

EMILY M. HUNTER
Department of Management
Hankamer School of Business
Baylor University
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Emily_M_Hunter@baylor.edu

EDUCATION:

- Ph. D. 2009 University of Houston, Houston, TX**
Industrial/Organizational Psychology
Dissertation: *Service Failures As Seen Through the Eyes of the Customer: A Multilevel Structural Equation Model*
- M. A. 2006 University of Houston, Houston, TX**
Industrial/Organizational Psychology
Master's Thesis: *Confessions of a Disgruntled Waiter: Counterproductive Work Behavior in the Service Industry*
- B. A. 2003 Loyola University, New Orleans, LA**
Major: Psychology, Minor: Drama
Magna Cum Laude
Senior Honors Thesis: *Attachment, Cognitive Development, and Caregiving Environment in Institutionalized and Family-Reared Romanian Toddlers*

ACADEMIC EMPLOYMENT:

Professor, 2021-current
Department Chair, 2020-current
Associate Professor, 2015-2021
Assistant Professor, 2009-2015
Department of Management, Hankamer School of Business
Baylor University, Waco, TX

Teaching Fellow and Research Assistant, 2006-2009
Teaching Assistant, 2004-2006
Department of Psychology
University of Houston, Houston, TX

AWARDS AND RECOGNITION:

McBride Fellow, McBride Center for International Business, Baylor University, 2022

Finalist, Best Paper Award of OB Division at Southern Management Association Conference, New Orleans, LA 2021

Baylor University Outstanding Tenured Faculty Award for Scholarship, 2020

Academy of Management Most Promising Research Proposal in Leadership Finalist, 2019

Hankamer School of Business Brent Clum Outstanding Research Award, 2019

Baylor Fellows Teaching Distinction, 2016, Senior Fellow 2017

Hankamer School of Business Robert & Robin Nitsche Outstanding Research Award, 2016

Engineering Management Division Best Presentation, ASEE Annual Conference, Seattle, WA 2015

Best Paper in Innovation Track at Southern Management Association Conference, Savannah, GA 2014

Hankamer School of Business Young Researcher Award, 2013

Most Downloaded Article in *Journal of Occupational and Organizational Psychology* in 2011

Most Innovative Session Award, Southern Management Association Conference, St. Pete Beach, FL 2010

Paper selected for Best Paper Proceedings, Academy of Management Conference, Montreal, 2010

Paper summarized in Research Briefs in *Academy of Management Perspectives*, August, 2010

John C. Flanagan Award for Outstanding Student Contribution to the Society for Industrial and Organizational Psychology Conference, Dallas, TX 2006

Nominee, Arnon Reichers Best Student Paper in the 2006 Careers Division at the Academy of Management Conference, Atlanta, GA 2006

JOURNAL ARTICLES:

Perry, S. J., **Hunter, E. M.**, Corrington, A. R., Hebl, M. (in press). Facing an Unexpected Negotiation Partner: The Impact of Hiring Manager Gender Role Violation on Job Candidates. *Journal of Business & Psychology*.

Neubert, M. J., de Luque, M. S., Quade, M. J., & **Hunter, E. M.** (2022). Servant leadership across the globe: Assessing universal and culturally contingent relevance in organizational contexts. *Journal of World Business*, 57.

Neubert, M. J., **Hunter, E. M.**, & Tolentino, R. (2022). Modeling character: Servant leaders, incivility and patient outcomes. *Journal of Business Ethics*, 178, 261-278.

Clark, M. A., **Hunter, E. M.**, & Carlson, D. S. (2021). Hidden costs of anticipated workload for individuals and partners: Exploring the role of daily fluctuations in workaholism. *Journal of Occupational Health Psychology*, 26, 393-404.

Wu, C., **Hunter, E. M.**, & Sublett, L. W. (2021). Gaining affective resources for work-family enrichment: A multisource experience sampling study of micro-role transitions. *Journal of Vocational Behavior*, 125, 1-15.

Hunter, E. M., Clark, M., & Carlson, D. S. (2019). Violating work-family boundaries: Reactions to interruptions at work and home. *Journal of Management*, 45, 1284-1308.

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.

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 & Organizational Psychology*, 27, 577-593.

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, 99-107.

Hunter, E. M. & Wu, C. (2016). Give me a *better* break: Choosing workday break activities to maximize resource recovery. *Journal of Applied Psychology*, 101, 302-311.

Featured in The Washington Post, Fast Company, US News & World Report, Huffington Post, The Boston Globe, Dr. Oz The Good Life, APA Monitor and other media outlets around the world

Shoss, M. K., **Hunter, E. M.**, & Penney, L. M. (2016). Avoiding the issue: Disengagement coping style and the personality-CWB link. *Human Performance*, 29, 106-122.

Neubert, M. J., **Hunter, E. M.**, & Tolentino, R. (2016). A servant leader and their stakeholders: When does organizational structure enhance a leader's influence? *The Leadership Quarterly*, 27, 896-910.

Ferguson, M., Carlson, D. S., **Hunter, E. M.**, & Whitten, D. (2016). We all seek revenge: The role of honesty-humility in reactions to incivility. *Journal of Behavioral and Applied Management*, 17, 50-65.

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.

Perry, S. J., Lorinkova, N., **Hunter, E. M.**, Hubbard, A., & McMahon, J. T. (2016). When does virtuality really "work"? Examining the role of work-family and virtuality in social loafing. *Journal of Management*, 42, 449-479.

Hunter, E. M. & Penney, L. M. (2014). The waiter spit in my soup! Antecedents of customer-directed counterproductive work behavior. *Human Performance*, 27, 1-20.

Top three most downloaded articles in *Human Performance* in 2014

Featured on the Today Show as well as media outlets such as Fox News, Aol Jobs, Good Food, Opposing Views, Real Simple, and local outlets in Canada, the UK, and Australia

Carlson, D. S., **Hunter, E. M.**, Ferguson, M., & Whitten, D. (2014). Work-family enrichment and satisfaction: Mediating processes and relative impact of originating and receiving domains. *Journal of Management*, 40(3), 845-865.

Carlson, J. R., Carlson, D. S., **Hunter, E. M.**, Vaughn, R. L., & George, J. F. (2013). Virtual team effectiveness: Investigating the moderating role of experience with computer-mediated communication on the impact of team cohesion and openness. *Journal of Organizational and End User Computing*, 25(2), 1-18.

Hunter, E. M., Neubert, M. J., Perry, S. J., Witt, L. A., Penney, L. M., & Weinberger, E. L. (2013). Servant leaders inspire servant followers: Antecedents and outcomes for employees and the organization. *The Leadership Quarterly*, 24(2), 316-331.

Avery, D., McKay, P., & **Hunter, E. M.** (2012). Demography and disappearing merchandise: How older workforces influence retail shrinkage. *Journal of Organizational Behavior*, 33(1), 105-120.

Carlson, D. S., Ferguson, M., **Hunter, E. M.**, & Whitten, D. (2012). Abusive supervision and work-family conflict: The path through emotional labor and burnout. *The Leadership Quarterly*, 23(5), 849-859.

Ferguson, M., Carlson, D. S., **Hunter, E. M.**, Whitten, D. (2012). A two-study examination of work-family conflict, production deviance and gender. *Journal of Vocational Behavior*, 81(2), 245-258.

Carlson, D. S., Grzywacz, J., Ferguson, M., **Hunter, E. M.**, Clinch, C. R., & Arcury, T. A. (2011). Health and turnover of working mothers after childbirth via the work-family interface: An analysis across time. *Journal of Applied Psychology*, 96(5), 1045-1054.

Hunter, E. M., Perry, S. J. & Currall, S. C. (2011). Inside multi-disciplinary science and engineering research centers: The impact of organizational climate on invention disclosures and patents. *Research Policy*, 40, 1226-1239.

Penney, L. M., **Hunter, E. M.**, & Perry, S. J. (2011). Personality and counterproductive work behaviour: Using conservation of resources theory to narrow the profile of deviant employees. Special issue of *Journal of Occupational and Organizational Psychology*, 84, 58-77.

Most Downloaded Article in *JOOP* in 2011

Hunter, E. M., Perry, S. J., Carlson, D. S., & Smith, S. A. (2010). Linking team resources to work-family enrichment and satisfaction. *Journal of Vocational Behavior*, 77(2), 304-312.

Krischer, M. M., Penney, L. M., & **Hunter, E. M.** (2010). Can counterproductive work behaviors be productive? CWB as emotion-focused coping. *Journal of Occupational Health Psychology*, 15(2), 154-166.

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(4), 343-360.

BOOKS, BOOK CHAPTERS, & OP-EDS:

Perry, S. J., Currall, S. C., Frauenheim, E., & **Hunter, E. M.** (2015). A quiet success story. Last Word Op-Ed in PRISM.

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*. Tempe, AZ: Morgan James.

Currall, S. C., Frauenheim, E., Perry, S. J., & **Hunter, E. M.** (2014). *Organized Innovation: A Blueprint for Renewing America's Prosperity*. New York: Oxford University Press.

CONFERENCE PRESENTATIONS/PROCEEDINGS:

DeGrassi, S., Morgan, W., Waples, E., **Hunter, E. M.** (2023, March). *Burnout, stress management, and self-care for academic administrators*. Panel to be held at Southwest Academy of Management, Houston, TX.

Benson, G. & **Hunter, E. M.** (2022, August). *Management Chair Caucus*. Caucus held virtually during the annual meeting of the Academy of Management, Seattle, WA.

Meuser, J.D., Eva, N., Smallfield, J., van Dierendonck, D., Hoch, J.E., **Hunter, E.M.**, Lemoine, G.J., Neubert, M., & Sendjaya, S. (2022, August). *Future directions of servant leadership: A research incubator*. Symposium held at the annual meeting of the Academy of Management, Seattle, WA.

Hu, J., Liden, R., van Dierendonck, D., Eva, N., Neubert, M., **Hunter, E. M.** et al. (2022, August). *Leading by serving: Understanding the antecedents and influences of servant leadership*. Symposium held at the annual meeting of the Academy of Management, Seattle, WA.

Hunter, E. M., Schabram, K., Barnes, C. (2021, November). *Turning off from always on: A taxonomy of employee break strategies across work pressures*. Paper presented at the annual meeting of Southern Management Association, New Orleans, LA.

Clark, M. A., **Hunter, E. M.**, & Carlson, D. S. (2019, May). *Job demands, workaholism, individuals well-being, and stress crossover: A within-person perspective*. Paper presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Hunter, E. M., Neubert, M. J. & Tolentino, R. (2019, April). *To serve and to protect: Servant leadership buffers the harmful effects of incivility*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

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

Neubert, M. J., Quade, M. J., & **Hunter, E. M.** (2018, August). *Servant leadership across cultures*. Panel presented at the annual meeting of the Academy of Management, 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 the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Sublett, L., **Hunter, E. M.**, & Wu, C. (2018, April). *Keep calm and be resilient: The role of positive coping with work-family stressors*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hunter, E. M.** & Neubert, M. J. (2017, August). *Glass ceilings for good leaders: The stigmatization of servant leaders*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Perry, S. J., Quade, M. J., & **Hunter, E. M.** (2016, August). *The protection of an ethical leader*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Carlson, D. S., **Hunter, E. M.**, & Clark, M. (2016, June). *A daily examination of communication technology boundary violations: The moderating role of spouse violation frustration*. Paper presented at the Work and Family Researchers Network conference, Washington, DC.
- Perry, S. J., Rubino, C. & **Hunter, E. M.** (2015, August). *Stress in remote work: Two studies testing the demand-control-person model*. Paper presented at the annual meeting of the Academy of Management, Vancouver, British Columbia.
- Hunter, E. M.**, Clark, M. A., Beiler-May, A. A., & Carlson, D. S. (2015, April). *Violating work-family boundaries: Positive and negative effects*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Clark, M. A., **Hunter, E. M.**, Beiler-May, A. A., & Carlson, D. S. (2015, April). *An examination of daily workaholism: Causes and consequences*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 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., **Hunter, E. M.**, & Currall, S. C. (2014, November). *Managing the innovators: Organizational and professional commitment among scientists and engineers*. Paper presented at the annual meeting of Southern Management Association, Savannah, GA.
- Best Paper in Innovation Track
- Neubert, M. J., **Hunter, E. M.**, & Tolentino, R. (2014, August). *The influence of servant leadership and organizational structure on employee and patient outcomes*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Wu, J.-C. & **Hunter, E. M.** (2014, May). *Effects of family-related workday breaks on work and family outcomes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Perry, S. J., Rubino, C. & **Hunter, E. M.** (2014, May). *Job insecurity: A moderated-mediation model of burnout and turnover*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Hunter, E. M. & Wu, J.-C. (2013, August). *Give me a better break: Choosing workday break activities to maximize resource recovery*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.

Hunter, E. M., Rubino, C., Perry, S. J., & Penney, L. M. (2013, April). *Expanding the generalizability of surface and deep acting across industries*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Shoss, M. K., **Hunter, E. M.**, & Penney, L. M. (2012, August). *Coping styles and CWB: Towards a better understanding of the personality-CWB relationship*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Hunter, E. M. & Clark, M. A. (2012, April). *Where do I begin? Practical advice on experience sampling method*. Panel discussion symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Carlson, D. S., Ferguson, M., **Hunter, E. M.**, & Whitten, D. (2012, April). *Abusive supervision effects on work-family conflict: Testing a mediated model*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Perry, S. J., Lorinkova, N. M., **Hunter, E. M.**, Hubbard, A., & McMahon, J. T. (2011, October). *Does virtuality expose reality? Examining the role of work-family and virtuality in social loafing*. Paper presented at the annual meeting of Southern Management Association, Savannah, GA.

Hunter, E. M., Neubert, M. J., Perry, S. J., Weinberger, E., Penney, L. M., Witt, L. A., & Walther, L. (2011, April). *The virtues of servant leadership*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Hunter, E. M., & Perry, S. J. (2010, October). *Opportunity knocks: How goal-setting can maximize your conference experience*. Symposium presented at the annual meeting of Southern Management Association, St. Pete's Beach, FL.

- Most Innovative Session Award

Carlson, D. S., Grzywacz, J., Ferguson, M., **Hunter, E. M.**, Clinch, C. R., & Arcury, T. A. (2010, October). *Job demands and resources on mental and physical health in working mothers via the work-family interface: A longitudinal analysis*. Paper presented at the annual meeting of Southern Management Association, St. Pete's Beach, FL.

Hunter, E. M., Perry, S. J., Carlson, D., & Smith, S. (2010). Linking team resources to work-family enrichment and satisfaction. In Leslie A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management*, ISSN 1543-8643.

Hunter, E. M., Perry, S. J., Carlson, D., & Smith, S. (2010, August). *Linking team resources to work-family enrichment and satisfaction*. Paper presented at the annual meeting of the Academy of Management, Montreal.

- Hunter, E. M.** & Perry, S. J. (2009, November). *The conference continues. . . Putting SMA into action for your career*. Symposium presented at the annual meeting of Southern Management Association, Asheville, NC.
- Krischer, M., **Hunter, E. M.**, & Penney, L. M. (2009, August). *Can CWB help employees feel better? The negative association between CWB and emotional exhaustion*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Hunter, E. M.**, Penney, L. M., & Volpone, S. D. (2009, April). *Implications of customer-directed counterproductive work behavior*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 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.
- Volpone, S. D., **Hunter, E. M.**, Penney, L. M., & Cheng, W.-F. (2008, August). *The squeaky wheel: Customer complaint behavior, customer personality and employee performance*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Hunter, E. M.**, Penney, L. M., Raghuram, A., Ugaz, A., & Volpone, S. D. (2008, April). *Customer affect and customer-directed counterproductive work behavior*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Hunter, E. M.**, Perry, S. J., & Witt, L. A. (2008, April). *In the eye of the beholder: Antecedents of applicant perceptions*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Perry, S. J., **Hunter, E. M.**, Witt, L. A., & David, E. M. (2008, April). *Personality and performance in web-based training*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Hunter, E. M.** & Witt, L. A. (2008, March). *Applicant perceptions and criterion-related validity: No cause for alarm*. Paper presented at the annual meeting of the Southwest Academy of Management, Houston, TX.
- Perry, S. J., Currall, S. C., Steubing, K. K., & **Hunter, E. M.** (2007, August). *Planning alone is not enough: The relationship of commitment to strategic planning success*. Poster session presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Perry, S. J., Currall, S. C., Steubing, K. K., & **Hunter, E. M.** (2007, August). *Organizational Commitment Reconsidered: Are Conceptual Foci Important To Multilevel Outcomes?* Poster session presented at the annual meeting of the American Psychological Association, San Francisco, CA.
- Hunter, E. M.** & Penney, L. M. (2007, April). *The waiter spit in my soup! Counterproductive behavior toward customers*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Hunter, E. M., Penney, L. M., Raghuram, A., Ugaz, A., & Malka, A. A. (2007, April). *A qualitative investigation of escalating aggression within the service encounter*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Perry, S. J., Currall, S. C., Steubing, K. K., & **Hunter, E. M.** (2007, April). *The good and bad of strategic planning in research organizations*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Sady, K., Spitzmüller, C., & **Hunter, E. M.** (2006, November). *Independent influences of objective and perceived autonomy on health*. Poster session presented at the annual meeting of the European Academy of Occupational Health Psychology, Dublin, Ireland.

Hunter, E. M., Jansen, S. K., & Currall, S. C. (2006, August). *Examining academic-practitioner collaboration in a new context: Engineering Research Centers*. Interactive poster session 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.

- Nominee, Arnon Reichers Best Student Paper in the Careers Division

Hunter, E. M., Jansen, S. K., & Spitzmüller, C. (2006, May). *Making theories user-friendly: Translating motivation theory into management practice*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Tunstall, M., Penney, L. M., **Hunter, E. M.**, & Weinberger, E. L. (2006, May). *A closer look at CWB: Emotions, targets, and outcomes*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

- John C. Flanagan Award for Outstanding Student Contribution

Miller, K. R., **Hunter, E. M.**, Glenn D., & Spitzmüller, C. (2006, May). *Does autonomy at work make you happy at home?* Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Spitzmüller, C., **Hunter, E. M.**, Cong, L., & Clark, O. (2006, March). *Expanding the investigation of job autonomy as a predictor of well-being*. Poster session presented at the meeting of the Work, Stress, and Health Conference, Miami, FL.

Hunter, E. M., Smyke, A. T., Cornwell, J. (2003, March). *Attachment, cognitive development, and caregiving environment in institutionalized and family-reared Romanian toddlers*. Poster session presented at the annual meeting of the Southeastern Psychological Association, New Orleans, LA.

MANUSCRIPTS IN PREPARATION:

Hunter, E. M., Barnes, C., & Schabraum, K. Concealing, pretending and lying to look busy: A grounded theory of workday breaks. Targeted for submission to *Academy of Management Journal*.

Hunter, E. M., Perry, S. J., Hebl, M., Corrington, A. R. Reactions to small bump concessions in salary negotiations. Targeted for submission to *Negotiation Journal*.

Hunter, E. M. & Kunst, S. Tracking use of time during work and breaks. Targeted for submission to *Journal of Applied Psychology*.

GRANTS:

Society for Industrial and Organizational Psychology Foundation Small Grant, "Boundary Violations: Positive and Negative Consequences of Daily Work-Family Interference," \$6,250.00, 2013

University Research Committee Small Grant, "The Effects of Workday Breaks on Employee Performance and Well-Being," \$4,000.00, 2010

Research Assistant to Dr. Steven Currall on National Science Foundation Grant No. EEC-0345195, "Strategic Planning, Technology Commercialization, and Organizational Effectiveness in National Science Foundation-Funded Engineering Research Centers," \$437,314.00, 2004

TECHNICAL REPORTS:

Hunter, E. M., & Campion, J. E. (2009). *Employee attitude survey results*. Technical report presented to undisclosed chemical client.

Hunter, E. M., Campion, J. E., Gettinger, S. K., & Stewart, R. W. (2009). *Benchmarking survey of expatriate programs*. Technical report presented to undisclosed chemical client.

Hunter, E. M. & Campion, J. E. (2009). *Development and validation of a job knowledge and performance test*. Technical report presented to undisclosed chemical client.

Hunter, E. M. & Campion, J. E. (2009). *Development and validation of job knowledge and performance tests for the quality control laboratory*. Technical report presented to undisclosed chemical client.

Hunter, E. M., Gettinger, S. K., Callison, K., Dubin, D., Luksyte, A., Stewart, R. W., Volpone, S., & Campion, J. E. (2008). *Development of structured interviews*. Technical report presented to undisclosed chemical client.

Hunter, E. M. & Campion, J. E. (2008). *Development and validation of a job knowledge and performance test*. Technical report presented to undisclosed chemical client.

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*. Technical report presented to the National Science Foundation.

Hunter, E. M. & Campion, J. E. (2007). *Validation of selection test for Feed and Solvent/Recovery Systems*. Technical report presented to undisclosed petrochemical client.

Hunter, E. M. & Campion, J. E. (2007). *Validation of selection test for Reactor/Pentane System*.

Technical report presented to undisclosed petrochemical client.

Hunter, E. M., Weinberger, E. L., & Campion, J. E. (2007). *Development and validation of a mechanical reasoning test*. Technical report presented to undisclosed chemical client.

Malka, A., Rubino, C., **Hunter, E. M.,** & Campion, J. E. (2007). *Development and validation of a numerical skills test*. Technical report presented to undisclosed chemical client.

Ugaz, A., Rogers, A., **Hunter, E. M.,** & Campion, J. E. (2007). *Validation of cognitive ability and chemical knowledge tests*. Technical report presented to undisclosed chemical client.

CONSULTING EXPERIENCE:

Assessment & Development, Inc.

Senior Consultant, development and validation of selection tests for chemical and petrochemical refineries, 2007-2009

Valtera

Job analyst and reviewer, 2009

Houston TranStar

Development of orientation program, 2007

I/O Solutions, Inc.

Exam proctor and assessment center proctor, 2006

SERVICE:

Dissertations, Masters and Senior Thesis Student Committees

Barbara Epperson, Ph.D., Baylor University, 2020

Ben Christie, B.B.A., Baylor University, 2018

Cody Bok, M.A., University of Houston, 2015

Ben Farmer, Ph.D., University of Houston, 2015

Kanwal Kirani, B.B.A., Baylor University, 2014

Su Jin Kang, M.A., Baylor University, 2014

Lisa Sublett, M.A. & Ph.D., University of Houston, 2013

Jonathan Nelson, B.B.A., Baylor University, 2012

Professional

Editorial board member, Journal of Business and Psychology, 2020-current

Chair, Doctoral Consortium for Society for Industrial and Organizational Psychology conference, 2020-2021

Invited brown bag speaker for China Europe International Business School (CEIBS), 2020

Keynote speaker, DallasHR April education event, 2018

Member, Conflict Management Division's Teaching Resources Committee, 2017-2018

Invited panelist for PDW on teaching negotiation at Academy of Management, 2017

Led pro-bono negotiation workshop for global team at HP, 2015

Invited presenter at Texas A&M University's Industrial/Organizational Psychology colloquium series, 2014

Chair, Flanagan Award Committee, Society for Industrial and Organizational Psychology, 2013-

2014

Member, Flanagan Award Committee, Society for Industrial and Organizational Psychology, 2012-2013

Ad-Hoc Reviewer

Journal of Applied Psychology

Personnel Psychology

The Leadership Quarterly

Journal of Business & Psychology

Stress & Health

Journal of Family Issues

Applied Psychology: An International Review

Chair, symposium at Southern Management Association conference, St. Pete's Beach, FL 2010

Chair, symposia at Academy of Management conference, Montreal, 2010

Discussant, symposia at Southern Management Association conference, Asheville, NC 2009

Chair, symposia at Academy of Management conference, Chicago, IL 2009

Guest speaker at Hilton College of Hotel and Restaurant Management brownbag series, 2009

Chair, symposium at Southwest Academy of Management conference, Houston, TX 2008

Discussant, symposium at Southwest Academy of Management conference, Houston, TX 2008

Chair, symposia at Southern Management Association conference, Nashville, TN 2007

University

Co-Chair, Annual Training for Baylor Department Chairs

Chair, Human Resources Advisory Committee, 2020-current

Member, Graduate and Undergraduate Curriculum Committees in Hankamer, 2022-current

Member, University Grievance Committee, 2017-2020

Member, Hankamer Strategic Planning Council, 2017-2019

Keynote speaker for Baylor Business Network alumni event, 2018

Keynote speaker for 3 Baylor Women's Network alumni events, 2018

Invited presenter at Baylor Academy for Teaching and Learning seminar, "Demystifying the Flipped Classroom," 2017

Invited presenter at Baylor HR workshop on Negotiation for Baylor employees, 2017

Invited presenter at Baylor Lunch & Learn for staff on workday breaks research, 2017

Invited presenter at Provost Faculty Forum, "No Acting Experience Necessary: Changing Perspectives through Role-Play," 2016

Member, Baylor Career Services Committee, 2013-2016

Invited presenter at Baylor Psychology Department brown bag, "The Good Side of Bad: Finding the Positive in Workplace Deviance and Work-Family Conflict," 2013

Invited presenter at Baylor Libraries Symposium, "The Feminine Mystique: Work and Family, Finding Your Own Balance," 2013

Invited presentation to Baylor Athletic Directors, "Servant Leaders Inspire Servant Followers," 2013

Invited presenter at Baylor Line Camp, 2012

Department

Faculty advisor for Women in Business, 2021-current

Administrator for National Undergraduate Negotiation Competition, 2016-2022

HRM major career development coordinator and student mentor, 2014-2020

Faculty advisor for Baylor Association of Human Resources (BAHR), 2015-2020

SACS reporting for HRM major, 2012-2020

Management curriculum committee, 2014-2017

Hiring Committee, 2015
Management Major Review Committee, 2013-2014
OB Hiring Committee, 2012-2013
Hosted a table for prospective students and parents at Invitation to Excellence, 2010-2013
Taught U1000 New Student Experience course, 2012
Representative for Management major at BUS 1301 Career Expo, 2009-2011

Community

Parish Leadership Team member and facilitator, St. Jerome Catholic Church, 2018-current
Volunteer, Deep in the Heart Film Festival, 2015-current
Mentor, Christian Women's Job Corp, 2021-2022
Invited speaker, Waco Chamber of Commerce's *Leadership Waco* program, 2018
Pastoral Council Chair, St. Jerome Catholic Church, 2017-2018
Volunteer, Care Net Pregnancy Center, led workshops and other services, 2011-2016
Ministry Leader for Waco Catholic Moms Group, St. Jerome Catholic Church, 2012-2014

PROFESSIONAL ASSOCIATIONS:

Member, Academy of Management, 2004-current
Member, Society for Industrial and Organizational Psychology, 2004-current
Member, Society for Human Resource Management, 2015-2019

TECHNICAL SKILLS:

Proficient with Mplus, SAS, Microsoft Word, Excel, PowerPoint, Publisher, Canva
Knowledgeable in multiple regression/correlation, ANOVA, SEM, multilevel-SEM, multilevel modeling, moderated mediation, poisson, and negative binomial statistical analyses