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### **EDUCATION**

- Ph. D. Business Administration, Florida State University, 1995.  
Emphasis in Organizational Behavior and Human Resource Management.
- M. B. A. Baylor University, 1991.
- B. B. A. Baylor University, 1989.

### **PUBLICATIONS**

- 115. Zivnuska, S., Harris, K., Valle, M., Harris, R., Carlson, J., & Carlson, D. S. (2024). The Spiraling Effect of Incivility Enacted Through Information and Communication Technology (ICT) in the Workplace. *Asia-Pacific Journal of Business Administration* – in press. <https://doi.org/10.1108/APJBA-04-2024-0207>
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105. Perry, S.J., Carlson, D.S., Kacmar, K.M., Wan, M. & Thompson, M. (2022). Interruptions in Remote Work: A Resource-Based Model of Work and Family Stress. *Journal of Business & Psychology*, 38(5), 1023-1041. <https://doi.org/10.1007/s10869-022-09842-y>  
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 Outstanding Paper in the 2017 Emerald Literati Network Awards for Excellence.  
<http://www.emeraldgrouppublishing.com/authors/literati/awards.htm?year=2017>
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Top five finalist for the 2007 annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research.

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2. Carlson, D. S., & Kacmar, K. M. (1994). Learned helplessness as a predictor of employee outcomes: An applied model. *Human Resource Management Review*, 4(3), 235-256. [https://doi.org/10.1016/1053-4822\(94\)90014-0](https://doi.org/10.1016/1053-4822(94)90014-0)
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### **PRESENTATIONS & CONFERENCE PROCEEDINGS**

- Rich, C., Valle, M., Harris, K., Harris, R., Zivnuska, S., Carlson, J. & Carlson, D. (2023) The curvilinear relationship between technostress and interpersonal deviance, relationship conflict, and unethical behavior. Southeast Institute for Operations Research and the Management Sciences, Myrtle Beach, SC.

Hackney, K., Carlson, D. S., Thompson, M., & Thurgood, G. (2023). *Work-family research: Managing work and family identities in different stages of life*. Academy of Management, Boston, MA.

Valle, M., Harris, K., Harris, R., Zivnuska, S., Carlson, J., Carlson, D. (2023). *Too Much of a Bad Thing? The Curvilinear Relationship between Technostress and Interpersonal Deviance*. AARBI Conference, San Antonio, TX.

Carlson, D. S., Quade, M. J., Wan, M., & Kacmar, K. M. (2022). *Current research on bottom-line mentality and future directions*. Academy of Management, Seattle, WA.

Zivnuska, S., Harris, K., Carlson, D.S., Valle, M. Harris, R., & Carlson, J. R. (2022). *The spiral of technological incivility victimization and perpetration, and the impacts of gender and incivility climate*. Western Academy of Management, Big Island, HI.

Carlson, D. S., Hackney, K., Thompson, M. J., & Thurgood, G. (2021). *The effect of perceived paternity discrimination on fathers' and mothers' turnover*. Southern Management Association Meetings, New Orleans, LA.

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Thompson, M. J., Carlson, D. S., Hackney, K., Bonner, J., & Crawford, W. (2021). *The spillover of partner psychological abuse*. Southern Management Association Meetings, New Orleans, LA.

Perry, S. J., Carlson, D. S., Kacmar, K. M., Wan, M., & Thompson, M. J. (2021). *Using breaks well during COVID-19: How can remote workers buffer the impact of interruptions for the benefit of self and spouse satisfaction?* Society for Industrial and Organizational Psychology Meetings, New Orleans, LA.

Hackney, K., Quade, M., Carlson, D. S., & Hanlon, R. (2020). *A two-study look at primary, spillover, and crossover effects of family-building stigma*. Southern Management Association Meetings, St. Pete Beach, FL.

Wan, M., Carlson, D. S., Quade, M., & Kacmar, K. M. (2020). *Examining work passion and prosocial behaviors at work and home*. Southern Management Association Meetings, St. Pete Beach, FL.

- Thompson, M., Carlson, D., Hackney, K., & Vogel, R. (2020). *Vicarious abusive supervision and turnover: The role of financial dependency for working mothers*. Academy of Management, Vancouver, BC.
- Zivnuska, S., Carlson, J. R., Carlson, D. S., Harris, K., Harris, R., & Valle, M. (2020). *Rude at work: Mood and attitude implications for work and family*. Western Academy of Management, Waikoloa, HI.
- Thompson, M., Carlson, D. S., Crawford, W., & Kacmar, K.M. (2020). *Increased healthcare utilization as a product of abusive supervision: The role of gender*. Western Academy of Management, Waikoloa, HI.
- Thompson, M., Hackney, K., Carlson, D. S., & Bonner, J. (2020). *Sticks and stones, and support? Partner psychological abuse at home, target self-esteem and the moderating effect of supervisor support at work*. Western Academy of Management, Waikoloa, HI.
- Quade, M., Carlson, D. S., & Hackney, K. (2019). *It takes a village: How organizational support for adoption positively affects employees and their families*. Southern Management Association Conference, Norfolk, VA.
- Carlson, D. S., Vogel, R., Thompson, M., & Hackney, K. (2019). *What are friends for? The impact of friend support on job engagement for married couples*. Southern Management Association Conference, Norfolk, VA.
- Clark, M. A., Hunter, E. M., & Carlson, D. S. (2019). *Job demands, workaholism, individuals well-being, and stress crossover: A within-person perspective*. European Association of Work and Organizational Psychology, Turin, Italy.
- Kacmar, K. M., Carlson, D. S., Thompson, M., Zivnuska, S., & Andrews, M. (2019). *But I still feel guilt: A test of moral disengagement theory*. Society for Industrial and Organizational Psychology, Washington, D. C.
- Thompson, M., Carlson, D. S., & Kacmar, K. M. (2019). *Healthy families - Happy coworkers? Crossover effects of family functioning from job incumbents to coworkers*. Western Academy of Management, Sonoma, CA.
- Thompson, M., Carlson, D. S., & Kacmar, K. M. (2018). *Family undermining as a precursor to workplace incivility: A spillover-crossover perspective*. International Conference of Conflict Management, Philadelphia, PA.

- Thompson, M., Carlson, D. S., & Kacmar, K. M. (2018). *Positive flow of work resources: A test of the work-home resources model*. European Academy of Management. Reykjavik, Iceland.
- Thompson, M., Carlson, D. S., & Kacmar, K. M. (2018). *The cost of being ignored: Burnout at work and at home*. Western Academy of Management, Salt Lake City, UT.
- Thompson, M., Carlson, D. S., Boswell, W., Crawford, W., & Whitten, D. (2017). *Your job is messing with Mine! Work's impact on the spouse's work life*. International Association for Conflict Management Conference, Berlin, Germany.
- Thompson, M., Carlson, D. S., Butts, M., & Weaver, S. (2017). *The cost of work's tense triad on employee healthcare utilization*. Academy of Management Meetings, Atlanta, GA. Received Best Paper Award for the OB Division.
- Zivnuska, S., Carlson, D. S., Carlson, J. R., Harris, K. J., & Harris, R. B. (2017). *Understanding employee reasons for using social media at work: The impact of regulatory focus and political skill*. Western Academy of Management, Palm Springs, CA.
- Kacmar, K. M., Thompson, M., & Carlson, D. S. (2017). *Impression management, surface acting, and self-regulation*. Western Academy of Management, Palm Springs, CA.
- Carlson, D. S., Hunter, E., & Clark, M. (2016). *A daily examination of communication technology boundary violations: The moderating role of spouse violation frustration*. Work-Family Researchers Network, Washington, D.C.
- Ferguson, M., Carlson, D. S., & Kacmar, K. M. (2016). *Work-family deviance: Buffering the effects of work hours cultures*. Western Academy of Management, Portland, OR.
- Carlson, D.S., Kacmar, K. M., & Ferguson, M. (2015). *Impression management as a tool to manage the work-family interface*. Academy of Management, Vancouver, BC.
- Hunter, E., Clark, M., & Carlson, D. S. (2015). *Violating work-family boundaries: Daily Positive and negative events*. SIOP, Philadelphia, PA.
- Clark, M. A., Hunter, M., Beiler-May, A., & Carlson, D. S. (2015). *An examination of daily workaholism: Causes and consequences*. SIOP, Philadelphia, PA.
- Carlson, J. R., Carlson, D. S., Harris, R. B., Harris, K. J., & Zivnuska, S. (2015). *Social media use: Helpful or harmful in the workplace?* Western Academy of Management, Kauai, HI.



- Carlson, D. S., Kacmar, K. M., Zivnuska, S., & Ferguson, M. J. (2014). *The double-edged sword of managing the boundary between work and family*. Academy of Management Meetings, Philadelphia, PA.
- Kacmar, K. M., Crawford, W. S., Carlson, D. S., Ferguson, M., & Whitten, D. (2013). *Measuring conflict and enrichment between the work and family domains: Four shortened scales for greater usability*. Southern Management Association, Florida.
- Carlson, D. S., Ferguson, M., Kacmar, K. M., & Crawford, W. (2013). *Boundary management tactics: Aligning preferences in the work and family domains*. Academy of Management, Orlando, FL.
- Ferguson, M., Carlson, D. S., & Kacmar, K. M. (2013). *Flexing work boundaries: Supervisor instrumental support, organizational segmentation supplies, and work-family outcomes*. Fifth International Community, Work and Family Conference, Sydney, Australia.
- Ferguson, M., Carlson, D. S., Kacmar, K. M., & Halbesleben, J. R. B. (2013). *The impact of spousal support at work on family satisfaction*. Society of Industrial and Organizational Psychology, Houston, TX.
- Zivnuska, S., Kacmar, K. M., Ferguson, M., & Carlson, D. S. (2013). *Mindfulness at work: The impact of mindfulness on organizational attitudes*. Western Academy of Management, Santa Fe, NM.
- Halbesleben, J., Paustian-Underdah, S. C., Kacmar, K. M., & Carlson, D. S. (2012). *Theoretical advances in the study of job burnout: Mediators, moderators, and consequences*. Southern Management Association, Ft. Lauderdale, FL.
- Paustian-Underdah, S. C., Halbesleben, J., Carlson, D. S., & Kacmar, K. M. (2012). *Integration of the work and family domains: A double edged sword?* Workshop on Research Advances in Organizational Behavior and Human Resources Management, Paris, France.
- Harris, R., Carlson, J., Harris, K., & Carlson, D. (2012). *Technology related role overload and work-to-family conflict: The moderating role of supervisor and coworker technology support*. The International Academy of Business and Economics, Key West, FL.
- Carlson, D. S., Ferguson, M., Hunter, E., & Whitten, D. (2012). *The role of supervisors and leaders in managing work-family conflict*. Society for Industrial and Organizational Psychology, San Diego, CA.

- Carlson, D. S., Ferguson, M., Zivnuska, S., & Whitten, D. (2011). *Co-worker and partner support across domain on satisfaction: The mediating role of work-family balance*. Academy of Management, San Antonio, TX.
- Kacmar, K. M., Carlson, D. S., & Harris, K. (2011). *Supervisors' use of impression management and ethical leadership*. Society for Industrial and Organizational Psychology, Chicago, IL.
- Carlson, D. S., Ferguson, M., Hunter, E., & Grzywacz, J. (2010). *The job-demands resource model and health outcomes in working mothers*. Southern Management Association, St. Petersburg, FL.
- Carlson, D.S., Kacmar, K.M., Lawrence, E., Tillman, J., Noble, D., & Whitten, D. (2010). *A new perspective: Examining the relationship between work-family conflict and job performance*. Southern Management Association, St. Petersburg, FL.
- Carlson, D. S., Zivnuska, S., Ferguson, M., & Whitten, D. (2010). *Using affective events theory to explore the relationship between work-family enrichment and job performance*. Western Academy of Management, Kona, HI.
- Ferguson, M., Carlson, D. S., Zivnuska, S., & Whitten, D. (2010). *Is it better to give than to receive? Empathy in the conflict-distress relationship*. Academy of Management, Montreal, Canada.
- Hunter, E., Perry, S., Carlson, D. S., & Smith, S. (2010). *Linking team resources to work-family enrichment and satisfaction*. Academy of Management, Montreal, Canada.
- Carlson, D. S., Ferguson, M., Kacmar, K. M., Grzywacz, J., & Whitten, D. (2009). *Crossover effects of supervisor work-family enrichment on subordinate performance*. Society of Industrial and Organizational Psychology, New Orleans, LA.
- Carlson, D.S., Ferguson, M., & Whitten, D. (2009). *The fallout of abusive supervision through work-family conflict: The impact of the job incumbent and beyond*. Southern Management Association, Ashville, NC.
- Carlson, D. S., Kacmar, K. M., Grzywacz, J., Tepper, B., Ferguson, M., & Whitten, D. (2009). *The role of work-family balance in organizational citizenship behaviors*. Academy of Management, Chicago, IL.
- Kacmar, K. M., Harris, K. J., Carlson, D. S., & Zivnuska, S. (2009). *Surface-level actual similarity vs. deep-level perceived similarity: Predicting leader-member exchange agreement*. IBAM Annual Conference, Washington, DC.

- David, E., Witt, L. A., Avery, D. R., & Carlson, D. S. (2008). *Peer influences on family-to-work enrichment*. Society for Industrial and Organizational Psychology, San Francisco, CA.
- Grzywacz, J. G., Carlson, D. S., & Shulkin, S. (2008). *Workplace flexibility and health: Linking arrangements to outcomes*. Work, Stress, and Health 2008 Conference, Washington, DC.
- Neubert, M. J., Carlson, D. S., Kacmar, K. M., Chonko, L., & Roberts, J. (2008). *Ethical climate and justice: The links between ethical leadership and follower attitudes*. Academy of Management, Anaheim, CA.
- Wu, C., Liu, C. T., & Carlson, D. S. (2008). *Emotional intelligence and service friendliness: The role of authenticity and family-work enrichment*. Academy of Management, Anaheim, CA.
- Carlson, D. S., & Grzywacz, J. G. (2007). *Work-family enrichment: Idealized or useful construct?* Academy of Management Meetings, Philadelphia, Pennsylvania.
- Carlson, D. S., Wayne, J. H., & Lawrence, E. (2007). *When employees must choose between work and family: Application of conservation of resources theory*. Southern Management Association, Nashville, TN.
- David, E. M., Witt, L.A., Carlson, D. S., Malka, A., & Weinberger, E. (2007). *The effects of agreeableness and perceived organizational support on family to work enrichment*. Southern Management Association, Nashville, TN.
- Neubert, M. J., Kacmar, K. M., Carlson, D. S., Chonko, L., & Roberts, J. (2007). *Regulatory focus as a mediator of the influence of ethical and servant leadership of employee behavior*. Academy of Management, Philadelphia, PA.
- Moore, K., Carlson, D., St. Anant, A., & Whitten, D. (2006). *Perceptions of men versus women in a business organization in 2005*. American Statistical National Meetings, Seattle, Washington.
- Carlson, J. R., Carlson, D. S., & Kacmar, K. M. (2005). *Deceptive impression management: Does It pay?* Southern Management Association, Charleston, SC.
- Halbesleben, J., Perrewé, P., Rotondo, D., Zellars, K., & Carlson, D. S. (2005). *When your spouse is (like) a coworker: Marital working status, social support, & burnout*. Southern Management Association, Charleston, South Carolina.
- Carlson, D. S., Kacmar, K.M., Wayne, J. H., & Grzywacz, J.G. (2004). *Measuring the positive side of the work-family interface: Development and validation of a work-family facilitation scale*. Academy of Management, New Orleans, LA.

- Carlson, D. S., & Witt, A. (2004). *The impact of work family balance on performance*. Society of Industrial and Organizational Psychology, Chicago, IL.
- Harris, K., Carlson, D. S., Kacmar, K. M., & Zivnuska, S. (2004). *Perception vs. reality: Which matters most in LMX agreement?* Academy of Management, New Orleans, LA.
- Harris, K., Kacmar, K. M., & Carlson, D. S. (2004). *Multiple tenure measures as moderators of the LMX-Promotion Relationship*. Society for Industrial and Organizational Psychology, Chicago, IL.
- Wayne-Holliday, J., Grzywacz, J., Carlson, D. S., & Kacmar, K.M. (2004). *Theoretical model of work-family facilitation*. Society for Industrial and Organizational Psychology, Chicago, IL.
- Witt, A., & Carlson, D. S. (2004). *When is work-family conflict related to job performance?* Academy of Management, New Orleans, LA.
- Bratton, V. Zivnuska, S., Carlson, D., Kacmar, K., & Witt, A. (2003). *Impression management as a moderator of the politics-performance relationship*. Society for Industrial and Organizational Psychology, Orlando, FL.
- Carlson, D. S., Upton, N., Seaman, S., & Teal, E. (2003). *The Impact of human resources on performance: An examination of family-owned firms*. Western Decision Sciences Institute, Kauai, HI.
- Kacmar, K. M., Carlson, D. S., Bratton, V., & Andrews, M. (2003). *An integrated perspective of antecedents to ingratiation behaviors*. Academy of Management, Seattle, WA.  
Best Paper Award for the Human Resources Division.
- Upton, N., Carlson, D. S., Seaman, S., & Teal, E. (2003). *High performing family firms: Do human resource practices matter?* Babson Conference.  
Summary published in the 2003 issue of *Frontiers of Entrepreneurship Research*.
- Carlson, D. S., Kacmar, K. M., Wadsworth, L. L., & Zivnuska, S. (2001). *What is wrong? The impact of moral intensity dimensions on ethical decision making*. Academy of Management, Washington, D.C.
- Lankau, M., Carlson, D. S., Nielson, T. R. (2001). *A study of the impact of mentoring functions and dyadic gender composition on protégé's perceptions of role stress*. Academy of Management, Washington, D. C.
- Carlson, D. S. Derr, B., & Wadsworth, L. L. (2000). *The effect of career dynamics on multiple forms of work-family conflict*. Southwest Academy of Management, San Antonio, TX.

- Nielson, T. R., Carlson, D. S., & Lankau, M. (2000). *The supportive mentor as a means of reducing work-family conflict*. Academy of Management, Toronto, Canada.
- Frone, M., & Carlson, D. S. (1999). *Development of a four-factor measure of work-family interference*. Society for Industrial and Organizational Psychology, Atlanta, GA.
- Kacmar, K. M., Carlson, D. S., & Anthony, W. P. (1999). *Antecedents and consequences of impression management: A comparison of three scales*. Society for Industrial and Organizational Psychology, Atlanta, GA.
- Carlson, D. S. (1998). *Personality and role variables as predictors of three types of work-family conflict*. Society for Industrial and Organizational Society, Dallas, Texas.
- Carlson, D. S., Kacmar, K. M., & Williams, L. (1998). *The development and validation of a multi-dimensional measure of work-family conflict* [Academy of Management Proceedings]. Academy of Management, San Diego, CA.
- Nielson, T. R., Carlson, D. S., & Lankau, M. (1998). *Examining the impact of mentoring on work-family conflict*. Academy of Management, San Diego, CA.
- Witt, A., Kacmar, K. M., & Carlson, D. S. (1998). *Interactive effects of organizational politics and agreeableness on organizational citizenship behaviors*. Society for Industrial and Organizational Society, Dallas, Texas.
- Carlson, D. S., & Fernandez, D. R. (1997). *Impact of coping efforts on multiple types of work-family conflict*. Academy of Management, Boston, MA.
- Kacmar, K. M., Carlson, D. S., & Brymer, R. A. (1997). *A comparison of two organizational commitment scales*. Society of Industrial and Organizational Psychology, St. Louis, MO.
- Carlson, D. S., & Kacmar, K. M. (1996). *Values and situation as predictors of work-nonwork conflict: A model and empirical investigation*. Academy of Management, Cincinnati, OH.
- Kacmar, K. M., & Carlson, D. S. (1996). *Effectiveness of impression management tactics*. Society for Industrial and Organizational Psychology, San Diego, CA.
- Carlson, D. S., Kacmar, K. M., & Stepina, L. P. (1995). *Identity as an alternative explanation of work-family conflict: An empirical examination*. Southwest Academy of Management, Dallas, TX.

- Carlson, J. R., Carlson, D. S., & Kacmar, K. M. (1995). *The relationship between individual power moves and group agreement type: An examination and model*. Southwest Academy of Management, Houston, TX.
- Kacmar, K. M., Carlson, D. S., Wright, P. M., & McMahan, G. C. (1995). *Assessing the factors influencing differences between supervisor and subordinate performance ratings: A multiple sample study*. Society of Industrial and Organizational Psychology, San Diego, CA.
- Williams, L., Carlson, D. S., & Anderson, S. (1995). *A confirmatory factor analysis of reverse coding effects with leader initiating structure items*. Academy of Management, Vancouver, Canada.
- Bozeman, D. P., & Carlson, D. S. (1994). *Perceptions of organizational politics and subsequent outcomes: An examination of political understanding and supervisor-subordinate relations as possible moderators*. Southern Academy of Management, New Orleans, LA.
- Carlson, D. S. (1994). *Proactive versus reactive approaches to work-family conflict: A human resource perspective*. Academy of Management, Dallas, TX.
- Carlson, D. S., & Bozeman, D. P. (1994). *An exploratory analysis of individual-level antecedents of training motivation*. Southern Management Association, New Orleans, LA.
- Carlson, J. R., & Carlson, D. S. (1994). *Ethical decision support systems: An examination of the relationship between DSS design characteristics and ethical decision making*. Decision Sciences Institute, Honolulu, HI.
- Kacmar, K. M., & Carlson, D. S. (1994). *Further validation of perception of politics scale*. Academy of Management, Dallas, TX.
- Carlson, D. S., & Kacmar, K. M. (1993). *Perceptions of ethics across situations: A view through three different lenses*. Southern Academy of Management, Atlanta, GA.
- Fernandez, D. R., Carlson, D. S., & Stepina, L. P. (1993). *Cross-national differences in work-nonwork conflict*. Academy of Management, Atlanta, GA.
- Carlson, D. S. (1992). *Gender differences in work-family conflict: A work-family conflict matrix approach*. Southern Management Association, New Orleans, LA.
- Carlson, D. S., & Perrewé, P. L. (1992). *Institutionalization of organizational ethics through transformational leadership*. The Council on Employee Responsibilities and Rights, Miami, FL.

## **HONORS AND AWARDS**

Rosabeth Moss Kanter Award for Excellence in Work-Family Research, finalist, 2023.  
Outstanding MBA faculty Award, 2020.  
Hankamer School of Business Research Advancement Award, 2020.  
Baylor University Research Leave, Spring 2006; Spring 2013; Spring 2017; Spring 2020.  
Top 25 research scholar in work and family research. In E. Jeffrey Hill, L. Ashley Bryce, Christoffer L. Loderup, Jessica L. Brown-Hamlett, Ashley B. LeBaron & David B. Allsop (2019): Identifying extraordinary contributors to work and family research: eight modalities of excellence, *Community, Work & Family*, <https://doi.org/10.1080/13668803.2019.1596881>  
Work-Family Research Network Top 50 work-family scholars award, 2018. Received at WFRN Conference, New York, June 2018.  
Distinguished Doctoral Alumna, Florida State University, 2018.  
<https://business.fsu.edu/alumni/awards/distinguished-doctoral-alumni-award>  
Robert & Robin Nitsche Outstanding Research Award from Baylor University, 2017.  
Best Paper, Organizational Behavior Division, Academy of Management, 2017.  
Brent Clum Outstanding Research Award from Baylor University, 2014.  
Baylor University Outstanding Professor in Scholarship Award, 2009.  
Hankamer School of Business Distinguished Professor Award, 2009.  
Rosabeth Moss Kanter Award for Excellence in Work-Family Research, finalist, 2007.  
Outstanding Doctoral Student Paper Award, Southern Management Association, 2007.  
Hankamer School of Business Teaching Excellence Award, 2005.  
Highly Commend Award for Personnel Review Article, 2004.  
Best Paper, Human Resources Division, Academy of Management, 2003.  
Hankamer School of Business Young Researcher Award, 2002.  
Best Paper, Research Methods Division, Academy of Management, 1998.  
Faculty Fellow Award, University of Utah, 1997.  
Organizational Behavior and Human Resource Management Junior Faculty Consortium, Academy of Management, 1996.  
Instructional Technology Grant Program, University of Utah, 1996.  
Women in Management Best Dissertation Award, Academy of Management, 1995.  
Outstanding Doctoral Student Research Award, Department of Management, Florida State University, 1994.  
Outstanding Doctoral Student Paper Award for the Organizational Behavior Track, Southern Academy of Management, 1994.  
Outstanding University Teaching Assistant Award, Florida State University, 1994.

## **GRANTS**

Perry, S., & Carlson, D. S. (2020-2021). University Research Grant funded by Baylor University.  
Carlson, D. S. (2019). University Teaching Development Grant funded by Baylor University.

Carlson, D. S. (2016-2017). University Research Grant funded by Baylor University.

Weaver, S., Carlson, D. S., & Ferguson, M. (2013). Job Stress, Job Support, and Health Care Utilization. Texas Academy of Family Physicians Foundation Grant.

Hunter, E., Clark, M., & Carlson, D. S. (2013). Boundary Violations: Positive and Negative Consequences of Daily Work-Family Conflict. SIOP Research Grant.

Carlson, D. S. (2011-2012). University Research Grant funded by Baylor University.

Carlson, D. S. (2005-2006). University Research Grant funded by Baylor University.

Carlson, D. S. (1996). Instructional technology starter grant for greater use of technology in the classroom. Grant proposal funded by the University of Utah.

Carlson, D. S., & Kacmar, K. M. (1995). An examination of the causes and outcomes of work-family conflict. Research grant proposal funded by the Society for Human Resource Management Foundation.

Carlson, J. R., & Carlson, D. S. (1997). Analysis of technology and human resource situations. Research funded by Kennecott Corp.

Kacmar, K. M., Carlson, D. S., & David, A. (1995). Training manuals for improved efficiency in evaluation of bar applications. Research grant proposal funded by the Florida Bar Association.

## **TEACHING**

### **Organizational Behavior**

An in depth examination of the various theories in the field of organizational behavior designed to emphasize the application of theoretical knowledge in understanding and managing employees.

Florida State University (Management 3109): Sum, 1992; Spring, 1993; Fall, 1993.

University of Utah (MGT 3680): Winter, 1996; Fall, 1996; Fall, 1997.

Baylor University (Management 4305): Fall, 1999; Spring, 2000; Fall, 2000.

Baylor University (Management 5310): Fall, 2001, Spring, 2002; Fall, 2002; Spring, 2003; Fall, 2003; Spring, 2004; Fall, 2004; Spring, 2005; Fall, 2005; Fall, 2006;

Spring, 2007; Fall, 2007; Spring, 2008; Fall, 2008; Spring, 2009; Fall, 2009; Spring, 2010; Fall, 2010; Spring 2011; Fall 2011; Spring 2012; Fall 2012; Fall 2013; Spring 2014; Fall 2014; Spring 2015; Fall 2015; Spring 2016; Fall 2017; Spring 2018; Fall 2018; Fall 2019; Spring 2019; Fall 2020; Spring 2021; Spring 2022.

Baylor University (Management 3305): Summer 2019; Fall 2021

### **International Business Across Cultures**

Baylor University (INB 3333) Fall 2021



### **International Management**

Baylor University (MGT 5325) Fall 2022

### **Human Resource Management**

A detailed examination of the current areas of interest to human resource managers in the corporate world.

Florida State University (Management 4301): Spr, 1994; Sum, 1994.

University of Utah (MBA 6630): Fall, 1995; Win, 1997; Fall, 1997; Win, 1998; Fall 1998.

Baylor University (Management 5336): Fall, 1999; Fall, 2000; Fall, 2001.

### **Fundamental Concepts of Management**

An introduction to the managerial process. Attention is focused on the philosophy of management, planning, decision making, organization structure, group behavior, leadership, motivation, control, international business, business ethics, and current management issues.

Baylor University (Management 3305): Spring, 2000.

### **Organizational Change and Development**

An applied examination of the organization as it develops and the impact of change on all aspects of the organization.

Florida State University (Management 4201): Fall, 1994; Spring, 1995.

University of Utah (MBA 681): Fall, 1996.

### **Ph. D. Seminar in Organizational Behavior**

Overview of the field of organizational behavior designed to give doctoral students an idea of research being conducted in the area. Special emphasis on research methods, active participation, and learning to become a scholar.

University of Utah (MGT 7800): Fall, 1998.

#### Dissertation Committee

Laura Shero – Summer 2023

#### Thesis Committee

Ryan Schroeder – Fall 2010

Rebecca Brodus – Spring 2016

Taylor Smith – Spring 2016

Emily Corntassel – Summer 2022

Karleigh Schilling – Spring 2023

#### Honors Committee

Noah Engelhardt – Fall 2021

### **PROFESSIONAL SERVICE**

**Ad hoc reviewer:**

Academy of Management Journal  
Group and Organization Management  
Human Relations  
Human Resource Management Journal  
Journal of Applied Social Psychology  
Journal of Family Psychology  
Journal of Organizational Behavior  
Journal of Organizational and Occupational Psychology  
Journal of Vocational Behavior  
Psychology and Health  
Work and Stress

### **Editorial Board**

Journal of Management (1999 – 2002).

### **Other:**

External reviewer for DePaul University  
External reviewer for University of Texas –Dallas  
External reviewer for University of Richmond  
External reviewer for Cornell University

### **UNIVERSITY SERVICE**

Co-Chair Faculty Development Committee (2007-2008)  
Core Team Member for Master of Business Administration Program (2001-current)  
University Committee for Faculty Center (2003 – 2009)  
University Committee for Ferrell Center Guidelines (2005-2008)  
University Retirement Committee (2017-2021)  
University Tenure Committee (2021-2024)  
Provost Scholarship Committee (2022)  
Dean Search Committee – HSB (2019-2021)  
Search Committee for VP of Center for Global Engagement (2022-2023)  
Search Committee for Assistant VP of Professional Education (2022-2023)  
Global Scholars Committee (2021-2022)

### **WORK EXPERIENCE**

December 2021 – Present  
**Director**, McBride Center of International Business, Baylor University  
April 2010 – Present  
**Endowed Chair**, H. R. Gibson Chair of Organizational Development, Baylor University.  
April, 2009 – Present  
**Professor**, Department of Management, Baylor University.  
April, 2003 – March, 2009  
**Associate Professor**, Department of Management, Baylor University.

August, 1999 – March, 2003

**Assistant Professor**, Department of Management, Baylor University.

August 1995 – July, 1999

**Assistant Professor**, Department of Management, University of Utah.

July 1992 - July 1995

**Instructor**, Department of Management, Florida State University.

September 1991 - May 1993

**Research Assistant**, Department of Management, Florida State University.

September 1990 - August 1991

**Graduate Assistant**, Department of Management, Baylor University.

June 1989 - August, 1990

**Financial Consultant**, Peterson Consulting, Houston, Texas.

### **PROFESSIONAL AND HONOR AFFILIATIONS**

Academy of Management

Beta Gamma Sigma

Sigma Iota Epsilon

Society for Industrial and Organizational Psychology

Southern Division, Academy of Management