

CURRICULUM VITA

Cindy Wu, Ph.D.

Department of Management, Hankamer School of Business

Baylor University

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Waco, TX 76798

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January 2026

EDUCATION

- 2003 **Ph.D., Human Resources and Industrial Relations**
School of Labor and Employment Relations, University of Illinois at Urbana-Champaign
- 2001 **M.A., Labor and Industrial Relations**
School of Labor and Employment Relations, University of Illinois at Urbana-Champaign
- 2000 **M.B.A., Human Resource Management Specialization**
Institute of Human Resource Management, National Sun Yat-Sen University, Kaohsiung, Taiwan
- 1995 **B.B.A., Business Management**
National Taiwan University, Taipei, Taiwan

ACADEMIC POSITIONS

- 2021-present **Professor**, Hankamer School of Business, Baylor University
- 2025-2025 **Associate Dean for Community, Teaching, and Learning**, Hankamer School of Business, Baylor University
- 2023-2025 **Associate Dean for Diversity and Belonging**, Hankamer School of Business, Baylor University
- 2022-2023 **Associate Dean for Diversity and Inclusion**, Hankamer School of Business, Baylor University
- 2009-2021 **Associate Professor**, Hankamer School of Business, Baylor University
- 2003-2009 **Assistant Professor**, Hankamer School of Business, Baylor University
- 2001-2003 **Visiting Lecturer**, School of Labor and Employment Relations & College of Commerce, University of Illinois at Urbana-Champaign

*Note. * graduate student author; † undergraduate student author*

HONORS/AWARDS

2025	Texas International Education Fund Winners
2025	Best Paper, HR Division, Academy of Management Annual Meeting
2022	Rachel Hunter Moore Teaching Award, Baylor Chapter of Chi Omega
2021	Best Paper Award, Journal of Management, Spirituality, and Religion
2017	Mayo McBride Global Scholar, Baylor University
2011	Mayo McBride Global Scholar, Baylor University
2004	Invited Member, National Honors Society of Sigma Iota Epsilon
2002	Invited Member, National Honors Society of Phi Kappa Phi
2000	Koyama International Student Fellowship, University of Illinois

RESEARCH INTERESTS

Employee health and wellness; leadership; employee motivation; recovery from work stress; work/non-work interface; occupational health; marginalized and non-traditional workers

PEER REVIEWED JOURNAL PUBLICATIONS

Chen, Y.-C., & **Wu, C** (2022). The relationship between customer mistreatment and workplace deviance: Mediating and moderating effects. *European Journal of Work and Organizational Psychology*. DOI: 10.1080/1359432X.2022.2067041

Neubert, M. J., **Wu, C.**, & Dougherty, K. D. (2021). Servant leadership from multiple domains and follower work behavior. *Journal of Management, Spirituality, and Religion*, 18(4), 272-292.

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*. <https://doi.org/10.1016/j.jvb.2021.103541>.

Wu, C., Chen, Y.-C., & Umstatted Meyer, M. R. (2020). A moderated mediation model of emotional labor and service performance: Examining the role of work-family interface and physically active leisure. *Human Performance*, 33(1), 34-51.

Wilkerson, A. H., Bridges, C. N. *, **Wu, C.**, McClendon, M. E. *, Walsh, S. M., Patterson, M. S.,
*Note. * graduate student author; † undergraduate student author*

- & Umstatted Meyer, M. R. (2019). Process evaluation of the BearStand behavioral intervention: A social cognitive theory-based approach to reduce occupational sedentary behavior. *Journal of Occupational and Environmental Medicine*, *61*(11), 927-935.
- Walumbwa, F. O., Hsu, I.-C., **Wu, C.**, & Misati, E. *, & Christensen-Salem, A. (2019). Employee service performance and collective turnover: Examining the influence of initiating structure leadership, service climate, and meaningfulness. *Human Relations*, *72*(7), 1131-1153.
- Umstatted Meyer M. R., Meyer A. R., **Wu C.**, & Bernhart, J. * (2018). When helping helps: Exploring health benefits of cancer survivors participating in for-cause physical activity events. *BMC Public Health*, *18*, 663. <https://doi.org/10.1186/s12889-018-5559-6>
- Walumbwa, F. O., Muchiri, M. K., Misati, E. *, **Wu, C.**, & Meiliani, M. (2018). Inspired to perform: A multilevel investigation of antecedents and consequences of thriving at work. *Journal of Organizational Behavior*, *39*(3), 249-261.
- Umstatted Meyer, M. R., **Wu, C.**, & Walsh, S. M. * (2016). Theoretical antecedents of standing at work: An experience sampling approach using the theory of planned behavior. *AIMS Public Health*, *3*(4), 682-701.
- 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.
- Wu, C.**, & Pooler, D. K. (2014). Social workers' caregiver identity and distress: Examining the moderating role of self-esteem and social support, *Social Work Research*, *38*(4), 237-249.
- Neubert, M. J., **Wu, C.**, & Roberts, J. (2013). The Influence of ethical leadership and regulatory focus on employee outcomes. *Business Ethics Quarterly*, *23*(2), 269-296.
- Johnson, K. L., & **Wu, C.** (2012). Creating entrepreneurial opportunities as a means to maintain entrepreneurial talent in corporations. *Journal of Small Business and Entrepreneurship* *25*(3), 327-348.
- Liu, C.-T., **Wu, C.**, & Hu, C.-W. * (2010). Managing temporary workers by defining temporary work agency service quality. *Human Resource Management*, *49*(4), 619-646.
- Wu, C.**, Lawler, J. J., & Yi, X. (2008). Overt employment discrimination in MNC affiliates:
*Note. * graduate student author; † undergraduate student author*

- Home-country cultural and institutional effects. *Journal of International Business Studies*, 39, 772-794.
- Wu, C.**, McMullen, J. S., Neubert, M. J., & Yi, X. (2008). The influence of leader regulatory focus on employee creativity. *Journal of Business Venturing*, 23, 587-602.
- Walumbwa, F. O, **Wu, C.**, & Orwa, B. (2008). Contingent reward transactional leadership, work attitudes, and organizational citizenship behavior: The role of procedural justice climate perceptions and strength. *Leadership Quarterly*, 19, 251-265.
- Wu, C.**, Neubert, M. J., & Yi, X. (2007). Transformational leadership, cohesion perceptions, and employee cynicism about organizational change: The mediating role of justice perceptions. *Journal of Applied Behavioral Science*, 43(3), 327-351.
- Green, K. W. Jr., **Wu, C.**, Whitten, D., & Medlin, B. (2006). The impact of strategic human resource management on firm performance and HR professionals' work attitude and work performance. *International Journal of Human Resource Management*, 17(4), 559-579.
- Neubert, M. J., & **Wu, J.-C. C.** (2006). An investigation of the generalizability of the Houghton and Neck Self-Leadership Questionnaire to a Chinese context. *Journal of Managerial Psychology*, 21(4), 360-373.
- Sheldon, K. M., Elliot, A. J., Ryan, R. M., Chirkov, V., Kim, Y., **Wu, C.**, Demir, M., & Sun, Z. (2004). Self-concordance and subjective well-being in five cultures. *Journal of Cross-Cultural Psychology*, 35(2), 209-233.
- Walumbwa, O. F., **Wu, C.**, & Ojode, L. A. (2004). Gender and instructional outcomes: The mediating effects of leadership styles. *Journal of Management Development*, 23(3), 124-140.
- Wu, J. H., **Wu, J. C.**, & Lin, S. H. (1998). Training needs of management development: A case study of a steel company. *Journal of Human Resource Development*, 10, 175-191. (in Chinese).

Note. * graduate student author; † undergraduate student author

BOOK CHAPTERS

Hackney, K. J., **Wu, C.**, & Nuner, J. (2020). Invisible grief: An examination of miscarriage in the workplace. In A. M. Rossi, J. A. Meurs, & P. L. Perrewé (Eds.), *Stress and quality of working life: Finding meaning in grief and suffering*, Vol. 7. (pp. 27-46). Information Age Publishing, Charlotte, NC.

Neubert, M. J., & **Wu, C.** Action commitments (2009). In H. J. Klein, T. E. Becker, & J. Meyer (eds.), *Commitment in organizations: Accumulated wisdom and new directions*, Society for Industrial and Organizational Psychology Frontier Series. Lawrence Erlbaum, New York. NY.

GRANT ACTIVITIES

Hankamer School of Business Deans Research Excellence Grant: Coping with miscarriage at workplace: A mixed-methods study (with Kaylee Hackney, Hannah Stoltz, Dawn Carlson, and Joyce Nuner (2025-2026). Awarded \$6250.

Texas International Education Fund Virtual Exchange Grant: Mental health and work-life balance across cultures: A cross-national HRM collaboration (2025-2026). Awarded \$4000 (split with the international collaborator per funding agency's requirements).

KPMG Foundation Reaching New Height Program Grant Proposal: Our pledge to flourishing for all (2022). Requested \$95,900. Not funded.

Russell Sage Foundation Letter of Intent (Co-PI: Jerry Z. Park): Examining the influence of job applicant racial-justice civic engagement and intersectional stereotype (in)congruence in hiring discrimination (2021). Requested \$64,772. Not funded.

Russell Sage Foundation Letter of Intent (Co-PI: Jerry Z. Park): Examining intersectional stereotype incongruence in hiring bias (2020). Requested \$137,104. Not funded.

John Templeton Foundation Grant Proposal (sub-award through the Field Experiment of Religion Research Network & The University of Connecticut) (Co-PI: Jerry Z. Park): Comparing anti-religious and anti-racial bias: A field experiment (2019-2020). Awarded \$5,000.

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Baylor University Research Committee (URC) Small Grant Proposal (Co-PI's: Kaylee Hackney & Joyce Nuner): Miscarriage at work: A mixed-methods study (2019-2021). Awarded \$2,700.

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI's: Kaylee Hackney & Joyce Nuner): Miscarriage at work: A mixed-methods study (2019-2020). Submitted in February, 2019. Not funded.

Allergan Foundation Grant Proposal (Co-PI's: Renée Umstattd Meyer, Michael Scullin, Jason MacGregor): Influence of sleep and physical activity on working adults' engagements in work and family. Submitted in May 2018. Not funded.

Baylor University Undergraduate Research and Scholarly Achievement (URSA) Grant Proposal (Co-PI: M. Renée Umstattd Meyer): Let's stand up: Examining the effectiveness of two intervention strategies to encourage standing while working (2016-2017). Awarded \$4,992.

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI: M. Renée Umstattd Meyer): Standing at work: Are there benefits for employees' health, quality of life, and work performance? (2015-2016). Awarded \$4,500

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI: M. Renée Umstattd Meyer): The effects of standing in workplace on employee wellbeing, health, and performance. Submitted in October, 2014. Not funded.

Center for Audit Quality Grant Proposal (Co-PI's: Kathy Hurtt, Jason McGregor, Charles Davis): Antecedents of auditing career longevity. Submitted in August, 2011. Not funded.

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI: Emily Hunter): Employee workday breaks and their effects on well-being and performance (2010-2011). Awarded \$4,000.

Baylor University Research Committee (URC) Small Grant Proposal (PI): Ethics-enhancing human resource management practices, employee counterproductive behavior, and firm performance (2006-2007). Awarded \$2,760.

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Baylor University Faculty Research Investment Grant (Co-PI: Mitchell J. Neubert):

Understanding and influencing employees' commitment to implementing organizational change (2003). Awarded \$3,100.

COMPETITIVE-BASED CONFERENCE PROCEEDINGS

Wu, C., Misati, E^{*}, Walumbwa, F. O., Chiang, F., & Birtch, T. (2025). Addressing sickness absence, presenteeism, & somatic symptoms through health-promoting leadership. *Academy of Management Best Paper Proceedings*, Human Resource Division.

Walumbwa, F. O., Muchiri, M. K., Misati, E^{*}, **Wu, C.**, & Meiliani, M. (2016). Fired up to perform: A multilevel examination of antecedents and consequences of thriving at work. *Academy of Management Best Paper Proceedings*, Organizational Behavior Division

Wu, C., McMullen, J. S., Neubert, M. J., & Yi, X. (2007). The influence of leader regulatory focus on employee creativity. *Academy of Management Best Papers Proceedings*, Entrepreneurship Division.

Walumbwa, F. O, **Wu, C.**, & Orwa, B (2006). Leadership, procedural justice climate, work attitudes, and organizational citizenship behavior. *Academy of Management Best Papers Proceedings*, Organizational Behavior Division.

Wu, J. H., **Wu, J. C.**, & Lin, S. H. (1996). Using competency modeling to assess training needs of management development: A case study of a steel company. *Proceedings of the Chinese Institute of Industrial Engineers National Conference 1996*, 175-182. (in Chinese)

REFERRED CONFERENCE PRESENTATIONS

Chen, Y.-C., Le, H.-C., & **Wu, C.** (2025). The influences of proactive work behavior on work-family interface: Mediating and moderating effects," to be presented at *the Academy of Management Annual Meetings*, Copenhagen, Denmark.

Chen, Y.-C., Le, H.-C., & **Wu, C.** (2025). Does proactive work behavior benefit or harm family life? Examining the mediating and moderating effects. To be presented at *the European*

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Congress of Psychology 2025 Conference, Paphos, Cyprus.

Wu, C., Misati, E*., Walumbwa, F. O., Chiang, F., & Birtch., T. (2025). Addressing sickness absence, presenteeism, & somatic symptoms through health-promoting leadership. To be presented at *the Academy of Management Annual Meetings*, Copenhagen, Denmark.

Neubert, M. J., **Wu, C.**, & Dougherty, K. D. (2023). Servant leadership from multiple domains and follower work behavior. Symposium on MSR Theory: Directions from JMSR Best Papers. Presented at *the Academy of Management Annual Meetings*, Boston, MA.

Wu, C., Walumbwa, O. F., Chiang, F. F. T., & Birtch. T. (2020). Regulatory focus and fit in health-specific leadership: Influences on employee physical activity and work outcomes. Presented at the *Southern Management Association Annual Meeting*, Virtual Meeting.

Hackney, K. J. **Wu, C.**, & Nuner, J. R. (2020). Miscarriage and the workplace: Experienced stress after pregnancy loss. Presented at the *Southern Management Association Annual Meeting*, Virtual Meeting.

Chen, Y.-C., & **Wu, C.** (2019). The relationship between customer mistreatment and workplace deviance: Mediating and moderating effect. Presented at *the Southern Management Association Annual Meeting*, Norfolk, VA.

Wu, C., Meyer, A., Umstatted Meyer, M. R., & Nunley, P. H. (2018). Constructing positive meanings in cancer: Coping resources and cancer survivors' job loss. Presented at the *Academy of Management Annual Meetings*, Chicago, IL.

Walumbwa, F. O., Hsu, I.-C., **Wu, C.**, Misati, E. *, & Christensen-Salem, A. (2018). Motivating nurses to perform & stay: Improving lives through initiating structure leadership. Presented at the *Academy of Management Annual Meetings*, Chicago, IL.

Sublett, L. S., Hunter, E. M., & **Wu, C.** (2018). Keep calm and be resilient: The role of positive coping with work-family stressors. Presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Chicago, IL.

Walsh, S. M., Umstatted Meyer, M. R., **Wu, C.**, Thomas, A. L. *, McClendon, M. E. *, Bridges, C. N. *, Miller, A. *, Benavidez, G. *, & Bowden, R. G., (2018). Do sit-stand workstations

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improve health markers among office employees? A randomized-controlled trial. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Portland, OR.

Bridges, C. N.* , Umstatted Meyer, M. R., **Wu, C.**, McClendon, M. E.* , Patterson, M., & Walsh, S. M. (2018). Implementation of the BearStand behavioral intervention: A process evaluation. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Portland, OR.

Meyer, A. R., Umstatted Meyer, M. R., **Wu, C.**, & Bernhart, J*. (2017). We believe in strength: Benefits of participating at LIVESTRONG physical-activity events. Presented at the *North American Society for the Sociology of Sport (NASSS) 38th Annual Conference*, Windsor, Ontario, Canada.

De La Garza, F.†, Kumar, A. †, Bridges, C. N.* , McClendon, M. E. * , **Wu, C.**, & Umstatted Meyer, M. R. (2017). Implementation of the BearStand behavioral intervention: A process evaluation. Presented at the *Undergraduate Research and Scholarly Achievement (URSA) Scholars Week*, Waco, TX.

McCullough, M. †, McClendon, M. E. * , Andre, T. * , Umstatted Meyer, M. R., **Wu, C.**, Walsh, S. M., Bowden, R. G. (2017). Light-intensity activity and metabolic risk factors: Are there relationships for women? Presented at the *Undergraduate Research and Scholarly Achievement (URSA) Scholars Week*, Waco, TX.

McClendon, M., E. * , Umstatted Meyer, M. R., **Wu, C.**, Walsh, S. M., Bridges, C. N. * , Miller, A. * , Nelon, J. * , Morehead, T. P. * , Bernhart, J. * (2017). Perceived severity of sitting too much and value beliefs of standing at work: Understanding sedentary behavior of American working adults. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Tucson, AZ.

Walsh, S. M., Umstatted Meyer, M. R., **Wu, C.**, McClendon, M. E. * , Miller, R. * , Nelon, J. * , Morehead, T. * , Bernhart, J. * , & Bridges, C. N. * (2017). Still sitting at a desk all day? Applying theory to understand work-standing behaviors among sedentary employees. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Tucson, AZ.

Umstatted Meyer, M. R., Meyer, A. R., **Wu, C.**, Bridges, C. N. * , & McClendon, M. E. * (2017). When helping helps: Exploring health benefits of cancer survivors participating in for-cause
*Note. * graduate student author; † undergraduate student author*

physical activity events. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Tucson, AZ.

Walumbwa, F. O., Misati, E. *, **Wu, C.**, & Muchiri, M. (2016). Fired up to perform: A multilevel examination of antecedents and consequences of thriving at Work. Presented at *the Academy of Management Annual Meetings*, Anaheim, CA.

Wu, C., Umstadd Meyer, M. R., & Walsh, S. M.* (2016). Effects of standing while working: An experience sampling approach. Presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Anaheim, CA.

Walsh, S. M.* , Umstadd Meyer, M. R., **Wu, C.**, Sumrall, J. C.* , Nelon, J. L.* , Miller, A.* , & Yuan, E. Y.* (2016). Theoretical antecedents and health benefits of standing at work: An experience sampling approach using the theory of planned behavior. Paper to be presented at the 16th *Annual Meeting of the American Academy of Health Behavior*. Ponte Vedra Beach, FL.

Nunley, P. H., **Wu, C.**, & Thomson, D. E. (2015). What have we learned from recent pregnancy discrimination cases? A text analytical approach. Paper presented at the *Academy of Legal Studies in Business Annual Meetings*, Philadelphia, PA.

Chen, Y.-C., **Wu, C.**, & Liu, Y. (2015). Are we acting authentically? The influence of authentic leadership on employee emotional labor. Paper presented at the *Academy of Management Annual Meetings*, Vancouver, Canada.

Neubert, M. J., **Wu, C.**, Dougherty, K. D. (2014). The influence of servant leadership and regulatory focus on forms of deviance in organizations. Paper presented at the *Academy of Management Annual Meetings*, Philadelphia, PA.

Wu, C., Hunter, E. M., Sublett, L.* (2014). Effects of family-related workday breaks on work and family outcomes. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Honolulu, HI.

Wu, C., & Chen, Y.-C. (2014). Emotional demands, work-family interface, performance: The moderating role of leisure. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, Honolulu, Hawaii.

Note. * graduate student author; † undergraduate student author

- Hunter, E. M. & **Wu, C.** (2013). Give me a better break: Choosing workday break activities to maximize resource recovery. Paper presented at the *Academy of Management Annual Meetings*, Lake Buena Vista, FL.
- Wu, C.** & Chen, Y.-C. (2012). Emotional labor, work-family interface and service performance: A resource perspective. Paper presented at the *Academy of Management Annual Meetings*, Boston, MA.
- Wu, C.**, & Pooler, D. (2011). Over-identification and distress: Examining the moderating role of self-esteem and social support. Paper presented at the *Academy of Management Annual Meetings*, San Antonio, TX.
- Wu, C.**, Liu, Y. M., & Cox, J. A. (2011). Linking ethics-focused HR practices to firm performance. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Chicago, IL.
- Pooler, D. & **Wu, C.** (2010). Sustainable social work practice: How social support affects worker health. Paper presented at the *Council on Social Work Education Annual Meeting*, Portland, OR.
- Neubert, M. J., **Wu, C.**, & Roberts, J. (2010). The influence of ethical leadership and regulatory focus on employee outcomes. Paper presented at the *Academy of Management Meetings*, Montreal, Canada.
- Wu, C.**, Liu, C.-T., & Walumbwa, F. O. (2010). Understanding the effects of authentic leadership: A cross-level investigation. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Atlanta, GA.
- Wu, C.**, Liu, C.-T., & Walumbwa, F. O. (2009). Multi-level authentic leadership and the mediating role of leader-member exchange. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, New Orleans, LA.
- Wu, C.**, Liu, C.-T., & Carlson, D. S. (2008). Emotional intelligence and service friendliness: The role of authenticity and family-work enrichment. Paper presented at the *Academy of Management Annual Meetings*, Anaheim, CA.

Note. * graduate student author; † undergraduate student author

- Johnson, K. L., & **Wu, C.** (2008). Why individuals leave corporations to become entrepreneurs-Satisfaction versus fit. Paper presented at the *Academy of Management Annual Meetings*, Anaheim, CA.
- Wu, C.**, & Liu, C.-T. (2008). Employee emotional intelligence, authenticity, affective delivery, and customer perceived friendliness. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, San Francisco, CA.
- Wu, C.**, Liu, C.-T., Hu, C.-W.* (2007). Temporary workers as customers: Defining temporary work agencies' service quality. Paper presented at *Academy of Management Annual Meetings*, Philadelphia, PA.
- Wu, C.**, McMullen, J. S., Neubert, M. J., & Yi, X. (2007). The influence of leader regulatory focus on employee creativity. Paper presented at *Academy of Management Annual Meetings*, Philadelphia, PA.
- Walumbwa, F. O, **Wu, C.**, & Orwa, B. (2006). Leadership, procedural justice climate, work attitudes, and organizational citizenship behavior. Paper presented at *Academy of Management Annual Meetings*, Atlanta, GA.
- Neubert, M. J., & **Wu, C.** (2006). A cross-cultural validation of the Houghton and Neck Self-Leadership Measure. Paper presented at *Academy of Management Annual Meetings*, Atlanta, GA.
- Wu, C.**, McMullen, J. S., Neubert, M. J., & Yi, X. (2006). The influence of leaders' regulatory focus modeling on employee creativity. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Dallas, TX.
- Neubert, M. J., & **Wu, C.** (2005). Commitment to change in China. Paper presented at the *2005 Conference on Commitment*, Columbus, OH.
- Wu, C.**, Neubert, M. J., & Yi, X. (2005). Transformational leadership, organizational justice, and employee cynicism about organizational change. Paper presented at the *Academy of Management Annual Meetings*, Honolulu, HI.
- Wu, C.** (2004). "How did I do?" vs. "How did I do to the group?" The influence of cultural Note. * graduate student author; † undergraduate student author

values on self-efficacy judgment. Paper presented at the *Society for Personality and Social Psychology Annual Meetings*, Austin, TX.

Wu, C., & Martocchio, J. J. (2002). The influence of conscientiousness and openness to experience on positive discrepancy creation. Paper presented at the *Academy of Management Annual Meetings*, Denver, CO.

Walumbwa, O. F., & **Wu, J. C.** (2001). Follower's perspective: the effect of gender on transformational leadership perceptions and outcomes. Paper presented at the *Academy of Management Annual Meetings*, Washington DC.

Wu, J. C., Yi, X., & Lawler, J. J. (2000). Gender-based employment discrimination and multinational firms: A study of job announcements in Taiwan and Thailand. Paper presented at the *Academy of Management Annual Meetings*, Toronto, Canada.

Wu, J. C., Yi, X., & Lawler, J. J. (2000). Age and gender discrimination in hiring in Asia: Cultural effects in Taiwan and Thailand. Paper presented at the *7th Biennial Bargaining Group Conference*, East Lansing, MI.

Wu, J. H., **Wu, J. C., & Lin, S. H.** (1996). Using competency modeling to assess training needs of management development: A case study of a steel company. Paper presented at the *Chinese Institute of Industrial Engineers National Conference*, Taipei, Taiwan.

INVITED TALKS

Wu, C., Tanner, J. F., Liu, C.-T., & Walumbwa, F. O. (2006). Salespeople emotional intelligence, sales manager leadership styles, and their influences on customer satisfaction and behavioral intentions. Presented at the School of Business Research Workshop at Tecnológico de Monterrey, Monterrey, Mexico.

Wu, C., McMullen, J. S., Neubert, M. J., & Yi, X. (2006). Your action talks: The influence of leaders regulatory focus on employee creativity and innovation. Presented at the Department of Psychology Research Colloquium, Texas A&M University.

NON-PEER REVIEWED TECHNICAL REPORTS

Note. * graduate student author; † undergraduate student author

- Wu, C.**, Tanner, J. F., & Buratowski, E.[†] (2015). *Making the most of big data in HR*. Whitepaper for Baylor Research Interdisciplinary Collaborative (BRIC).
- Neubert, M. J., **Wu, C.**, & Yi, X. (2004). *Understanding and influencing employees' commitment to implementing organizational change*. Feedback report to Qilu Logistic Company, Xandong, China.
- Martocchio, J. J., & **Wu, C.** (2003). *The influence of conscientiousness and openness to experience on positive discrepancy creation in training*. Feedback report (#49) to the Center for Human Resource Management at the University of Illinois.
- Lee, W. C., **Wu, J. C.**, Yi, X., Robert, C. A., Drasgow, F., Martocchio, J. J., & Lawler, J. J. (1999). *Employee work attitude*. Feedback report to GTE.
- Huang, P. H., Jaw, B. H., Chang, Y. S., Liu, C. Y., **Wu, J. C.**, Hsu, S. C., & Yu, H. C. (1996). *Manpower assessment and the evaluation of diversification strategy*. Feedback report to China Petroleum Corporation, project funded by the National Science Foundation and the Ministry of Economy, Taiwan.
- Wu, J. C.** (1996). Assessment of management development needs. Feedback report to An-Feng Steel Company, Kaohsiung, Taiwan.

COURSES TAUGHT

Baylor University

- MGT 4336 Human Resource Management (undergraduate senior level course)
Spring 2015-Present (Enrollment: 62-160 per year)
- MGT 3305 Organizational Behavior (undergraduate junior level course)
Spring 2004-Spring 2015 (Enrollment: 31-115 per year)
- MGT 4337 Human Resource Staffing and Labor Relations (undergraduate senior level course)
Fall 2003- Fall 2014 (Enrollment: 26-60 per year)
- MGT 4398 Independent Study (undergraduate senior level course)
Spring 2008, Summer 2009, Spring 2012, Spring 2014 (Enrollment: 1-2 per semester)

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MGT 5V98 Doctoral Seminar in Organizational Behavior
Spring 2009 (Enrollment: 4)

MGT 5336 Seminar in Human Resource Management (MBA level seminar)
Fall 2005, Fall 2006 (Enrollment: 12-15 per semester)

University of Illinois at Urbana-Champaign

BADM 351 Personnel Administration, Spring 2003
Visiting Lecturer
Department of Business Administration, College of Commerce

PSYCH 201 Introduction to Social Psychology, Fall 2002
Course Instructor
Department of Psychology (under supervision of Dr. Neal Roese)

LIR 462 Human Resources Planning and Staffing (Master's level course), Spring 2001
Visiting Lecturer
School of Labor and Employment Relations

LIR 492 Research Methods Seminar (Master's level course), Spring 2000
Teaching Assistant
School of Labor and Employment Relations (under supervision of Dr. John Dencker)

LIR 493 Quantitative Methods (Master's level course), Fall 1999
Teaching Assistant
School of Labor and Employment Relations (under supervision of Dr. Fritz Drasgow)

DIRECTED STUDENT LEARNING

Dissertation Committee Member, "Reconfiguring Work with Intelligent Technologies: Control, Companionship, and Human Roles" (Summer 2025- current)
Advised: Min Ou (Department of Information Systems and Business Analytics, Baylor University)

*Note. * graduate student author; † undergraduate student author*

Exit Interview Member, University Honors Program Comprehensive Oral Exam (Fall, 2025).

Advised: Spencer Yim (University Honors Program)

Directed Individual/Independent Study, "The Benefits of Nature Elements in the Workplace,"
Management. (January 2024 - May 2024).

Advised: Hannah Little

Dissertation Committee Member, "Thriving in times of COVID: Health and wellbeing in adverse
times" (March 2022- July 2022)

Advised: Alonso Aravena Mendez (Department of Sociology, Baylor University)

Master Thesis Committee Member, "Examining the associations between work-schedule
flexibility, availability of childcare resources, and quality of life in working mothers of
young children" (January 2020- October 2020)

Advised: Christina Pavlov (Department of Psychology, Baylor University)

Dissertation Committee Member "Antecedents of turnover intention". (May 2015 - May 2016)

Advised: Sonia Parker (Department of Educational Psychology, Baylor University)

Dissertation Committee Member, "Psychological contract in the information technology
profession" (July 2013 - May 2015)

Advised: Rene Moquin (Department of Information Systems, Baylor University)

Directed Individual/Independent Study, "Entrepreneurship's rising star: Social enterprise."
(January 2014 - May 2014)

Advised: Emily Buratowski (Department of Management, Baylor University)

Undergraduate Honors Thesis. (November 2011 - May 2012).

Advised: Cristina Galvan (University Scholars, Baylor University)

Directed Individual/Independent Study, "Doctoral Study on Organizational Behavior" (May
2011 - September 2011)

Advised: Rene Moquin (Department of Information Systems, Baylor University)

*Note. * graduate student author; † undergraduate student author*

Directed Individual/Independent Study, "Independent Study on Human Resource Staffing and Employee Relations." (May 2011- July 2011)

Advised: Marisa Terpkosh

SELECTED MEDIA CONTRIBUTIONS

Internet

HSB News. (March 2024)

Elite Daily (April 11, 2018)

I/O at Work (October 27, 2015)

20 Minutes (September 2, 2015)

Magazine

New York Times (January 4, 2024)

Wall Street Journal. (February 7, 2023)

B&T Magazine (December 18, 2018)

O&P News (December 2015)

Entrepreneur Magazine (October 2015)

HealthDay National News Syndicate (September 2015)

Science & Vie (September 2015)

International Business Times (September 9, 2015)

Fast Company (September 9, 2015)

Newspaper

Lariat. (November 24, 2024)

Lariat. (February 23, 2024)

Lariat. (November 16, 2023)

Sun Media (September 2015)

Huffington Post (September 18, 2015)

Washington Post (September 14, 2015)

Podcast Guest

Innovative Business Podcast (December 18, 2023)

Baylor Connection Podcast (July 7, 2023)

Radio

CBS Radio (September 2015)

*Note. * graduate student author; † undergraduate student author*

La Fm (September 2015)

Television

KWTW (March 2017)

SERVICE

Department Service

Committee Member, Research Committee (August 2022—present)

Committee Member, HRM Major Strategic Planning. (2022 - Present).

Attendee, Meeting, MGT Department Retreat (August 16, 2020- Present)

Attendee, Meeting, Tenure/Annual Review with Tenure-track faculty (2009 - Present)

Committee Member, SACS HRM Area (August 2008 - Present)

Student Placement, Reference Letter Writer. (January 2004 - Present)

Attendee, Meeting, SMC job candidate interviews (October 2023 - November 2023)

Committee Member, HR/OB Faculty Search Committee (August 2023-October 2023)

Attendee, Meeting, HRM Faculty Planning and Campus Retreat (August 18, 2023)

Speaker, HRM Student Orientation (August, 2022— August 2023)

Evaluator and observer of tenure-track peers' teaching, Peer Teaching Observation and Evaluation. (2021 - 2023)

Meeting Attendee, Faculty Candidate Meetings and Presentations (September 2022-November 2022)

Committee Chair, “What does Christianity have to say about diversity” series (January 2022—April 2022)

Committee Chair, Bible Study series on Living Christian Faith in a Secular Workplace with HRM students (September 2021-December 2021)

Committee Chair, Clinical Assistant Professor Search Committee (May 2021 – December 2021)

Senior Faculty Mentor, Mentoring new faculty member (Stephanie Kunst) (September 2018 – May 2022)

Faculty Advisor, HRM Major (August 2014 – August 2022)

Committee Chair, HRM Student Orientation (2019- 2021)

Faculty Advisor, Bears’ Association for Human Resources (BAHR) Advisor (January 2019 - May 2019; August 2020- August 2022)

Chair, HRM Student Scholarship Committee (April 2022)

Planning Committee Member, Texas HR Student Leadership Summit and HR Games (April 12, 2019 - April 13, 2019)

Committee Member, Illuminate Proposal Contributor (January 2019)

*Note. * graduate student author; † undergraduate student author*

Committee Chair, MHRM Planning Committee (August 2017 - September 2018)
 Committee Member, Department of Management Teaching Evaluation Committee (August 2017 - December 2017)
 Committee Member, OB Faculty Search Committee (August 2014 - November 2015)
 Committee Member, Department Administrative Associate Search Committee (April 2013 - May 2013)
 Committee Member, Business Fellow Honors Thesis Committee. (November 25, 2012 - December 11, 2012)
 Faculty Advisor, Business Mission Trip to Rwanda (March 2010 - May 2012)
 Committee Member, Department Office Manager Search Committee (March 2011 - May 2011)
 Coordinator, Department Research Brownbag (August 2004 - May 2005)

College Service

Speaker/Presenter, HSB Teaching Symposium. (September 2024 - Present)
 Committee Chair, HSB Book Clubs for Spiritual Development and Community Building (August 2024 - Present)
 Attendee, Meeting, AI and teaching/research early adopters discussions (2024 - Present)
 Committee Chair, Collegiate Day of Prayer (January 2024 - Present)
 Speaker/Presenter, New Faculty Orientation (September 2023 - Present)
 Committee Chair, HSB Monthly Social Hour (November 2023 - Present)
 Committee Chair, HSB Global Cultural Fest (August 2023 - Present)
 Committee Chair, HSB Prayer Meeting (August 2023 - Present)
 Content writer/contributor to the "prayer essential" section of the newsletter or summary of the Monthly Social Hour, HSB student weekly newsletter. (August 2023 - Present)
 Committee Chair, Christ-centered Diversity and Belonging Council (July 2023 - Present)
 Committee Chair, Welcome to Hankamer Event (April 2023 - Present)
 Committee Member, Business School Centennial Committee (September 2022 – present)
 Committee Member, One-on-one Coffee with New Faculty (September 2022—present)
 Committee Member, Coffee with the Dean. (August 2022 - Present)
 Mentor to Student, Faith and Business Chapel (August 2022 - Present)
 Speaker/Presenter, Advancement Team- Immersion Tour at HSB. (December 4, 2024)
 Committee Member, Women Work and Calling Conference. (September 2024 - November 2024)
 Speaker/Presenter, Student Leader Roundtable. (October 18, 2024)
 Attendee, Meeting, Council of Texas Business Deans Conference. (October 6, 2024 - October 7, 2024)

*Note. * graduate student author; † undergraduate student author*

Speaker/Presenter, Armes Family Christian Leadership in Business Summit. (May 2024)
 Speaker/Presenter, Peer Leader Training (November 2023)
 Attendee, Meeting, AACSB review meetings (May 2023 - October 2023)
 Speaker/Presenter, Speaking at BUS 1101. (January 2023 - Present)
 Committee Chair, HSB DEIB Survey (October 2022 - August 2023)
 Speaker/Presenter, Guest speaking to the Hankamer Scholars (August 22, 2023)
 Speaker/Presenter, New Student Open House (August 18, 2023)
 Committee Chair, DEI Community Conversation Series (September 2022 - May 2023)
 Faculty Mentor (to Abby Smith and Grace Whitaker), Christian Business Leadership Students
 (August 2022 – May 2023)
 Speaker/Presenter, Bears for a Day Roundtable Q&A (March 2023 - April 2023)
 Committee Chair, Christ-centered Diversity Faculty/Staff Workshop (January 2023 - April 2023)
 Committee Chair, Supporting HSB International Students (April 25, 2023)
 Attendee, Meeting, Paul J. Meyer Banquet. (April 18, 2023)
 Speaker/Presenter, Speaking at Peer Leaders Program (April 4, 2023 - April 11, 2023)
 Attendee, Meeting, HSB strategic planning meeting (February 24, 2023)
 Attendee, Meeting, Orientation/lunch with new faculty (February 22, 2023)
 Speaker/Presenter, Business Council Meeting (February 10, 2023)
 Speaker, BUS 3101, October 24, 2022
 Faculty Representative, Human Resources Major, Kappa Alpha Psi Fraternity Faculty Mixer
 (April 13, 2022)
 Committee Member, Multicultural Diversity Task Force (September 2020 – August 2021)
 Attendee, Envision Grant Opportunities (2019-2020)
 Committee Member, Data Analytics Task Force (November 2015 - August 2016)
 Department of Management Representative Presenter, BUS 1101 Presenter (April 2014)
 HRM Major Faculty Representative, Business Majors Fair (2004 - 2013)
 Committee Member, Ethics Case Competition Judge (November 7, 2012 - November 9, 2012)

University Service

Speaker/Presenter, Welcome Week- Meet the Faculty (September 2024 - Present)
 Speaker/Presenter, Bear for a Day Coffee Social (2024 - Present)
 Special Institutional Assignment, Faculty Affiliate with Baylor Center for Developmental
 Disabilities (January 2024 - Present)
 Advisory Board Member, Virtuous Leadership Chapel (2024 - Present)
 Guest Speaker, AIM Leadership Development Program (January 20, 2023 - Present)
 Attendee, Meeting, Academic Leadership Seminar. (2023 - Present)

*Note. * graduate student author; † undergraduate student author*

Attendee, Award Ceremony, Deans Reception (2023 - Present)

Attendee, Award Ceremony, Hispanic Heritage Celebration Luncheon (September 21, 2023-present)

Faculty Advisor, Baylor Global Business Connect (October 2022 - Present)

Committee Member, Academic Council for Diversity and Belonging (August 2022 - Present)

Attendee, Meeting, Justice League for Baylor's Diversity and Inclusion Strategic Initiatives (August 2022 - Present)

Faculty Advisor, Baylor Autism Spectrum Society (March 2022 - Present)

Committee Member, Health Committee (2015 - Present)

Attendee, Graduation, Graduation Faculty Marshall (2003 - Present)

Attendee, Meeting, Strategic Enrollment Management (SEM) Planning. (February 2023 - 2024).

Attendee, Award Ceremony, First Gen Day Celebration (November 8, 2024)

Attendee, Meeting, University Innovation Fellowship Inaugural Stakeholder Meeting (November 8, 2024)

Attendee, Award Ceremony, Hispanic Heritage Celebration Luncheon (September 21, 2023; September 18, 2024)

Speaker/Presenter, International Graduate Student Panel- Balancing Work and Study (August 2024)

Speaker/Presenter, Courageous Conversation Training (July 2024 - August 2024)

Strategic Planning White Paper Writer and Contributor, October 2023

Attendee, Meeting, SPG Listening Sessions (August 2023 - September 2023)

Panelist, DEI at Baylor, Summer Faculty Institute, June 26, 2023

Marshall at the graduation, Graduation Marshal (May 2023)

Committee Member, Spiritual Wellbeing Taskforce (September 2022—May 2023)

Mentor (to Lisa Jones), New Chairs Training (September 2022- May 2023)

Speaker on Faith and Work Integration, Fall Staff Meeting (September 7, 2022)

Faculty Small Group Leader, Business Chapel (Fall 2022)

Faculty Partner, Recruiting and Selection Committee for the Assistant Dean of Intercultural Engagement and Division Initiatives (July, 2022)

Panelist, New Faculty Mentoring Dinner and Conversation (March 22, 2022)

Committee Member, Faculty Dismissal Committee (2020 – 2022)

Committee Member, Health Committee (2018 - Present)

Committee Member, Tenure Review Committee for the Department of Public Health (2019 - 2021)

Faculty Mentor, First-in-line Scholars Academy (FILSA) (2017 –2019)

Committee Member, Leadership Evaluations Task Force (2017 - 2019)

*Note. * graduate student author; † undergraduate student author*

Attendee, Meeting, Illuminate Data Sciences Interest Meeting (February 2019 - April 2019)
 Attendee, Meeting, Illuminate Proposal Assessment and Scoring Training (March 4, 2019)
 Attendee, Meeting, Faculty-Parent coffee (2003 - 2018)
 Host family to international students (2014 - 2018)
 Committee Member, BU Wellness Committee (April 2017 - May 2018)
 Committee Member, Health Committee (2015 - 2018)
 Committee Member, Undergraduate Research and Scholarly Achievement Steering Committee
 (2014 - 2017)
 Faculty Advisor, Global Graduate Business Council (2006 - 2016)
 Faculty Representative, Excellence Dinner (student recruiting event) (2013 - 2014)
 Faculty Partner, Campus Learning and Living (2010 - 2014)
 Committee Member, Diversity Committee (2010 - 2014)
 Program Organizer, Faith and Music Concert Organizing Committee. (2008 - 2010)
 Committee Member, Policy Review Committee (February 2006 - November 2006)
 Committee Member, Faculty, Staff and Student Recruitment and Retention Committee (2004 -
 2005)
 Management Department Faculty Representative for HR and Management Majors, Fall Premier
 (September, 2003)

Professional Service

Editorial Review Board Member, *Journal of Leadership and Organizational Studies* (September
 2020- Present)
 Editorial Review Board Member, *Organizational Behavior and Human Decision Processes*
 (2007 - 2013)
 Ad Hoc Reviewer, *International Journal of Stress Management* (2022 – Present)
 Ad Hoc Reviewer, *Human Resource Management Journal* (2019 - Present)
 Ad Hoc Reviewer, *International Journal of Human Resource Management* (2017 - Present)
 Ad Hoc Reviewer, *Applied Psychology* (2014 - Present)
 Ad Hoc Reviewer, *European Journal of Work and Organizational Psychology* (2012 - Present)
 Ad Hoc Reviewer, *Group and Organization Management* (2012 - Present)
 Ad Hoc Reviewer, *Human Resource Management* (2012 - Present)
 Ad Hoc Reviewer, *Journal of Organizational Behavior* (2012 - Present)
 Ad Hoc Reviewer, *Journal of Occupational Health Psychology* (2007 - Present)
 External reviewer for a tenure/promotion decision at Western University (Ontario, Canada)
 (2018)
 Ad Hoc Reviewer, *Journal of Applied Social Psychology* (2004; 2014 -2018)
*Note. * graduate student author; † undergraduate student author*

Ad Hoc Reviewer, *Business Ethics Quarterly* (2013)

Reviewer, Conference Paper, *Society for Industrial and Organizational Psychology Annual Meetings* (2005 - 2012)

Reviewer, Conference Paper, *Academy of Management Annual Meetings* (2001 - 2012)

Vice President of College Relations, Heart of Texas Society for Human Resource Management, Waco, TX. (2007)

Ad Hoc Reviewer, *International Journal of Integrated Supply Management* (2006)

Community Service

Speaker and Faculty Panelist, Vision 2024 Conference, Dallas, TX (December 2024)

Small Group Assistant Leader, AWANA, Alliance Bible Church, Waco, TX (2024- present)

Teacher, Giving Chinese Cultural Lessons to a Local Elementary School, Waco, TX (2023 - Present)

Children's Catechesis Assistant Teacher, Christ Church, Waco, TX (August 2023-present)

Christmas Wish Letter Project, Volunteer, Waco, TX (2023- Present)

Meal Provider for New Family and Those in Need, Meal Provider, Waco, TX. (January 2018 - Present)

Consultant, HR Development, The Cove, Waco, TX (December 2023)

Meeting attendance, Meeting with Mentoring Alliance, Waco, TX. (November 29, 2023)

Summer Online Bible Study with HSB Students, Leader (May 2023 - August 2023)

Prepared and conducted online Bible study throughout the summer 2023 with HSB students who signed up for it.

Mom's Bible Study Group- First Baptist Church Woodway, Member, Woodway, TX (2018 - Present)

Panelist, Work-life balance, Inn of Court Mentee Program, Waco, TX (February 15, 2022)

Program Committee Member, International Women's Events, First Baptist Church, Woodway, TX (2018 - 2021)

Substitute Pre-K Sunday School Teacher, First Baptist Church Woodway, Woodway, TX (2019)

Participant, Unbound Community Fundraising Event, Waco, TX (2017)

Participant, Mission Waco Fundraising Event, Waco, TX (2017)

Curriculum Reviewer, HighMark Inc. (2012 - 2014)

Volunteer Fundraiser, Leukemia and Lymphoma Society, Austin, TX (2010 - 2012)

Annual Banquet Volunteer, CareNet Pregnancy Center, Waco, TX (2012)

Pre-K Sunday School Teacher, Antioch Community Church, Waco, TX (2010-2012)

PROFESSIONAL DEVELOPMENT

*Note. * graduate student author; † undergraduate student author*

- Research/Writing Presentation, "Webinar with IHRM," ESCP Business School. (June 2021 - Present).
- Workshop, "Giving Thanks for Equity: A Table Set for Everyone," Baylor Equity Office, Waco, TX, USA. (November 21, 2024).
- Conference Attendance, "AACSB Associate Dean Conference," AACSB, Washington DC, DC, USA. (October 28, 2024 - October 30, 2024).
- Tutorial, "HSB COIL Training," McBride Center for International Business, Waco, TX, USA. (October 23, 2024).
- Seminar, "Learning in Community," Academy of Teaching and Learning, Waco, TX, USA. (October 18, 2024).
- Seminar, "Leveraging Generative AI for Course," Provost Office, Waco, TX, USA. (October 16, 2024).
- Seminar, "Reducing Stress," ATL, Waco, TX, USA. (October 7, 2024).
- Seminar, "HSB Teaching Symposium," HSB Dean's Office, Waco, TX, USA. (October 4, 2024).
- Seminar, "The Power of Compassionate Classroom Norms," ATL, Waco, TX, USA. (October 3, 2024).
- Workshop, "Generative AI Brownbag," HSB Dean's Suite, Waco, TX, USA. (September 13, 2024).
- Seminar, "Academic Leaders across the University with David Brooks," Provost's Office, Waco, TX, USA. (September 10, 2024).
- Workshop, "SIOP Virtual DEI Workshop," SIOP, Virtual, m. (May 22, 2024).
- Conference Attendance, "Armes Family Christian Leadership in Business Summit," HSB, Waco, TX, USA. (May 16, 2024 - May 17, 2024).
- Conference Program, "CLE Paul J. Meyer Banquet," HSB, Waco, TX, USA. (April 30, 2024).
- Conference Attendance, "Columbia University Neurodiversity Awareness Day Meetings," Columbia University, Virtual. (April 26, 2024).
- Seminar, "Barnabas Financial Forum: God and Money," HSB, Waco, TX, USA. (April 16, 2024).
- Seminar, "(Re)Imagining Diversity, Equity, Belonging Work," Student Life, Waco, TX, USA. (March 21, 2024).
- Seminar, "Harnessing Generative AI for Learning," Baylor, Waco, TX, USA. (March 19, 2024).
- Conference Attendance, "BUSDEIC Conference," TCU, Fort Worth, TX, USA. (March 6, 2024 - March 8, 2024).
- Seminar, "AI in Research- Faculty Development Seminar," HSB, Waco, TX, USA. (February 23, 2024).

*Note. * graduate student author; † undergraduate student author*

- Seminar, "Faith and Organizational Life by Curtis Chang," HSB, Waco, TX, USA. (January 22, 2024).
- Seminar, "Getting started with ChatGPT and similar tools," HSB, Waco, TX, USA. (January 9, 2024).
- Seminar, "Young adults with disability transitioning into employment," Cornell University. (December 14, 2023).
- Conference Attendance, "SMA Administrators' Consortium and Conference," Southern Management Association. (October 24, 2023 - October 28, 2023).
- Seminar, "HSB Teaching Symposium," HSB Dean's Suite. (October 20, 2023).
- Conference Attendance, "AACSB Associate Deans Meeting," AACSB. (October 16, 2023 - October 19, 2023).
- Seminar, "Academic Leadership Summit," Provost's Office at Baylor. (June 22, 2023).
- Self-Study Program, "Inclusive Teaching Faculty Book Club," Accounting Department at HSB. (January 2023 - May 2023).
- Conference Attendance, "AACSB DEIB Virtual Conference," AACSB. (May 17, 2023 - May 19, 2023).
- Conference Attendance, "SIOP Virtual Conference," Society for Industrial and Organizational Psychology. (April 19, 2023 - April 22, 2023).
- Seminar, "Teaching conversation: Increasing engagement," Department of Management, HSB, Baylor. (April 17, 2023).
- Conference Attendance, "Texas Women in Higher Education," TWHE. (March 26, 2023 - March 28, 2023).
- Seminar, "HSB Research Symposium," HSB Dean's Suite. (March 24, 2023).
- Conference Attendance, "Business School Diversity Equity and Inclusion Collaborative Annual Meeting," BUSDEIC. (March 8, 2023 - March 10, 2023).
- Seminar, "Faculty Chapel," Baylor Spiritual Life. (February 15, 2023).
- Seminar, "Black Student Success Panel," Center for Academic Success and Engagement at Baylor University. (January 25, 2023).
- Certificate, "Diversity and Inclusion", Cornell University, virtual certificate program (September—December 2022)
- TIAA Executive/Faculty Shadow, TIAA, New York, NY (November 7, 2022)
- Conference, "ReStoried: Beyond LGBTQ", Springfield, MO, (September 24- September 25, 2022)
- Retreat, "Communio" at Laity Lodge, Baylor University, Waco, TX (May 16 – May 20, 2022)
- Workshop, "Multilevel Modeling: A Second Course", virtual workshop (February 7- March 5, 2022)

*Note. * graduate student author; † undergraduate student author*

Workshop, "Qualitative Data Analysis using ATLAS.ti, virtual workshop (March 3- March 5, 2022)

Training, "AIM Leadership Collective", Baylor University, Waco, TX (August 2021- May 2022)

Workshop, "College Autism Summit", virtual conference (October 26-October 29, 2021)

Workshop, "Neurodiverse College and Career Summit" virtual conference (October 16, 2021)

Workshop, "Thriving with Autism", virtual conference (October, 2021)

On-going seminars on effective online and hybrid teaching, Baylor University, Waco, TX (May 2020- August, 2022)

Seminar, "Working with Generation Z student," Baylor University, Waco, TX (December 10, 2019)

Workshop, "Digital scholar workshop," Baylor University, Waco, TX (November 15, 2019)

Training, "Active shooting training," Baylor University, Waco, TX (November 13, 2019)

Seminar, "MBA Ethics Luncheon: The Ethics of Energy," Baylor University, Waco, TX (November 1, 2019)

Seminar, "Conversation with Chick-Fil-A," Baylor University, Waco, TX (April 25, 2019)

Workshop, "Planning and writing successful STEM proposals," Baylor OVPR, Waco, TX (January 10, 2019)

Company visit for professional development, "Southwest Airlines headquarters visit," Baylor University, Waco, TX (December 2017)

Workshop, "Fostering Christian virtue in the classroom," Baylor University, Waco, TX (January 2017 - December 2017)

Seminar, "Flipped classroom," Baylor University, Waco, TX (May 2017 - November 2017)

Workshop, "Course makeover," Baylor University, Waco, TX (May 2017)

Conference Attendance, "Wharton People Analytics Conference," Wharton School of Business, University of Pennsylvania, Philadelphia, PA (April 9, 2015 - April 10, 2015)

Human Resource Management Junior Faculty Consortium, Academy of Management Annual Meetings, Seattle, WA (August, 2003)

Human Resource Management Doctoral Consortium, Academy of Management Annual Meetings, Toronto, Canada (August, 2000)

Society for Industrial and Organizational Psychology Doctoral Consortium, New Orleans, LA (April, 2000)

Graduate Teaching Certificate, University of Illinois, Champaign, IL (April, 2000)

*Note. * graduate student author; † undergraduate student author*

PROFESSIONAL SOCIETIES AND AFFILIATIONS

Academy of Management (AOM): HR, OB, Research Methods, and DEI Divisions

Society for Industrial and Organizational Psychology (SIOP- American Psychological Association Division 14)

Society for Human Resource Management (SHRM)

Southern Management Association (SMA)

*Note. * graduate student author; † undergraduate student author*