sections of a course in Human Resources Management (MGMT 403).</p> <p>Overall Instructor Rating: 4.4/4.6 out of 5.0</p> |

- Spring 2009 Assistant Professor, University of Arizona
- Responsible for teaching one upper-level undergraduate section of a course in Leadership (MGMT 440).
- Overall Instructor Rating: 4.7 out of 5.0
- Fall 2009 Assistant Professor, University of Arizona
- Responsible for teaching two upper-level undergraduate sections of a course in Human Resources Management (MGMT 403).
- Overall Instructor Rating: 4.9/4.6 out of 5.0
- Spring 2010 Assistant Professor, University of Arizona
- Responsible for teaching one upper-level undergraduate section of a course in Leadership (MGMT 440).
- Overall Instructor Rating: 4.9 out of 5.0
- Fall 2010 Assistant Professor, University of Arizona
- Responsible for teaching three upper-level undergraduate sections of a course in Human Resources Management (MGMT 403).
- Course Enrollment: 29/29/30
Overall Instructor Rating: 4.4/4.7/4.6 out of 5.0
- Fall 2011 Assistant Professor, University of Arizona
- Responsible for teaching two sections of an upper-level undergraduate course in Human Resources Management (MGMT 403).
- Course Enrollment: 28/30
Overall Instructor Rating: 4.6/4.8 out of 5.0
- Responsible for teaching one section of a doctoral level course in Research Methods (MGMT 554).
- Course Enrollment: 5
Overall Instructor Rating: 5.0 out of 5.0
- Fall 2012 Assistant Professor, University of Arizona
- Responsible for teaching two sections of an upper-level undergraduate course in Leadership (MGMT 440).
- Course Enrollment: 27/27
Overall Instructor Rating: 4.6/4.8 out of 5.0

Responsible for teaching one section of an upper-level undergraduate course in Human Resources Management (MGMT 403).

Course Enrollment: 26
Overall Instructor Rating: 4.7 out of 5.0

Responsible for teaching one section of an Evening MBA course on Leadership in Organizations (MGMT 501).

Course Enrollment: 32
Overall Instructor Rating: 4.6 out of 5.0

Fall 2013 Associate Professor, University of Arizona

Responsible for teaching one section of a doctoral level course in Research Methods (MGMT 554).

Course Enrollment: 6
Overall Instructor Rating: 4.8 out of 5.0

Responsible for teaching one section of an Evening MBA course on Leadership in Organizations (MGMT 501).

Course Enrollment: 54
Overall Instructor Rating: 4.7 out of 5.0

Fall 2014 Associate Professor, University of Arizona

Responsible for teaching one section of an upper-level undergraduate course in Leadership (MGMT 440).

Course Enrollment: 29
Overall Instructor Rating: 4.4 out of 5.0

Responsible for teaching one section of an upper-level undergraduate Honor's course in Leadership (HNRS/BNAD 330).

Course Enrollment: 8
Overall Instructor Rating: 4.6 out of 5.0

Responsible for teaching one section of an Evening MBA course on Leadership in Organizations (MGMT 501).

Course Enrollment: 54
Overall Instructor Rating: 4.8

Executive Education and Other Programs	Rating
Southwest Leadership Program – Leadership (September 2012)	3.9/4.0
Business for Scientists – HR Management (November 2012)	NA
PCAO - Dealing with Difficult People (March 2013)	3.7/4.0

Southwest Leadership Program – Leadership (September 2013)	3.8/4.0
Business for Scientists – HR Management (October 2013)	NA
Pima Community College – Influence (January 2014)	3.8/4.0
Tobias Center for Leadership Excellence – Leader Behavior (April 2014)	NA
Southwest Leadership Program – Leadership (September 2014)	3.7/4.0
Business for Scientists – HR Management (December 2014)	NA
Foundations in Public Sector Leadership – Selecting on Talent (April 2015)	3.9/4.0
Tobias Center for Leadership Excellence – Leader Behavior (April 2015)	NA
Business Leadership Competencies – Influence (Tucson, April 2015)	3.7/4.0
Business Leadership Competencies – Influence (Phoenix, April 2015)	3.8/4.0

Professional Affiliations and Activity

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

Reviewing for Academic Journals

Personnel Psychology (Associate Editor: 2014-Current)

Academy of Management Journal (Editorial Board Member: 2010-Current)

Journal of Applied Psychology (Editorial Board Member: 2011-2013)

Organizational Behavior and Human Decision Processes (Editorial Board Member: 2010-2013)

Personnel Psychology (Editorial Board Member: 2011-2013)

Journal of Business and Psychology (Editorial Board Member: 2009-2010)

Journal of Organizational Behavior (Editorial Board Member: 2009-2010)

Human Relations (Ad hoc)

Journal of Management Studies (Ad hoc)

Journal of Public Administration: Research and Theory (Ad hoc)

Organizational Research Methods (Ad hoc)

Psychological Bulletin (Ad hoc)

Strategic Management Journal (Ad hoc)

Student Development

Master's Thesis Committees

Jennifer Anderson

Sam Birk

Jessica Christian

Tomas Martinez

Trevor Spoelma

Dissertation Committees

Sam Birk

Dylan Cooper

David Welsh

Awards

2014 Academy of Management Research Methods Division/Sage Publications/CARMA's Early Career Achievement Award

2010 Department of Management & Organizations Outstanding Undergraduate Teaching Award

2005 Co-recipient of the William A. Owens Scholarly Achievement Award (Best Paper in Industrial and Organizational Psychology)