

Sara Jansen Perry, Ph.D.

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EDUCATION

- Ph. D. 2009 University of Houston, Houston, TX**
Industrial/Organizational Psychology
Dissertation: *Conceptualizing Flexible Work Design: A Study of the Independent and Interactive Effects of Distance and Autonomy on Work-Related Outcomes*
- M. A. 2006 University of Houston, Houston, TX**
Industrial/Organizational Psychology
Master's Thesis: *Improving the Effectiveness of Science and Engineering Research Organizations: The Role of Strategic Planning*
Minor: Quantitative Methods
- B. S. 2000 University of Missouri, Columbia, MO**
Major: Computer Science, Minor: Mathematics

ACADEMIC EXPERIENCE

- 2020-present Associate Professor of Management** – Baylor University, Hankamer School of Business, Department of Management
Courses Taught: Negotiation & Conflict Management, Human Resources Staffing & Employee Relations, Online MBA Negotiation
- 2014-2020 Assistant Professor of Management** – Baylor University, Hankamer School of Business, Department of Management
Courses Taught: Negotiation & Conflict Management, Human Resources Staffing & Employee Relations
- 2010-2014 Assistant Professor of Management** – University of Houston-Downtown, College of Business, Department of Management, Marketing, & Business Administration
Courses Taught: Principles of Management and Developing Management Skills (face-to-face, hybrid, and online modes for undergraduates), Negotiation Skills & Techniques (face-to-face, hybrid, and online modes for undergraduates; online for continuing education certificate programs), Ethics (online for continuing education)
- 2010 Adjunct Professor of Management** – University of Houston, C. T. Bauer College of Business and University of Houston-Downtown, College of Business
Course Taught: Principles of Management
- 2006-2009 Teaching Fellow** – University of Houston (Department of Psychology)
Courses Taught: Introduction to Research Methods Lab, Introduction to Industrial/Organizational Psychology, Introduction to Statistics
- 2004 – 2008 Research Assistant** – University of Houston, Departments of Psychology and Engineering; Rice University, Jones Graduate School of Management

PUBLICATIONS

Published Peer-Reviewed Manuscripts

- Perry, S. J.**, Carlson, D. S., Kacmar, K. M., Wan, M., & Thompson, M. J. (*in press*). Interruptions in remote work: A resource-based model of work and family stress. *Journal of Business and Psychology*.
- Milam, A. C., Rubino, C., **Perry, S. J.**, Toribio, R. A., & Johnson, L. U. (*in press*). Mindset of obligation: Conceptualization and empirical validation of a new measure of initiation and perseverance. *Applied Psychology: An International Review*.
- Perry, S. J.**, Lorinkova, N. M., & Madanoglu, M. (2022). Disparate safety enforcement: Curvilinear effects, mechanisms, and boundary conditions of supervisor-rated leader-member exchange. *Journal of Management*, 48(8), 2318-2348. <https://doi.org/10.1177/01492063211044415>.
- Perry, S. J.**, Johnson, L. U., Witt, L. A., & McDonald, D. (2021). Equipping soldiers to benefit from goal-focused leadership: The moderating effects of non-discriminatory leader behaviors and workgroup cohesion. *Military Psychology*. <https://doi.org/10.1080/08995605.2021.1962182>.
- Perry, S. J.** (2020). Changing the narrative on harassment and discrimination training: Building an organizational culture with healthy professional boundaries. *Industrial Organizational Psychology: Perspectives on Science and Practice*, 13, 186-190. <http://dx.doi.org/10.1017/iop.2020.33>.
- Lorinkova, N., & **Perry, S. J.** (2019). The importance of group-focused transformational leadership and felt obligation for individual helping and group performance. *Journal of Organizational Behavior*, 40, 231-247. doi: 10.1002/job.2322
- Quade, M. J., **Perry, S. J.**, & Hunter, E. M. (2019). Boundary conditions of ethical leadership: Exploring supervisor-induced and job hindrance stress as potential inhibitors. *Journal of Business Ethics*, 158, 1165-1184. doi: 10.1007/s10551-017-3771-4
- Perry, S. J.**, Rubino, C., & Hunter, E. M. (2018). Stress in remote work: Two studies testing the Demand-Control-Person model. *European Journal of Work and Organizational Psychology*, 27, 577-593. doi: 10.1080/1359432X.2018.1487402
- Morgan, W. B., **Perry, S. J.**, & Wang, Y-C. (2018). The angry implications of work-family conflict: Examining effects of leadership on an emotion-based model of deviance. *Journal of Vocational Behavior*, 108, 13-27. doi: 10.1016/j.jvb.2018.05.009
- Perry, S. J.**, Richter, J. P., & Beauvais, B. (2018). The effects of nursing satisfaction and turnover cognitions on patient attitudes and outcomes: A three-level multi-source study. *Health Services Research*, 53(6), 4943-4969. doi: 10.1111/1475-6773.12997
- Perry, S. J.**, Hunter, E. M., Currall, S. C., & Frauenheim, E. (2017). Developing engineering leaders: An Organized Innovation approach to engineering education. *Engineering Management Journal*, 29(2), 99-107. doi: 10.1080/10429247.2017.1298189
- Lorinkova, N., & **Perry, S. J.** (2017). When is empowerment effective? The role of leader-leader exchange in empowering leadership, cynicism, and time theft. *Journal of Management*, 43, 1631-1654. doi: 10.1177/0149206314560411

- Perry, S. J.,** Hunter, E. M., & Currall, S. C. (2016). Managing the innovators: Organizational and professional commitment among scientists and engineers. *Research Policy*, *45*, 1247-1262. doi: 10.1016/j.respol.2016.03.009
- Perry, S. J.,** Lorinkova, N., Hunter, E. M., Hubbard, A., & McMahon, T. (2016). When does virtuality really “work”? Examining the role of work-family and virtuality in social loafing. *Journal of Management*, *42*, 449-479. doi:10.1177/0149206313475814
- Sabat, I., Morgan, W. B., **Perry, S. J.,** & Wang, Y-C. (2015). Developing students’ twenty-first century skills through a service learning project. *Journal of Learning in Higher Education*, *11*(2), 23-32.
- Wilson, R., **Perry, S. J.,** Witt, L. A., & Griffeth, R. W. (2015). The exhausted short-timer: Leveraging autonomy to engage in production deviance. *Human Relations*, *68*, 1693-1711. doi: 10.1177/0018726714565703
- Campbell, N., **Perry, S. J.,** Maertz, C., Allen, D., & Griffeth, R. W. (2013). All you need is...resources: The effects of justice and support on burnout and turnover. *Human Relations*, *66*, 759-782. doi: 10.1177/0018726712462614
- Hunter, E. M., Neubert, M., **Perry, S. J.,** Witt, L. A., Penney, L. M., & Weinberger, E. (2013). Servant leaders inspire servant followers: Antecedent and outcomes for employees and the organization. *The Leadership Quarterly*, *24*, 316-331. doi: 10.1016/j.leaqua.2012.12.001
- Perry, S. J.,** Witt, L. A., Callison, K., & Malka, A. (2013). Developing dedicated service employees: Psychological climate for service and internal service as service-oriented resources. *Journal of Psychological Issues in Organizational Culture*, *4*, 35-52.
- Treadway, D., Witt, L. A., Stoner, J., **Perry, S. J.,** & Shaughnessy, B. A. (2013). Political skill as a moderator of the relationship between subordinate perceptions of interactional justice and supervisor ratings of interpersonal facilitation. *American Journal of Business*, *28*, 233-251. doi: 10.1108/AJB-08-2013-0058
- Volpone, S. D., **Perry, S. J.,** & Rubino, C. (2013). An exploratory study of the antecedents of burnout in hobby-jobs. *Applied Psychology: An International Review*, *62*, 655-677. doi: 10.1111/j.1464-0597.2012.00502.x
- Rubino, C., **Perry, S. J.,** Milam, A. C., Spitzmüller, C., & Zapf, D. (2012). Demand–control–person: Integrating the demand–control and conservation of resources models to test an expanded stressor–strain model. *Journal of Occupational Health Psychology*, *17*, 456-472. doi: 10.1037/a0029718
- Hunter, E. M., **Perry, S. J.,** & Currall, S. C. (2011). Inside multi-disciplinary science and engineering research centers: The impact of organizational climate on disclosures and patents. *Research Policy*, *40*, 1226-1239. doi: 10.1016/j.respol.2011.05.024
- Ehrhart, K. H., Witt, L. A., Schneider, B., & **Perry, S. J.** (2011). Service employees give as they get: Internal service as a moderator of the service climate-service outcomes link. *Journal of Applied Psychology*, *96*, 423-431. doi: 10.1037/a0022071

- Penney, L. M., Hunter, E. M., & **Perry, S. J.** (2011). Personality and CWB: Using Conservation of Resources Theory to narrow the profile of deviant employees. *Journal of Occupational and Organizational Psychology*, *84*, 58-77. doi: 10.1111/j.2044-8325.2010.02007.x (This article was the most downloaded paper for JOOP in 2011)
- Perry, S. J.**, Rubino, C., & Witt, L. A. (2011). General job performance of first-line supervisors: The role of conscientiousness in determining its effects on subordinate exhaustion. *Stress and Health*, *27*, e83–e89. doi: 10.1002/smi.1339
- Perry, S. J.**, Witt, L. A., Penney, L. M., & Atwater, L. (2010). The downside of goal-focused leadership: The role of personality in subordinate exhaustion. *Journal of Applied Psychology*, *95*, 1145-1153. doi: 10.1037/a0020538
- Hunter, E. M., **Perry, S. J.**, Carlson, D. C., & Smith, S. (2010). Linking team resources to work-family enrichment and satisfaction. *Journal of Vocational Behavior*, *77*, 304-312. doi: 10.1016/j.jvb.2010.05.009
- Perry, S. J.**, Hunter, E. M., Witt, L. A., & Harris, K. J. (2010). $P = f(\text{conscientiousness} \times \text{ability})$: Examining the facets of conscientiousness. *Human Performance*, *23*, 343-360. doi: 10.1080/08959285.2010.501045
- Perry, S. J.**, Dubin, D. F., & Witt, L. A. (2010). The interactive effect of extraversion and extraversion dissimilarity on emotional exhaustion: A test of the asymmetry hypothesis. *Personality and Individual Differences*, *48*, 634-639. doi: 10.1016/j.paid.2009.12.022
- Rubino, C., Luksyte, A., **Perry, S. J.**, & Volpone, S. D. (2009). How do stressors lead to burnout? The mediating role of motivation. *Journal of Occupational Health Psychology*, *14*, 289-304. doi: 10.1037/a0015284

Books

- Currall, S. C., Frauenheim, E., **Perry, S. J.**, & Hunter, E. M. (2014). *Organized innovation: A blueprint for renewing America's prosperity*. New York City: Oxford University Press.

Book Chapters

- Perry, S. J.**, David, E. M., Johnson, L. U. (2020). Chapter 13: Changes in Work Behavior Patterns. In Hoffman, B., Shoss, M. K., & Wegman, L. (Eds.) *The Cambridge Handbook of the Changing Nature of Work* (pp. 274 – 294). New York, NY: Cambridge. ISBN: 9781108278034.
<https://www.cambridge.org/core/books/cambridge-handbook-of-the-changing-nature-of-work/C7447144518784230FEF8E2586F41A2E>
- Perry, S. J.**, Griffeth, R. W., Hall, K. E., & Been, J. (2019). Theory-building in the field of management: A qualitative and quantitative review of four decades of literature. *Research in Human Resource Management: The Only Constant in HRM Today is "Change"* (Dianna L. Stone & James H. Dulebohn, Eds.). Information Age Publishing: 43-72. <https://www.infoagepub.com/products/The-Only-Constant-in-HRM-Today-is-Change>

Perry, S. J. (2017). Virtual interactions. In Rogelberg, S. G. (Ed.). *The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition* (pp. 1714-1715). Thousand Oaks, CA: SAGE Publications Ltd. <http://dx.doi.org/10.4135/9781483386874.n588>

Currall, S. C., Frauenheim, E., **Perry, S. J.**, & Hunter, E. M. (2015). "Organized innovation" for a jobs-driven economy: The role of boundary-breaking collaboration. In R. Denson, E. Fraser, & T. Richards (Eds), *Advancing a jobs-driven economy: Higher education and business partnerships lead the way* (pp. 1-5). Tempe, AZ: Morgan James.

Perry, S. J., Currall, S. C., & Stuart, T. E. (2007). The pipeline from university laboratory to new commercial product: An organizational framework for technology commercialization in multidisciplinary research centers. In M. J. Epstein, T. Davila, & R. Shelton (Eds.), *The creative enterprise* (pp. 85-105). Westport, CT: Praeger Publishers.

Op-Eds and Popular Press

Perry, S. J., Currall, S. C., Frauenheim, E., & Hunter, E. M. (2015, November). A quiet success story. *Prism*, 25(3), 68.

Currall, S. C., Frauenheim, E., **Perry, S. J.**, & Hunter, E. M. (2015, March). America's innovation ecosystem may get a bipartisan budget boost. *The Conversation*. <http://theconversation.com/americas-innovation-ecosystem-may-get-bipartisan-budget-boost-39359>

Conference Proceedings

Lorinkova, N. M., & **Perry, S. J.** (2018). The threshold effect of relative leader-member exchange (RLMX) on engagement and performance. In George T. Solomon (Ed.), *Proceedings of the Seventy-Sixth Annual Meeting of the Academy of Management*.

Hunter, E. M., **Perry, S. J.**, Carlson, D. C., & Smith, S. (2010). The benefits of a strong team: Team resources and work-family enrichment. In George T. Solomon (Ed.), *Proceedings of the Sixty-Eighth Annual Meeting of the Academy of Management*.

Perry, S. J., Penney, L. M., & Witt, L. A. (2008). Coping with the constraints of self-employment: A person-situation model of entrepreneurial burnout. In George T. Solomon (Ed.), *Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

Conference Presentations

Lorinkova, N. M., **Perry, S. J.**, & Fernandez Castillo, G. (2022, Aug). Double or triple jeopardy: How gender and age moderate the effect of non-native speaker status on discrimination, anxiety, stress, and performance. *Paper to be presented at Academy of Management Annual Meeting, Seattle, WA*.

Perry, S. J., Carlson, D., Kacmar, K. M., & Wan, M., & Thompson, M. (2021, April). Using breaks well during COVID-19. How can remote workers buffer the impact of interruptions for the benefit of self and spouse? Presentation presented as part of *Mitigating challenges to successful remote work during COVID* (Chair: E. Arnold) at the Society for Industrial Organizational Psychology Annual Conference. New Orleans, LA.

David, E. M., Johnson, L. U., & **Perry, S. J.** (2021, April). Self-esteem moderates the effects of receiving help in coworking spaces. Presentation presented as part of *The I-O Psychology of Gig Work: Drivers of Workers' Outcomes and Wellbeing* (Chair: M. G. Gonzalez-Morales) at the Society for Industrial Organizational Psychology Annual Conference. New Orleans, LA.

Perry, S. J. (2020, April). Negotiation in academic job offers: A presentation to the 2020 SIOP doctoral consortium. Presentation presented as part of the 2020 Doctoral Consortium at the Society for Industrial Organizational Psychology Annual Conference. Austin, TX.

David, E. M., **Perry, S. J.**, & Johnson, L. U. (2020, April). Examining the role of helping in coworking spaces on identity formation. Presentation presented as part of *Challenges for the Future of Work: Changes to the Structure and Nature of Work* (Chair: G. Petery) at the Society for Industrial Organizational Psychology Annual Conference. Austin, TX.

Rice, C., Andrews, A., Brubaker, L., Minnix, S., **Perry, S. J.**, & Golden, T. (2020, April). Out of sight, but not out of mind: Managing remote work. Panel discussion presented at the Society for Industrial Organizational Psychology Annual Conference. Austin, TX.

Lorinkova, N. M., & **Perry, S. J.** (2019, Aug). Examining curvilinear effects of the leader perspective of LMX (SLMX) on safety enforcement. Paper presented at Academy of Management annual meeting. Boston, MA.

Perry, S. J., Hunter, E. M., Hebl, M., Corrington, A. R., Umana, A., & Garcia, L., (2019, March 23). Gender dyad composition in negotiation. Paper presented at Texas Experimental Association Symposium, Baylor University, Waco, TX.

- Lorinkova, N. M., & Perry, S. J. (2018, Nov). Native versus non-native speakers: The role of demographic and contextual factors for work stress and performance. Paper presented as part of the symposium co-chaired by Paul Spector, entitled *New Directions in Occupational Stress* at the annual meeting of Southern Management Association. Lexington, KY.
- Perry, S. J.**, Rubino, C., Malka, A., & Nag, D. (2018, Aug). Beyond resources: Testing the efficacy of a mindful resourcing intervention. Paper presented as part of *Showcase Symposium* co-chaired by Rubino & Perry, entitled *Emerging Research in Employee Health and Well-Being Interventions* at Academy of Management annual meeting. Chicago, IL.
- Volpone, S. D., **Perry, S. J.**, Rubino, C., & Brown, L. (2018, Aug). The role of identity in work-life balance for entrepreneurs with hobby-inspired businesses. Paper presented as part of symposium chaired by Gish, entitled *Identity, Strain, Gender Differences, and Coping Mechanisms within Entrepreneurial Careers* at Academy of Management annual meeting. Chicago, IL.
- Perry, S. J.** (2018, April). Dos and Don'ts of Grad School: Thriving as PhD, Masters, and Undergraduate Students. Alternative Session chaired at Society for Industrial Organizational Psychology Annual Conference. Chicago, IL.
- Perry, S. J.**, Lomeli, L. C., Allen, J. A., Sircar, K., Lualhati, J., & Riley, S. D. (2018, April). From student to intern: Advice and networking with professionals. Alternative Session co-chaired at Society for Industrial Organizational Psychology Annual Conference. Chicago, IL.
- Umana, A., Garcia, L., Corrington, A. R., **Perry, S. J.**, Hunter, E. M., & Hebl, M. (2018, April). It takes two to tango: Gender dyad composition in negotiation. Poster presented at Society for Industrial Organizational Psychology Annual Conference. Chicago, IL.
- Walsh, J., Alonso, A., Holland, S., Medvin, E. S., **Perry, S. J.**, & Allen, K. S. (2018, April). Hello telework. Is it I/O you're looking for? Panelist for session presented at Society for Industrial Organizational Psychology Annual Conference. Chicago, IL.
- Lorinkova, N. M., **Perry, S. J.**, Madanoglu, M., & Ricci, P. (2017, Oct). Exploring curvilinear relationships of peer and leader relationships on employee stress, engagement, and performance. Paper presented at Southern Management Association Annual Meeting. St. Petersburg, FL.
- Morgan, W. B., **Perry, S. J.**, & Wang, Y.-C. (2017, Oct). Work-family guilt and resentment as predictors of extra-role behavior and deviance. Paper presented at Southern Management Association Annual Meeting. St. Petersburg, FL.
- Jensen, J., **Perry, S. J.**, & Allen, J. (2017, April). Getting started as a new teacher in I/O and OB/HR. Panel discussion co-chaired for the Society for Industrial and Organizational Psychology Annual Conference. Orlando, FL.
- Perry, S. J.** (2017, April). Dos and don'ts of graduate school: Surviving and thriving 3.0. *Alternative Session* chaired for the Society for Industrial and Organizational Psychology Annual Conference. Orlando, FL.
- Perry, S. J.** (2016, August). Virtual negotiations conducted by entrepreneurs. Speaker as part of a panel titled *Entrepreneur negotiations: Building meaningful negotiations* (E. Knebel, Chair) at the Academy of Management Annual Meeting (All-Academy Theme Track). Anaheim, CA.
- Perry, S. J.**, Quade, M. J., & Hunter, E. M. (2016, August). Values-based leadership and employee stress-related processes. (**S. J. Perry**, Chair). The intersection of ethical leadership and stress. Paper presented as part of symposium at the Academy of Management Annual Meeting (All-Academy Theme Track). Anaheim, CA.
- Lorinkova, N., & **Perry, S. J.** (2016, August). The "we" versus "me" of transformational leadership: Implications for helping and group performance. Paper presented at the Academy of Management Annual Meeting. Anaheim, CA.
- Perry, S. J.**, Hunter, E. M., Currall, S. C., & Frauenheim, E. (2016, June). Developing engineers into leaders: An organized innovation approach to engineering education. Paper presented at the American Society for Engineering Education Annual Conference. New Orleans, LA.
- Milam, A. C., Rubino, C., & **Perry, S. J.** (2016, April). Mindset of obligation: The effects of normative commitment orientation on work-related outcomes. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference. Anaheim, CA.
- Perry, S. J.** (2016, April). Dos and don'ts of graduate school: Surviving and thriving 2.0. *Alternative Session* chaired for the Society for Industrial and Organizational Psychology Annual Conference. Anaheim, CA.
- Perry, S. J.**, Rubino, C., Hunter, E. M., & Rice, C. (2015, August). Who can handle the stress in remote work? Two studies testing the Demand-Control-Person Model. Paper presented at Academy of Management Annual Meeting. Vancouver, Canada.
- Lorinkova, N. M., **Perry, S. J.**, Madanoglu, M., & Ricci, P. (2015, August). Examining group- and individual-level differences in LMX experiences on individual outcomes. Paper presented at Academy of Management Annual Meeting. Vancouver, Canada.
- Perry, S. J.**, Hunter, E. M., Currall, S. C., & Frauenheim, E. (2015, June). Organized Innovation: A framework for effectively managing innovation. American Society for Engineering Education Annual Meeting. Seattle, WA.
- Perry, S. J.**, & Shoss, M. K. (2015, April). Dos and don'ts of graduate school: Surviving and thriving. *Alternative Session* co-chaired for the Society for Industrial and Organizational Psychology Annual Conference. Philadelphia, PA.
- Perry, S. J.**, Hunter, E. M., & Currall, S. C. (2014, November). Managing the innovators: Organizational and professional commitment among scientists and engineers. Paper presented at Southern Management Association Annual Meeting. Savannah, GA.
- Perry, S. J.**, & Leung, O. (2014, August). Teaching students to work in virtual teams: Lessons learned from three virtual team projects. A Symposium presented at Teaching and Learning Conference, Academy of Management Annual Meeting. Philadelphia, PA.
- Sabat, I., Morgan, W. B., **Perry, S. J.**, & Wang, Y. (2014, August). Developing management students' twenty-first century skills through a service-learning project. Paper presented at the Academy of Management Annual Meeting. Philadelphia, PA.
- Perry, S. J.**, Rubino, C. & Hunter, E. M. (2014, May). Job insecurity: A moderated-mediation model of burnout and turnover. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference. Honolulu, HI.
- Milam, A. C., Rubino, C., & **Perry, S. J.** (2013, August). A mindset of obligation: Exploring a normative commitment orientation beyond the workplace. Poster presented at the Academy of Management Annual Conference. Orlando, FL.
- Milam, A. C., Rubino, C., **Perry, S. J.**, & Roy, R. (2013, May). Normative commitment: Obligation across domains. Poster presented at the 16th European Congress of Work and Organizational Psychology (EAWOP), Münster, Germany.
- Perry, S. J.**, Witt, L. A., Crepeau, L. J., van Driel, M., & McDonald, D. P. (2013, April). The effects of leadership and coworker dynamics on employee exhaustion. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference. Houston, TX.
- Hunter, E. M., Rubino, C., **Perry, S. J.**, & Penney, L. M. (2013, April). Expanding the generalizability of surface and deep acting across industries. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference. Houston, TX.
- Morgan, W. B., **Perry, S. J.**, & Wang, Y.-C. (2013, April). Work-family guilt and resentment as predictors of extra-role behavior. Paper presented as part of *Affect, guilt, shame, and ruminations: Exploring emotions in work-family interactions*, a symposium at the Society for Industrial and Organizational Psychology Annual Conference. Houston, TX.
- Lorinkova, N., & **Perry, S. J.** (2012, November). Linking empowering leadership to employee cynicism about change and its deviant behavioral outcomes. Paper presented at the annual meeting of the Southern Management Association. Ft. Lauderdale, FL.
- Perry, S. J.**, Lorinkova, N., Hunter, E. M., Hubbard, A., & McMahon, J. T. (2011, November). Family responsibility, dissimilarity, and virtuality as predictors of social loafing in teams. Paper presented at the annual meeting of the Southern Management Association. Savannah, GA.
- Morgan, W. B., **Perry, S. J.**, & Wang, Y. (2011, November). Developing students' core business knowledge and 21st century skills through service-learning. Paper presented at first annual meeting for *Building Citizen Professionals: Enriching Coursework through Civic Engagement*. Kingwood, TX.
- Hunter, E. M., Neubert, M. J., **Perry, S. J.**, Weinberger, E., Penney, L. M., & Witt, L. A. (2011, April). The virtues of servant leadership, paper presented as part of *Virtuous Leadership*, a symposium at the Society for Industrial and Organizational Psychology Annual Conference. Chicago, IL.

- Hunter, E. M., & Perry, S. J. (2010, November). *Opportunity knocks: How goal-setting can maximize your conference experience*. Symposium presented at the annual meeting of the Southern Management Association. St. Petersburg, FL. (Awarded Innovative Session of 2010).
- Perry, S. J. (2010, August). *A test of the Demand-Control Model: The role of emotional stability in flexible work design*. Paper presented at the annual meeting of the Academy of Management. Montreal, Canada.
- Perry, S. J., Lorinkova, N., & Witt, L. A. (2010, April). *Emotional stability and conscientiousness as moderators of the virtuality-performance relationship*. Paper presented as part of *Predicting virtual team effectiveness: Focusing on the micro-level*, a symposium at the Society for Industrial and Organizational Psychology Annual Conference (Chairs: Perry, Lorinkova, & Witt). Atlanta, GA.
- Ehrhardt, K., Witt, L. A., Schneider, B., & Perry, S. J. (2010, April). *Service workers give as they receive: Internal service as a moderator of the service climate-service outcomes link*. Paper presented as part of *The impact of internal customer service on organizations*, a symposium at the Society for Industrial and Organizational Psychology Annual Conference. Atlanta, GA.
- Wilson, R., Perry, S. J., Griffeth, R., Roth, L., & Witt, L. A. (2010, April). *Short-timer's syndrome: The downside of autonomy*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference. Atlanta, GA.
- Perry, S. J., & Witt, L. A. (2009, November). *Service with an engaged smile: Climate for service and internal service as service-oriented resources in customer service jobs*. Paper presented at the annual meeting of the Southern Management Association. Asheville, N.C.
- Hunter, E. M., & Perry, S. J. (2009, November). *The conference continues...Putting SMA 2009 into action for your career*. Symposium presented at the annual meeting of the Southern Management Association. Asheville, N.C.
- Callison, K., Perry, S. J., Witt, L. A., & Roth, L. W. (2009, November). *The effects of safety vigilance and emotional stability on emotional exhaustion*. Paper presented at the Eighth International Conference on Work, Stress, and Health. San Juan, Puerto Rico.
- Perry, S. J., Penney, L. M., & Witt, L. A. (2009, August). *The interactive effects of goal-focused leadership and personal resources on emotional exhaustion*. Paper presented at the annual meeting of the Academy of Management. Chicago, IL.
- Rubino, C., Luksyte, A., & Perry, S. J., & Volpone, S. D. (2009, July). *How do stressors lead to burnout? The mediating role of motivation*. Poster presented at American Psychological Association Annual Conference. Toronto, Canada.
- Dubin, D. F., Perry, S. J., Hunter, E. M., & Witt, L. A. (2009, April). *Emotionally exhausted extroverts: Workgroup composition impacting emotional exhaustion*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference. New Orleans, LA.
- King, W. R., Perry, S. J., Callison, K., Hunter, E. M., & Witt, L. A. (2009, April). *Fit without support: The impact of supervisor agreeableness on burnout*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference. New Orleans, LA.
- Perry, S. J., Krischer, M., David, E. M., Hunter, E. M., & Witt, L. A. (2009, April). *The interactive effects of performance and emotional exhaustion on turnover*. Interactive poster presented at the Society for Industrial and Organizational Psychology Annual Conference. New Orleans, LA.
- Perry, S. J., Witt, L. A., Luksyte, A., & Stewart, R. W. (2008, November). *Does the 'right personality' protect public safety personnel in incident response?* Poster presented at the annual meeting of the European Academy of Occupational Health Psychology. Valencia, Spain.
- Volpone, S. D., Perry, S. J., & Rubino, C. (2008, November). *An exploratory study of the factors that lead to burnout in 'hobby-jobs'*. Poster presented at the annual meeting of the European Academy of Occupational Health Psychology. Valencia, Spain.
- Witt, L. A., Perry, S. J., Rubino, C., & David, E. M. (2008, November). *Supervisor effectiveness and employee emotional exhaustion*. Poster presented at the annual meeting of the European Academy of Occupational Health Psychology. Valencia, Spain.
- Hunter, E. M., Perry, S. J., & Currall, S. C. (2008, August). *The impact of organizational climate on technology commercialization productivity*. Poster presented at the annual meeting of the Academy of Management. Anaheim, CA.
- Perry, S. J., Witt, L. A., & Dilmore, G. L. (2008, August) *Human interoperability in disaster response: Many minds, one goal*. Paper presented as part of *Teams, terrorism-prevention and disaster response: Identifying the conditions for effectiveness*, a symposium at the annual meeting of the Academy of Management. Anaheim, CA.
- Hunter, E. M., Perry, S. J., & Witt, L. A. (2008, April). *In the eye of the beholder: Antecedents of applicant perceptions*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference. San Francisco, CA.
- Perry, S. J., Hunter, E. M., Witt, L. A., & David, E. (2008, April). *Personality and performance in web-based training*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference. San Francisco, CA.
- Perry, S. J., Currall, S. C., Stuebing, K. K., & Hunter, E. M. (2007, August). *Organizational commitment reconsidered: Are conceptual foci important to multilevel outcomes?* Poster presented at the American Psychological Association Annual Conference. San Francisco, CA.
- Perry, S. J., Currall, S. C., Stuebing, K. K., & Hunter, E. M. (2007, August). *Planning alone is not enough: The relationship of commitment to strategic planning success*. Poster presented at the annual meeting of the Academy of Management. Philadelphia, PA.
- Kieffer, S., Witt, L. A., & Perry, S. J. (2007, April). *Effectively supporting your coworkers: Conscientiousness is not enough*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference. New York, NY.
- Perry, S. J., Currall, S. C., Stuebing, K. K., & Hunter, E. M. (2007, April). *The good and bad of strategic planning in research organizations*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference. New York, NY.
- Hunter, E. M., Jansen, S. K., Currall, S. C. (2006, August). *Examining academic-practitioner collaboration in a new context: Engineering Research Centers*. Poster presented at the annual meeting of the Academy of Management. Atlanta, GA.
- Jansen, S. K., Hunter, E. M., & Currall, S. C. (2006, August). *Does multidisciplinary reduce faculty productivity? The effect of membership in a research center*. Paper presented at the annual meeting of the Academy of Management. Atlanta, GA.
- Hunter, E. M., Jansen, S. K., Spitzmüller, C. (2006, April). *Making theories user-friendly: Translating motivation theory into management practice*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference. Dallas, TX.
- Jansen, S. K., Stuebing, K. K., Ekeberg, S., & Sykora, K. (2006, April). *Improving safety outcomes: A multilevel analysis*. Interactive poster presented at the Society for Industrial and Organizational Psychology Annual Conference. Dallas, TX.

Technical Reports

- Witt, L. A., King, W. R., Perry, S. J., Crepeau, L., & van Driel, M. (2012). *A tale of two studies: Equal opportunity climate and mission readiness*. Technical Report No. 17-12. Defense Equal Opportunity Management Institute, Patrick Air Force Base, FL.
- Perry, S. J. (2009). *Flexibility at work: A report of pros and cons of an emerging trend in work design*. City of Houston Public Works Division, Houston, TX.
- Dilmore, G. L., Perry, S. J., Stewart, R. W., Luksyte, A., & Witt, L. A. (2008). *Situational awareness and emergency management effectiveness: A final report to the National Institute of Justice*. Houston, TX.
- Perry, S. J. (2007). *Organizational and employee interactions: A final report to Houston TranStar: An Organizational Analysis*. Houston, TX.
- Perry, S. J., & Seymour, E. (2007). *Houston TranStar Business Planning Report*. Houston, TX.
- Currall, S. C., Stuart, T. E., Perry, S. J., & Hunter, E. M. (2007). *Engineering innovation: Strategic planning in National Science Foundation-funded engineering research centers* (No. EEC-0345195). Houston, TX.
- Currall, S. C., Stuart, T. E., Perry, S. J., & Hunter, E. M. (2007). *A supplemental report to "Engineering innovation: Strategic planning in National Science Foundation-funded engineering research centers"* (No. EEC-0345195). Houston, TX.

AWARDS AND RECOGNITION

- 2021:** Nominated for Tenured Faculty Research Award, Hankamer School of Business.
- 2018-2019:** Recognized for involvement in Baylor Media & Communications *Newsmakers Luncheon*
- 2018:** *URSA Scholars Week* award for research co-authored with undergraduate students, Andres Umana and Larissa Garcia.
- 2017:** Baylor University *Outstanding Researcher Award (Tenure-Track)*.
- 2017:** Hankamer School of Business *Young Researcher Award*.
- 2017:** Excellence in Reviewing Award for *Human Resource Management Review*.
- 2016-2019:** Recognized as impactful professor by various students in discipline-specific honor societies (Phi Beta Kappa, Beta Gamma Sigma)
- 2016:** Nominated for the *Young Researcher Award* at Baylor University.
- 2015:** Recipient of *Best Presentation Award* for the Engineering Management Track for Perry, Hunter, Currall, and Frauenheim (2015) at the 2015 ASEE annual meeting.
- 2014:** Recipient of *Best Paper Award* for the Innovation Track for Perry, Hunter, and Currall (2014) at the 2014 Southern Management Association annual conference.
- 2013-2014:** Recipient of *Best Paper Award* for 2013-2014 at the American Journal of Business (for Treadway et al., 2012).
- 2013-2014:** Awarded the Professional Land Management Endowed Professorship (\$12,000) in the University of Houston-Downtown College of Business.
- 2012:** Nominated for the University of Houston-Downtown Scholarly/Creative Activity Faculty Award.
- 2011:** Most Downloaded Article in *Journal of Occupational and Organizational Psychology* in 2011.
- 2010:** Recipient of the *Innovative Session Award* for Hunter and Perry (2010) at the 2010 Southern Management Association annual conference.
- 2009:** Recipient of the annual HumRRO Meredith P. Crawford Fellowship in I-O Psychology (\$12,000) for “demonstrating research promise, academic achievement, and professional productivity.”
- 2009:** Recipient of *Outstanding Reviewer Award* for the Academy of Management Organizational Behavior Division.
- 2008:** Nominated to attend doctoral consortia at the Academy of Management Annual Conference (Anaheim, CA) and the Society for Industrial and Organizational Psychology Annual Conference (San Francisco, CA).
- 2007-2008:** Nominated as student representative for Department of Psychology in the University of Houston Chancellor and President events. Houston, TX.
- 2006:** Nominated for *Arnon Reichers Best Student Paper in the Careers Division* for **Jansen**, Hunter, and Currall (2006) paper at the 2006 Academy of Management Annual Conference. Atlanta, GA.

GRANTS AND FUNDING

- 2022:** Awarded Research Leave (Spring 2022), funded by Baylor University.
- 2021:** Semi-finalist for SIOP Foundation Visionary Circle Grant.
- 2020:** Recipient of the Baylor University Research Committee mid-size grant to study “Long Term Effects of the COVID-induced Shift to Remote Work on Employees’ Work, Health, and Family Outcomes” (\$7500; Co-PI: Dawn Carlson).
- 2018-22:** Awarded Summer Research Leave, funded by Baylor University.
- 2018:** Awarded Research Leave (Spring 2018), funded by Baylor University.
- 2017:** Recipient of the Baylor University Research Committee small grant to study “Individual Differences in Negotiation” (\$4500).

- 2014:** Recipient of the Baylor University Research Committee small grant to study “Stress in Remote Work” (\$4500).
- 2013:** Recipient of University of Houston-Downtown Organized Research Committee grant to study normative commitment orientation (\$5400).
- 2011-2013:** Recipient of University of Houston-Downtown Professional Development Grants (3 grants totaling \$3263).
- 2011:** Recipient of University of Houston-Downtown Organized Research Committee grant to study emotional labor (\$6000).
- 2007-2008:** Internship and research assistantship research co-funded by *Houston TranStar* and the *National Institute of Justice*, through the Southwest Public Safety Technology Center at the University of Houston (\$50,000).
- 2004-2006:** Research assistantship and thesis research funded by *National Science Foundation* Grant Number EEC-0345195, through Rice University Professor Steven C. Currall (\$437,313).

INVITED ADDRESSES AND PRESENTATIONS

- 2021:** Invited keynote speaker for Honors Residential College Community Dinner (*Living in Community*, Fall 2021).
- 2021:** Invited speaker for *British Army Remote Leadership Conference*, sponsored by the Centre for Army Leadership (UK). March 2021. Spoke on “Human Impact on Working and Leading Remotely” Camberley, Surrey, United Kingdom.
- 2020:** Invited speaker for *The Advancement of Teleworking: Challenges for Structural Change, Development, and Social Security in the Americas* November 2020 conference, Spoke on “Stress in Remote Work: Science-based Best Practices”. Mexico City, Mexico.
- 2020:** Invited speaker for *Baylor College of Medicine/Veterans Affairs Grand Round*, May 2020, Spoke on “Research-informed Recommendations for Thriving in Remote Work”. Houston, TX.
- 2020:** Invited speaker for *CIEBS Brown Bag Series*, May 2020, Spoke on “Research-informed Recommendations for Thriving in Remote Work”. Shanghai, China.
- 2020:** Invited speaker for *Baylor Alumni Network Professional Development and Networking Events* May 2020, Spoke on “Best Practices for Remote Work During COVID-19”. Seattle and Atlanta groups.
- 2019:** Invited speaker at *Inns of Court* September 2019 meeting on well-being in the legal profession
- 2019-2020:** Guest lecturer at *Invitation to Excellence* events for Baylor Business Fellows recruiting
- 2018-2019:** Stress Management workshop for various Baylor departments
- 2018:** Invited speaker for professionals at Waco Work and Collaborate coworking spaces, on topic of stress management
- 2018:** Guest lecture in Intro to I/O Psychology class (Dr. Tamara Lawrence, July 2018) on careers and research in I/O Psychology
- 2018:** Guest judge for MBA project, with Focus Firm sponsor SAP (4/9/2018)
- 2017:** Guest lecture on *Organized Innovation in Engineering Education* for Baylor Engineering Faculty
- 2017:** Negotiation and conflict resolution workshop for Texas Republican Women Conference
- 2017:** Negotiation and conflict resolution workshop for Mayborn Museum staff
- 2016-present:** Regular guest lecturer to Baylor Honors College students on thesis research in management and social sciences
- 2016:** Stress Management workshop for Mayborn Museum staff
- 2016-2017:** Spoke to Psi Chi student group on I/O Psychology career field
- 2015-2016:** Leadership Trek: Guest speaker on virtual communication and negotiation
- 2013:** Leadership Montgomery County: Work-life leadership development series speaker
- 2010:** Houston Work-Life Roundtable

2009: Houston Organizational Development Network

PROFESSIONAL DEVELOPMENT

- 2021:** Completed Power BI and Tableau modules through Baylor Data Scholars Program
2021: Attended Multilevel Modeling – A Second Course (MSEM) – Statistical Horizons
2020: Attended Mediation Certification Workshop – 40-hour certificate – Austin Dispute Resolution Center
2020: Attended Financial Literacy for HR Professionals – 8-week online course through UCLA Extension
2020: Attended Grant Development Workshop (1/2020)
2019: Attended HR Southwest conference with HR students (Ft. Worth, 10/29/2019)
2019: Attended OVPR Federal Research workshop for grant funding (9/4/2019)
2019: Attended faculty roundtable with Arthur Brooks, President of American Enterprise Institute (3/27/2019)
2019: Attended McBride Center for International Business Global Business Forum sessions (3/21/2019)
2018-2019: Participated in leadership development discussion group with Dr. Darin Davis, VPUM
2018: Participated in Faculty Interest Group on Public Deliberation methodologies, hosted by PDI and ATL (Fall 2018)
2018: Attended NVivo webinar (10/12/2018)
2018: Attended HSB Research Methods symposia (9/19/2018 and 10/17/2018)
2018: Attended Forming Character in the Classroom workshop on the Intellectual Virtues, hosted by IFL and ATL (9/20/2018)
2018: Attended President’s fall faculty meetings about *Illuminate*.
2018: Attended Sheila Heen’s talk on Feedback (Fall Staff Forum, 9/12/2018)
2018: Attended Deliberative Dialogue book study and discussion group, hosted by PDI (Summer 2018)
2018: Attended 3 ATL SETs (“Data Visualization”: 2/6/2018, “Using Clickers”: 3/15/2018, and “Teaching Media Literacy/Information in Context”: 4/19/2018)
2018: Attended Global Business Forum Luncheon (Michael Stewart, 3/15/2018)
2018: Attended *Presenting Data and Information* seminar hosted by Edward Tufte, Austin TX (1/31/2018).
2018: Attended weekly *Centering Prayer* seminar hosted by Spiritual Life (Spring 2018)
2017: Attended HR Southwest conference with HR students (Ft. Worth, 10/2017)
2017: Attended Coventry University student presentation on Individual Performance Related Pay (Hosted by Marketing, 9/26/2017)
2017: Attended 2 ATL SETs to advance teaching methods (Flipped Classroom: 9/2017 and Social Media: 11/2017)
2017: Attended weekly *Prayer and Spiritual Conversation* seminar hosted by Spiritual Life (Fall 2017)
2017: Attended 2 IFL Character in the Classroom workshops (“Cultivating Perseverance and Productive struggle in the Age of Shortcuts”: 4/3/2017 and “Virtue: An End and a Means in Your Classroom”: 2/16/2017)
2017: Attended 2 Economic Department faculty research seminars (1/2017 and 2/2017)
2016: Faculty and Staff Conversations with Regents (12/6/2016)
2016: Feedback session with Vice Provost for University Mission (11/7/2016)
2016: 1st Annual Asian Heritage Month staff and faculty luncheon (11/3/2016; invited by student).
2016: Baylor IFL Conference (10/27/2016)
2016: Media Training, hosted by Baylor Media Communications (10/2016)
2016: Attended 2 junior faculty development sessions on teaching and research, hosted by ATL (10/2016)
2016: Attended HSB Research Methods Symposium Series session on PLS (10/25/2016)
2016: Took series of online LYNDIA courses on advanced Excel analytics (9/2016).
2016: Back to School Provost reception (9/14/2016)

- 2016:** 1st annual HRM Faculty retreat; led book study on “Teaching and Christian Imagination”. Belton, TX. (7/2016)
- 2016:** CARMA course on within-person multi-level statistical analysis. Detroit, MI (6/2016)
- 2016:** “Engaging Faith” luncheon with Dr. Susan Jones, hosted by ATL and IFL (5/2016)
- 2016:** Cross-disciplinary Book Study on “Teaching and Christian Imagination” (2/2016; sponsored by IFL)
- 2016:** Organized and attended 2-day executive shadowing at AT&T, and debriefed lessons-learned with Management department (2/2016)
- 2015:** Communio Faculty and Staff Retreat on *Integrating Faith and Learning* (5/2015)
- 2015:** Grant-writing workshop offered by Office of the Vice-Provost for Research (4/14/2015)
- 2015:** Academy for Teaching & Learning SET “Whiteboarding: Making Student do the Telling” (3/24/2015)
- 2015:** Paul J. Meyer Christian Leadership luncheon (3/20/2015)
- 2015:** Tips from the Trenches: Online Teaching and the new Online Baylor MBA (3/4/2015)
- 2015:** Academy for Teaching & Learning SET “Making the Most of your Space: Engaging Students in any Classroom” (2/25/2015)
- 2014-2015:** New Faculty Dinners with mentors on navigating the tenure process and integrating faith and learning
- 2014:** December Provost Faculty Forum “Classroom as Chrysalis” (presenter: Kevin Dougherty)
- 2014:** Females on the Frontline lunch workshops on teaching and research (September & October)
- 2014:** Academy for Teaching & Learning “Reimagining Education: Instructional Paradigms for Learning Environments” (presenter: Gia Chevis; 10/10)
- 2014:** Office of the Dean Teaching Workshop “Tips from the Trenches: Passing the Baton” (9/24/2014)
- 2014:** Travel Expense Report training (9/17)
- 2014:** Canvas training
- 2014:** New Faculty Orientation
- 2013:** Quality Matters “Improving Your Online Course”
- 2013:** Multilevel Modeling (PDW at SIOP)
- 2012:** Quality Matters “Developing Your Online Course”
- 2011:** Hybrid Teaching Methods Workshop
- 2010:** Softchalk and Blackboard Wimba Workshops

CONSULTING AND INDUSTRY WORK

- 2010 – present** Consulting work related to negotiation, conflict resolution, building healthy employee cultures, leadership training and development, stress management, and other key organizational topics
- 2014 – present** Facilitate student consulting projects (in staffing topics) with industry and municipal partners each fall semester (AT&T, Magnolia, City of Waco, Neighborly, JAG Aviation, Baylor)
- 2007 – 2008** *Graduate Intern – Houston TranStar*
Developed new employee orientation training program based on results of job analysis of competencies and interactions required in command and control center operations.
- 2000 – 2004** *Sales Engineer – Sun Microsystems and SIS Technologies*
Architected customer information technology solutions. Educated customers and partners on business technologies through presentations, seminars, and one-on-one meetings. Specialized in RFID and web-based business solutions.
- 1997 – 2000** *Computer Programmer – University of Missouri-Columbia, Cerner Corporation, and Shelter Insurance Company.*
Determined requirements for new business software. Using COBOL, Visual BASIC, and C/C++, wrote and edited computer programs that ran these organizations’ business systems.

MEDIA HIGHLIGHTS

- Aug 2022:** Featured in “Innovative Business at Baylor” issue of *Baylor Business Review*.
- July 2022:** Wrote article for *Keller Center Research Report* on Goal-Focused Leadership
- 2020-22:** Featured in *New York Times* and *Washington Post* articles on remote and hybrid work, Featured on remote work during COVID-19 episode of numerous podcasts: *Baylor Connections*, *Episode12*, *Being Human*, *CxMH*, *WFO Life*, among others, Interviewed for *NPR’s Business Review* for remote work research
- 2019:** Featured by *Baylor Proud* and *Baylor Magazine* as “Baylor’s expert on employee stress & health and organizational behavior”
- Sept 2019:** Featured in *Houston Chronicle* article on the stressful anticipation of the workweek
- Aug 2019:** Featured in *The Guardian* article on well-being in hobby-inspired businesses
- July 2019:** Featured as expert in *Wallet Hub* publication on most and least stressed cities
- Spring 2019:** Wrote article for *Keller Center Research Report* on Stress in Remote Work
- Dec 2018:** Featured in “Innovative Business at Baylor” issue of *Baylor Business Review*.
- Dec 2018:** Interviewed for *NPR’s Business Review*
- Dec 2018:** Featured on 12/21/2018 episode of *Baylor Connections* podcast
- Dec 2018:** Wrote article for *Keller Center Research Report* on Ethical Leadership
- Sept 2018:** Interviewed for Baylor Lariat editorial feature on gender wage gap.
- Sept 2018:** Staffing class featured on all Baylor social media channels for hosting Scott Smith (CHRO, AT&T Communications) in extending surprise job offers for 2 of my students.
- Jun 2018:** Wrote article for *Keller Center Research Report* on Empowering Leadership
- 2017 – present:** Listed as faculty expert with Baylor Media Communications
- May 2017:** Interviewed by KXXV news for story on negotiating job offers.
- March 2017:** Interviewed by KXXV news for story on Dr. Cindy Wu’s standing desk research.
- April 2017:** Featured in “Innovative Business at Baylor” issue of *Baylor Business Review*.
- July 2016:** Quoted in *Fast Company* (<https://www.fastcompany.com/3061352/your-most-productive-self/seven-ways-parents-can-be-more-productive-during-summer>)
- Sept 2015:** Interviewed for *Baylor Business Review* article on new Foster Campus and its role in preparing HRM students for the workplace.
- June 2015:** Interviewed by KWTX for news story on 10pm news on home-based businesses
- April 2015:** Featured in “Innovative Business at Baylor” issue of *Baylor Business Review*.

SERVICE AND INVOLVEMENT

Undergraduate Theses & Independent Study

- 2021-22:** Rachel Pierce, BBA, Baylor University, Chaired Senior Honors Thesis Committee
- 2020:** Sarah Jeon, BA, Baylor University, Served on Senior Honors Thesis Committee
- Fall 2019:** Meghan Savage, MBA, Baylor University, Data Analytics and Research Methods in Management
- 2016-18:** Blake Ohanesian, BBA, Baylor University, Chaired Senior Thesis for Baylor Business Fellows
- Spring 2016:** Cami Bryant, MBA, Baylor University, Staffing and Employee Relations
- Spring 2016:** Danielle Miller, BBA, Baylor University, Management, “Gender Differences in Negotiation”

Masters and Doctoral Student Committees

- 2019-2020:** Tresa Dixon, Ph.D., University of Texas-Tyler, Human Resource Development Executive
 Doctorate Program
- 2013:** Cyrus Mirza, Ph.D., University of Houston, I/O Psychology
- 2010-2011:** Mindy Krischer Shoss, Ph.D., University of Houston, I/O Psychology
- 2010:** Kori Callison, M.A., University of Houston, I/O Psychology

University, College, and Department

- 2022:** Chair, Temporary Full Time Lecturer Hiring Committee (Department of MGT)
- 2022-present:** Member of Online MBA Program faculty
- 2021-present:** Member of Business Chapel planning and teaching team
- 2021-2022:** Innovation in Teaching, discussion group member (OVP/ATL initiative)
- 2019-present:** Member, Hankamer School of Business Faculty Teaching and Service Awards committee
- 2018-present:** *Illuminate* research collaborations and proposals within *Health* and *Human Flourishing* areas
- 2017-present:** Spiritual Life Advisory Committee (2021-present: Vice Chair)
- 2017-present:** Faculty mentor for Human Resource Management (HRM) majors
- 2017-present:** HRM program event planner and corporate relations contact
- 2016-present:** Serve as Faculty Marshal at annual convocations
- 2015-present:** Faculty advisor for IF:Baylor
- 2014-present:** Attend and present at recruitment/admissions events and hold meetings with prospective students, including *Invitation to Excellence* for Baylor Business Fellows
- 2014-present:** Faculty advisor heavily involved in advancement of HRM program
- 2014-present:** Member, Baylor Roundtable (appointed roles: program chair (2018-19), researcher for vision project (2021-23))
- 2019-2022:** Faculty mentor, Honors Residential College
- 2019-2020:** Faculty Associate for Baylor Public Deliberation Initiative
- 2018-2022:** Faculty advisor for Baylor chapter of Alpha Delta Pi
- 2018-2019:** Assist Entrepreneurship Department in recruiting female faculty
- 2018:** Included in EUREKA (Educating Undergraduates through Researching Knowledge in the Arts & Sciences) faculty research directory
- 2018-2019:** Baylor University Institute for Faith and Learning Advisory Board
- 2018:** Session chair at Institute for Faith & Learning annual conference
- 2018-2019:** Baylor Roundtable – Co-Program Chair
- 2017:** Attended EMBA faculty retreat to provide insight for online and blended learning (8/29/2017)
- 2017:** Attended strategic planning council sessions for HSB.
- 2016-2020:** Faculty judge, coach, and planning support for *Baylor Business Negotiation Competition*
- 2016-2020:** Guest lecturer on research, gender differences in negotiation, in Organizational Behavior course and graduate health courses in Robbins College, and other courses across campus
- 2016-2018:** Faculty judge for Christian Leadership and Ethics Scholarships
- 2016-2018:** Attend President-related Conversation Series and Listening Meetings
- 2016:** Attended Parents Weekend Parent-Faculty Coffee (9/17/2016)
- 2016-2017:** Helped organize departmental prayer meetings
- 2016:** Attended job candidate lunches and provided feedback for hiring for *Institute for Faith and Learning* Assistant Director
- 2015-2016:** Faculty facilitator for Dean’s Advisory Board Meetings
- 2015-2016:** Virtual judge for Baylor Business Sell-Off competition
- 2015, 2017, 2021:** Volunteer for Move-In Day
- 2015:** Volunteer for Foster Campus Dedication Events

- 2014:** Toured Deloitte University with members of Management department
(Illustrative UH and UHD Service):
- 2013-2014:** Faculty liaison to industry in developing industry-led MBA Leadership concentration (nominated by Dean)
- 2013-2014:** Member of faculty committee developing new courses for industry-led MBA Supply Chain Management and Human Resource Management concentrations
- 2013-2014:** UHD Service-Learning Initiatives Committee
- 2013:** Screening Committee for COB Director of Continuing Education
- 2012-2014:** UHD College of Business Online Education Task Force
- 2011-2014:** MBA Admissions Committee
- 2011-2013:** Management Department Scheduler
- 2010-2012:** Program Development Committee for new HRM major
- 2010:** Ethics Assessment Committee (SACS)
- 2005-2006:** Student representative to the I/O Psychology faculty committee

Professional Associations

- Ongoing:** Reviewer for *Journal of Management*, *Journal of Applied Psychology*, *Journal of Business Ethics*, and others, and SIOP, SMA, and AOM Conferences.
- 2022-present:** Editorial board, *Human Resource Management*
- 2020-present:** Committee member to review SIOP Anti-Racism grant proposals
- 2019-present:** SIOP Education and Training Committee - Bridge Builders subcommittee member (leading quarterly webinars for potential future graduate students).
- 2010-present:** Editorial board, *Human Resource Management Review*.
- 2016:** Judge for Best Overall Doctoral Student Paper, SMA.
- 2015-2018:** SIOP Education and Training Subcommittee chair.
- 2015-2016:** Academy of Management HR Division conference mentor.
- 2014-present:** SMA Membership Involvement (Research) Committee member.
- 2013-2014:** SIOP Awards Committee - Goldstein-Schneider Scholarship subcommittee member.
- 2011-2012:** SIOP Call for Proposals and Flanagan Award Committee Chair.
- 2007-2009:** Reviewer for International Human Resource Management (IHRM) and Southwest Academy of Management (SWAM) Conferences.
- 2005-2009:** SIOP Student Volunteer.

Community

- 2022-present:** Board of Directors, Treasurer, Red River Community House, Red River, NM.
- 2019, 2022-23:** Mission trip coordinator, First Woodway Baptist Church to Red River, NM.
- 2019-2020:** Substitute volunteer teacher in children and youth ministry – First Woodway Baptist Church, Woodway, TX.
- 2018-2019:** Heart of Texas Junior Aviation Academy – volunteer, McGregor, TX.
- 2018-2020:** Vacation Bible School volunteer, First Woodway Baptist, Woodway, TX.
- 2018:** Volunteer judge for science fair, St. Louis School, Waco, TX.
- 2015-2017:** LEAD mentor, Waco Chamber of Commerce, Waco, TX.
- 2015-present:** Volunteer parent, Midway ISD, Waco, TX.
- 2015:** IF:Gathering event volunteer, Austin, TX.
- 2014-2015:** Children’s nursery volunteer and hospitality team. Grace Church, Waco, TX.
- 2014-2015:** IF:Waco planning team, Waco, TX.

- 2009:** Judge for Science and Engineering Fair of Houston, Behavioral/Social Sciences Division, Houston, TX.
- 2009-2013:** Host Home, Chinese American Exposure Camp. Second Baptist Church, Kingwood, TX.
- 2008-2012:** Sunday school teacher for 4th-6th grade ministry. Second Baptist Church, Kingwood, TX.
- 2007-2014:** Events Coordinator and Parks Committee member. Oakhurst Community Association, Kingwood, TX.

PROFESSIONAL ASSOCIATION MEMBERSHIPS

- Academy of Management
- Southern Management Association
- Society for Industrial and Organizational Psychology
- Heart of Texas Society of Human Resource Management
- Society for Human Resource Management

TECHNICAL SKILLS

- Proficient with SAS, SPSS, MPLUS, Tableau, and PowerBI.
- Knowledgeable in Ordinary Least Squares Regression, Hierarchical Linear Modeling, Mediated Moderation, ANOVA, Multi-level Structural Equation Modeling, Latent Profile Analysis, and Logistic, Poisson, and Negative Binomial regression statistical analyses.
- Proficient in a diverse array of teaching technologies, including Canvas, Kaltura, iDecisionGames, Blackboard, Softchalk, Jing, Moodle, Microsoft Office, McGraw Hill Connect, Cengage Aplia, and Pearson MyManagementLab.