

LISA SCHURER LAMBERT
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Spears School of Business
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Education

- Ph.D. University of North Carolina at Chapel Hill, Kenan-Flagler Business School, Organizational Behavior, 2004.
- M.M. Northwestern University, Kellogg Graduate School of Management, Evanston, IL, concentrations in Marketing and Organizational Behavior, 1988.
- B.S. Northwestern University, Evanston, IL, Social Policy, 1981.

Employment

- Spears School of Business, Oklahoma State University, Stillwater OK.
Associate Professor and William S. Spears Chair of Business, 2018 – current.
- J. Mack Robinson College of Business, Georgia State University, Atlanta GA.
Associate Professor with tenure, 2010 – 2018.
Assistant Professor, 2004 – 2010.

Research Interests

Employment relationships, psychological contracts, leadership, person-environment fit, social comparison processes, social exchange, organizational justice, and research methods.

Honors and Recognition

Sage Publications / Robert McDonald Advancement of Organizational Research Methodology Award 2013 for Edwards, J. R., & Lambert, L. S. 2007. Methods for integrating moderation and mediation: A general analytical framework using moderated path analysis, *Psychological Methods*, 12(1): 1-22.

Service to the Research Methods Division, Academy of Management – Ten years on Executive Committee, Division Chair 2012-2013 (5-year leadership track), Treasurer, Member at

Large, Student Representative

Journal Service

Associate Editor - Organizational Research Methods

Editorial Board Member – Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Organizational Behavior and Human Decision Processes

Outstanding Reviewer Awards

Academy of Management Journal (2013, 2017, 2019)

Academy of Management - Research Methods Division (2003)

Organizational Behavior Division (2007, 2010, 2015)

Southern Management Association - Research Methods Track (2011), Organizational Behavior Track (2013).

Robinson College of Business Faculty Recognition Award for 2015 in recognition of outstanding service to the College and the profession.

Service to the Southern Management Association – Vice President and Program Chair Elect, elected to the five-year leadership rotation 2018-2023, Board member (2013 – 2016), Fellow (since 2016).

CARMA (Center for the Advancement of Research Methods and Analysis), Short Course Instructor and video lecturer on methodological topics.

Publications¹

Im, G., Rai, A., Lambert, L.S. (2019). Governance and resource sharing ambidexterity for generating relationship benefits in supply chain collaborations, *Decision Sciences*, 50 (4), 656-693.

Tepper, B.J., Dimotakis, N., Lambert, L.S., Koopman, J., & Matta, F., Park, H.M., Goo, W., (2018). Examining follower responses to transformational leadership from a dynamic person-environment fit perspective. *Academy of Management Journal*, 61(4), 1343-1368.

Hartnell, C.A., Kinicki, A., Lambert, L.S., Fugate, M., & Corner, T. (2016). Do similarities or differences between CEO leadership and organizational culture have a more positive effect on firm performance? A test of competing predictions. *Journal of Applied Psychology*, 101(6), 846-861.

Lambert, L.S., Tepper, B.J., Carr, J.C., Holt, D.T., & Barelka, A.J. (2012). Forgotten but not gone: An examination of fit between leader consideration and initiating structure needed and received. *Journal of Applied Psychology*, 97(5), 913-930. (Lead article)

¹ Students' names are underlined (current or former)

Lambert, L.S. (2011). Promised and delivered inducements and contributions: An integrative view of psychological contract appraisal. *Journal of Applied Psychology*, 96(4), 695-712.

Gyamfi-Yeboah, F., Ziobrowski, A.J., & Lambert, L.S. (2010). REIT's price reaction to unexpected FFO announcements. *Journal of Real Estate Finance and Economics*, 12, 1-23.

Gregoire, D.A., Shepherd, D.A., & Lambert, L.S. (2010). Measuring opportunity recognition beliefs in entrepreneurship. *Organizational Research Methods*, 13(1), 114-145.

Shipp, A.J., Edwards, J.R., & Lambert, L.S. (2009). Conceptualization and measurement of temporal focus: The subjective experience of the past, present, and future. *Organizational Behavior and Human Decision Processes*, 110, 1-22.

Tepper, B.J., Henle, C.A., Lambert, L.S., Giacalone, R.A., & Duffy, M.K. (2008). Abusive supervision and subordinates' organization deviance. *Journal of Applied Psychology*, 93(4), 721-732.

Edwards, J.R. & Lambert, L.S. (2007). Methods for integrating moderation and mediation: A general analytical framework using moderated path analysis. *Psychological Methods*, 12(1), 1-22.

- *Winner of the Sage Publications / Robert McDonald Advancement of Organizational Research Methodology Award, 2013.*

Tepper, B.J., Duffy, M.K., Henle, C.A., & Lambert, L.S. (2006). Procedural injustice, victim precipitation, and abusive supervision. *Personnel Psychology*, 59(1), 101-123.

Edwards, J.R., Cable, D.M., Williamson, I.O., Lambert, L.S. & Shipp, A. (2006). The phenomenology of fit: Linking the person and environment to the subjective experience of fit. *Journal of Applied Psychology*, 91(4), 802-827.

- *Finalist for the Owens Scholarly Achievement Award, Society for Industrial Organizational Psychology, 2007.*

Lambert, L.S., Edwards, J.R. & Cable, D.M. (2003). Breach and fulfillment of the psychological contract: A comparison of traditional and expanded views. *Personnel Psychology*, 56(4), 895-934.

Lambert, L.S. (2000) ...And not a drop to drink: An integrated model of ethics and strategic issue diagnosis and proposed test. *Business Strategy and the Environment*, 9, 318-327.

Work in Progress¹

Boulamatsi, A., Liu, S., Lambert, L.S., Yao, X., Guo, R., & Yin, J. Are learning adaptable

newcomers innovative? Examining curvilinear effects, mechanisms, and boundary conditions (2nd R&R, PP).

Goo, W., Lambert, L.S., Tepper, B.J., Carr, J.C., & Bingham J.B. "Just right": A person-environment fit approach to visionary leadership (R&R, JAP).

Dimotakis, N., Lambert, L.S., Corner, A. J., Boulamatsi, A., Tepper, B.J., & Maurer, T. Gains and losses: Week-to-week changes in leader-follower relationships. (R&R, JAP).

Lambert, L.S. & Darden, T.R. Extending the paradigm of psychological contract theory (*under review*).

Gottfredson, R.K., & Lambert, L.S. Content validity and conceptual discrimination: Review of leadership behavior. (*SIOP presentation, 2nd data collection underway*)

Lambert, L.S., & Bingham, J.B., & Zabinski, A. Affective commitment, trust, and the psychological contract: Contributions matter, too! (2nd R&R, EJWOP).

Goo, W., Lambert, L.S., Tepper, B.J., & Maurer, T.J. An examination of the Job Characteristics Model through P-E fit. (*awaiting 2nd data collection, draft presented at SMA, SIOP*).

Lambert, L.S., Brekashvili, P., Goo, W., Currie, R., & Hardt, G. Investigation into supervisors' trust in subordinates (*draft presented at SMA, AOM, additional data collection underway*).

Book Chapters and Other Writings

Grégoire, D.A., & Lambert, L.S. Getting inside entrepreneurs' heart and mind: Methods for advancing entrepreneurship research on affect and cognition. *The Routledge Companion to Entrepreneurship*, Welter, F. & Baker T. (Editors) 2015.

Grégoire, D.A., Shepherd D., & Lambert, L.S. (Organizational Research Methods, 2010): pp. 773-804. Reprinted in Shepherd, D.A. & Grégoire, D.A. (Editors) 2012. *Entrepreneurial Opportunity*. International Library of Entrepreneurship, Volume 25. Cheltenham, UK / Northampton, MA: Edward Elgar.

Hardt, G.F & Lambert, L.S. Polynomial regression and response surface analysis. Entry in *Oxford Bibliographies*, Oxford University Press, 2018.

Conference Presentations

Hiatt, M. & Lambert, L.S. Trust tests: An active approach to evaluating trustworthiness. Presented in symposium, Innovative Research Directions in Organizational Trust at the Academy of Management Meeting in Boston, 2019.

- Lambert, L.S. & Newman, D.A. Best Practices for Construct Development and Validation: Recommendations for Reviewers, Editors and Authors in showcase symposium, Recommendations for Improved Methods and Analysis in Management Research at the Academy of Management Meeting in Boston, 2019.
- Corner, A.J., Dimotakis, N., Lambert, L.S., & O'Toole, J. Teamwork revisited: Unpacking the give and take of team member exchange. INGRoup Conference. Lisbon, Portugal, July 2019.
- Corner, A.J., Dimotakis, N., Lambert, L.S., Liu, L.A., & Miles, E.W. Time for a win-win deal: A social exchange process model for negotiation. International Association for Conflict Management Meeting, Dublin, July 2019.
- Lambert, L.S., Bingham, J.B. & Zabinski, A. Affective commitment, trust, and the psychological contract: Contributions matter! Presented in symposium, Future Directions of Person-Environment Fit Research at the Society for Industrial Organization Psychology in National Harbor, MD 2019.
- Darden, T.R. & Lambert, L.S., Psychological Contracts from the Employers' Perspective: The role of the Supervisor's Emotions in Positive and Negative Employee Targeted Outcomes. Paper presented in symposium, Employer-Employee Relationships: New Approaches to LMX and Psychological Contracts Research, at the Academy of Management Meeting in Chicago, 2018.
- Breakashvili, P., Darden, T.R., Lambert, L.S., Currie, R. & Hardt, G.F. How Promised and Delivered Contributions Affect Supervisors' Satisfaction with Subordinates. Paper presented in symposium, Employer-Employee Relationships: New Approaches to LMX and Psychological Contracts Research, at the Academy of Management Meeting in Chicago, 2018.
- Lambert, L.S., Gottfredson, R.K., & Hardt, G.F. Assessing Measures of Leadership Behaviors: A Movement toward Parsimony. Paper presented in a symposium at the Academy of Management Meeting, Chicago, 2018.
- Gottfredson, R.K., Lambert, L.S., Unleashing the Power of Mindsets in Leader-Follower Relationships. Paper presented in a symposium at the Academy of Management Meeting, Chicago, 2018.
- Darden, T.R. & Lambert, L.S. Psychological Contracts: Exclusion, Career Stages and Employer Reactions to Breach. Paper presented at the Society for Industrial and Organizational Psychology, Chicago, 2018.
- Corner, A.J., Dimotakis, N., Lambert, L.S., Liu, L.A., & Miles, E.W. The give and take of social exchange relationships in negotiation settings. Paper presented at the Society for Industrial and Organizational Psychology, Chicago, 2018.

- Darden, T.R., Lambert, L.S., & Dimotakis, N. Psychological contracts and the economy: Effect on the relationship between promises and job offer attractiveness. Paper presented at the Southern Management Association Meeting in St. Pete Beach FL, 2017.
- Darden, T. R., Lambert, L.S., and O'Toole, J. Team member contributions and innovative behaviors. Paper presented at the Academy of Management Meeting, Atlanta GA, August 2017.
- Lambert, L.S., Currie, R., Hardt, G.F. & Brekashvili, P. Supervisors' trust in their subordinates: A quantitative and qualitative exploration of trust and trustworthiness. Paper presented at the Academy of Management Meeting, Anaheim CA, August 2016.
- Bingham, J.B., Lambert, L.S., Cunningham, G. & Hendricks, H. Overcommitted: When companies deliver more than they promise to an organization-sponsored cause. Paper presented at the Academy of Management Meeting, Anaheim CA, August 2016.
- Gottfredson, R.K. & Lambert, L.S. Extending the influence of leaders beyond behaviors: An investigation of leader orientation. Paper presented at the Academy of Management Meeting, Anaheim CA, August 2016.
- Alashoor, T., Lambert, L.S. & Farivar, S. A review of measures of disclosure outcomes in the IS privacy literature. Paper presented at the Americas Conference on Information Systems, San Diego, CA, August 2016.
- Gottfredson, R.K. & Lambert, L.S. Content validity and conceptual discrimination: Review of leadership behavior. Paper presented at the Society for Industrial Organization Psychology in Anaheim, CA 2016.
- Tepper, B.J., Dimotakis, N., Lambert, L.S., Goo, W., Koopman, J., & Matta, F. Examining follower responses to transformational leadership from a dynamic person-environment fit perspective. Paper presented at the Academy of Management Meeting, Vancouver Canada, August, 2015.
- Lambert, L.S., Gottfredson, R.K., & Bingham, J.B. A preliminary investigation of promised and delivered ideological inducements and contributions in a psychological contract. Paper presented at the Psychological Contract Small Group Meeting, Toronto Canada, 2014.
- Lambert, L.S. & Schatten, J. Perceptions of job mobility moderating psychological contract evaluation. Paper presented at the Society for Industrial Organization Psychology in Honolulu, HI, 2014.
- Hartnell, C., Knicki, A., Fugate, M., Lambert, L.S., & Corner, P. Which fit fits? Competing fit predictions between leadership and culture. Paper presented at the Society for Industrial Organization Psychology in Honolulu, HI, 2014.

- Gottfredson, R., Lambert, L.S., & Bingham, J.B. Justice as a theoretical mechanism in psychological contract research. Paper presented at the Society for Industrial Organization Psychology in Honolulu, HI, 2014.
- Goo, W., Lambert, L.S., & Carr, J.C. Person-environment fit approach to visionary leadership. Paper presented at the Society for Industrial Organization Psychology in Honolulu, HI, 2014.
- Lambert, L.S., Brekashvili, P., Schatten, J., Currie, R., & Goo, W. Supervisors' trust in their subordinates: A qualitative investigation of trust and trustworthiness. Paper presented at the Southern Management Association Meeting in New Orleans, 2013.
- Vantilborgh, T., Bal, P.M., Bingham, J.B. & Lambert, L.S. Diverse reactions to psychological contract breach: A cross-cultural study. Paper presented at the Academy of Management meeting in Lake Buena Vista, FL, 2013.
- Goo, W., Lambert, L.S., Tepper, B.J. & Maurer, T.J. Applying person-environment fit theory to job characteristics needed and supplied. Paper presented at the Society for Industrial Organization Psychology in Houston, TX, 2013.
- Goo, W., Lambert, L.S., & Carr, J.C. Person-environment fit model of visionary leadership and work attitudes: The role of employees' needs. Paper presented at the Southern Management Meeting in Fort Lauderdale, FL, 2012.
- Goo, W., Lambert, L.S., Tepper, B.J. & Maurer, T.J. Person-environment fit framework for Job Characteristics Model: Polynomial regression approach. Paper presented at the Southern Management Meeting in Savannah, GA, 2011.
- Lambert, L.S. & Bingham, J.B. The role of psychological contract contributions in creating affective commitment. Paper presented at the Academy of Management Meeting in San Antonio, TX, 2011.
- Lambert, L.S. A close exploratory examination of trust and inducements in the psychological contract: Comparing two approaches. Paper presented at the Eastern Academy of Management – International in Bangalore, India, 2011. Selected for Best Paper Proceedings.
- Finney, M.M., & Lambert, L.S. Square peg in a round hole: Misfit between new nurses abilities and job demands. National League for Nursing, Annual Conference, Las Vegas, NV 2010.
- Lambert, L.S. Exploring an equity model of a psychological contract. Paper presented at the Academy of Management Meeting in Chicago, IL, 2009.
- Im, G., Rai, A., & Lambert, L.S. An effect of the fit between motivation and knowledge sharing ambidexterity in interfirm partnering. Paper presented at the Academy of Management Meeting in Chicago, IL, 2009.

- Lambert, L.S. & Bingham, J.B. Change through exchange: An exploration of the strength of social exchange processes across types of exchange in a psychological contract. Paper presented at the Society for Industrial Organizational Psychology in New Orleans, 2009.
- Gyamfi-Yeboah, F., Ziobrowski, A., & Lambert, L.S. REIT's price reaction to unexpected earnings announcements. Paper presented at annual meeting of the American Real Estate Society in Monterey, CA, 2009
- Killion, L.N., Lambert, L.S., & Shipp, A.J. An employee's view of work: Influences on an employee's contribution in a psychological contract. Paper presented at the Southern Management Association Annual Conference in St. Pete Beach, 2008.
- Lambert, L.S. & Bingham, J.B. The moderating and mediating role of organizational trust and psychological contract contributions. Paper presented at the Academy of Management Meeting in Anaheim, 2008.
- Lambert, L.S. & Bingham, J.B. Earning Your Inducements: Promised and Delivered Contributions in a Psychological Contract. Paper presented at the Society for Industrial Organizational Psychology in San Francisco, 2008.
- Lambert, L.S. Promises, Promises: Comparisons leading to breach and fulfillment of inducements and contributions in a psychological contract. Paper presented at the Academy of Management meeting in Philadelphia, 2007.
- Lambert, L.S. Promised and delivered inducements and contributions in a psychological contract: Using equations as an aid for developing theory. Paper presented at the Academy of Management meeting in Philadelphia, 2007.
- Tepper, B.J., Lambert, L.S., & Carr, J.C. Psychological need fulfillment and leadership effectiveness. Paper presented at the Academy of Management meeting in Philadelphia, 2007.
- Tepper, B.J., Henle, C.A., Lambert, L.S., Giacalone, R.A., & Duffy, M.K. Abusive supervision and organization-directed deviance. Paper presented at the Society for Industrial Organizational Psychology in New York, 2007.
- Shipp, A.J., Edwards, J.R., & Lambert, L.S. Time to find the Janus within: A construct validation of temporal focus. Paper presented at the Academy of Management meeting in Atlanta, 2006.
- Lambert, L.S. Precision in psychological contract research: The next generation. Organizer and presenter. Symposium presented at the Academy of Management meeting in Hawaii, 2005.

- Lambert, L.S. Competing models of cognitive appraisal in psychological contract research. Paper presented to the Academy of Management meeting in Hawaii, 2005.
- Lambert, L.S. A theoretical treatment of cognitive appraisal in psychological contract research. Paper presented at the Academy of Management meeting in New Orleans, 2004.
- Edwards, J.R., & Lambert, L.S. An integrative framework for analyzing moderated mediation and mediated moderation. Paper presented at the Society for Industrial and Organizational Psychology meeting in Chicago, 2004.
- Lambert, L.S., & Edwards, J.R. Integrating promises and desires to explain outcomes of the psychological contract. Paper presented at the Academy of Management meeting in Seattle, 2003.
- Lambert, L.S., Edwards, J.R., & Cable, D.M., A cognitive approach to breach in a psychological contract. Paper presented at the Academy of Management meeting in Denver, 2002.
- Lambert, L.S. Change in normative contracts: An exploration of power and dependency in employment relationships. Paper presented at the Academy of Management meeting in Washington, D.C., 2001.
- Lambert, L.S. Organizational promissory contracts: Changes in the promises between organizations and their employees. Paper presented at the Academy of Management meeting in Toronto, 2000.
- Thomas S. Bateman, T.S., Furst, S.A., Lambert, L.S., Porath, C.L. & Weber, T.J. In search of flow: An empirical examination of flow in the workplace. Paper presented at the Academy of Management meeting in Toronto, 2000.
- Lambert, L.S., Edwards, J.R., & Cable, D.M. An exploration of the cognitive comparisons leading to breach in the psychological contract. Paper presented at the Society for Industrial and Organizational Psychology in New Orleans, April 2000
- Lambert, L.S., ...And not a drop to drink: An integrated model of ethics and strategic issue diagnosis and proposed test. Paper presented at the Eighth International Conference of the Greening of Industry Network, in Chapel Hill, NC, November 1999. Selected for inclusion in the Best Paper Proceedings.

Non-Refereed Publications

- Book Review in *Organizational Research Methods*, on Kline, R.B. (2004). *Beyond Significance Testing: Reforming Data Analysis Methods in Behavioral Research*. Washington, DC: American Psychological Association, 2007.

Presentations and Conference Activities

Organizer and Panelist, Next stop – Nerd Central: How to Get on the Research Methods Train at the Annual Meeting of the Academy of Management, Boston, August 2019.

Presenter, Two Workshops on Methods – 1) Storytelling with Statistics, 2) Introduction to Longitudinal Models. Eastern Academy of Management – International, Dubrovnik, Croatia, 2019.

Presenter – Telling Stories with Statistics, Doctoral Student Consortium, Annual Meeting of the Society for Industrial Organizational Psychology, National Harbor, MD 2019.

Panelist, SMA Fellows Session - Can being a one trick pony help you win (i.e., get promoted and tenured)? Southern Management Association, Lexington, KY, November 2018.

Panelist, So You Got Tenure, Now What? Southern Management Association, Lexington, KY, November 2018.

Panelist, Publishing in ORM for Non-Methodologists or How to Get Your Geek On. PDW at the Annual Meeting of the Academy of Management, Chicago 2018.

Presenter, Red flags in micro and meso research design. Annual Meeting of the Southern Management Association, St. Pete Beach, FL, October 2017.

Organizer and Panelist, Publishing high impact methods papers: Insights from ORM editors, Annual Meeting of the Academy of Management, Atlanta GA, August 2017.

Discussant, Alternative methods for studying organizational phenomena, RM paper session, Annual Meeting of the Academy of Management, Atlanta GA, August 2017.

Presenter, Two Workshops on Methods – 1) Moderation, Mediation, and a little Moderated Mediation, 2) Scale Development. Eastern Academy of Management – International, Gold Coast, Australia 2017.

Panelist, Why was my paper rejected? What methodological reviewers want to see in your method section, Southern Management Association Annual Meeting, Charlotte NC, October 2016.

Panelist, Surviving (and thriving) after rejections in academia, Early and Late Stage Doctoral Consortiums, Southern Management Association Annual Meeting, Charlotte NC, October 2016.

Presenter – Panel Discussion on Publishing, Doctoral Student Consortium, Annual Meeting of the Society for Industrial Organizational Psychology, Anaheim, CA 2016.

Presenter – Research Methods, Doctoral Student Consortium, Annual Meeting of the Society for Industrial Organizational Psychology, Anaheim, CA 2016.

Panelist, Surviving (and thriving) after rejections in academia, Early Stage Doctoral Consortium, Southern Management Association Annual Meeting, St. Pete Beach, November 2015.

Panelist, RM Division Virtual Consortium, Teaching Methods, June 2015.

Presenter, Three Workshops on Methods – 1) Moderation, Mediation, and a little Moderated Mediation, 2) Scale Development, 3) Longitudinal Analyses. Eastern Academy of Management – International, Lima, Peru 2015.

Presenter – Research Methods, Doctoral Student Consortium, Annual Meeting of the Society for Industrial Organizational Psychology, Philadelphia, PA, 2015.

Panelist, Surviving (and thriving) after rejections in academia, Early Stage Doctoral Consortium, Southern Management Association Annual Meeting, Savannah, GA 2014.

Presenter, Moderated Mediation, RMD PDW session, Academy of Management Annual meeting, Philadelphia, 2014.

Panelist, Ask the Experts – Quant. RM PDW, Academy of Management Annual Meeting, Philadelphia, 2014.

Chair and Discussant, The Power of Words in Research Methods: Measurement, Models, and the Management Discipline. RM paper session, Academy of Management Annual Meeting, Philadelphia, 2014.

Chair and Discussant, Person-environment fit: Predictors and Outcomes OB paper session, Academy of Management Annual Meeting, Philadelphia, 2014.

Panelist, RM Division Virtual Consortium, Teaching Methods and Establishing a Network, May 2014.

Presenter – Research Methods, Junior Faculty Consortium, Annual Meeting of the Society for Industrial Organizational Psychology, Honolulu, HI, 2014.

Chair and Discussant, Abusive Supervision: Who Does it and What are the Consequences? OB paper session, Academy of Management Annual Meeting, Lake Buena Vista, 2013.

Panelist, RM Division Representative. New Doctoral Student Consortium, Academy of Management meeting, Lake Buena Vista 2013.

Presenter, Workshop – Best Practices in Scale Development. Eastern Academy of Management – International, Seville Spain 2013.

Presenter, Workshop – Moderation, Mediation, and a little Moderated Mediation. Eastern Academy of Management – International, Seville Spain 2013.

Presenter, Doctoral Consortium, Annual Meeting of the Society for Industrial Organizational Psychology, Houston TX 2013.

Chair and Discussant, *OB: Attitudes*; Southern Management Association meeting, Fort Lauderdale, FL, 2012.

Panelist, *Comprehensive Examinations in Doctoral Education*; Southern Management Association meeting, Fort Lauderdale, FL, 2012.

Panelist, RM Division Representative, New Doctoral Student Consortium, Academy of Management Annual Meeting, Boston, MA 2012.

Chair, *Motivational mechanisms influencing performance*, OB paper session, Academy of Management Annual Meeting, Boston, MA 2012.

Facilitator, *Positive leadership*, OB roundtable paper session, Academy of Management Annual Meeting, Boston, MA 2012.

Facilitator, *Current issues in research and publishing*, RMD paper session, Academy of Management Annual Meeting, Boston, MA 2012.

Presenter, Junior Faculty Consortium, Annual Meeting of the Society for Industrial Organizational Psychology, San Diego CA 2012.

Presenter, Doctoral Consortium, Annual Meeting of the Society for Industrial Organizational Psychology, San Diego CA 2012.

Discussant, *Emerging Views on Research Roles, Set-theory Non-response Bias and CMV*; Southern Management Association meeting, Savannah GA 2011.

Organizer, How to Write and Publish in Research Methods. Academy of Management meeting, San Antonio, TX 2011.

Presenter, Moderated Mediation, RMD PDW session, Academy of Management meeting, San Antonio, TX 2011.

Panel Member, Ask the Quantitative Micro Experts, RMD PDW session, Academy of Management meeting, San Antonio, TX 2011.

Presenter, Workshop – Moderation, Mediation, and a little Moderated Mediation. Eastern Academy of Management – International, Bangalore India 2011.

Presenter, Panel Session – Navigating to Publication: Best Practices in Research Methods, Strategic Management Society Annual Conference, Rome 2010.

Organizer, Ask the Quantitative Experts, RMD PDW session, Academy of Management meeting, Montreal 2010.

Facilitator, Perceived Organizational Support – paper session, Academy of Management meeting, Montreal 2010.

Facilitator, Job Satisfaction: Don't Worry Be Happy, Society for Industrial Organizational Psychology meeting, Atlanta 2010.

Presenter, SMA Research Incubator – update on funded research, Southern Management Association meeting, Asheville NC 2009.

Discussant, Similar or not so much: Scale comparison session, Southern Management Association meeting, Asheville NC 2009.

Discussant, Trust in the Workplace session, Southern Management Association meeting, Asheville NC 2009.

Facilitator, Workplace Civility and Counterproductive Work Behavior, paper session, Academy of Management meeting, Chicago 2009.

Panel member, Ask the Quantitative Experts, RMD PDW session, Academy of Management meeting, Chicago 2009.

Facilitator, P-E Fit Incubator, PDW sponsored by OB Division, Academy of Management meeting, Anaheim 2008.

Panel member, Ask the Quantitative Experts, RMD PDW session, Academy of Management meeting, Anaheim 2008.

Panel member, Doctoral Consortium, HR Division PDW session, Academy of Management meeting, Anaheim 2008.

Discussant, Doing Research in the “Real World”, RM Division, Academy of Management meeting, Anaheim 2008.

Discussant, New Perspectives on Psychological Contracts, OB Division, Academy of Management meeting, Anaheim 2008.

Panel member, Life as a Junior Faculty Member, Doctoral Student Consortium, Southern Management Association meeting, Nashville, TN, 2007.

Panel member, Ask the Quantitative Experts, RMD PDW session, Academy of Management meeting, Philadelphia 2007.

Speaker, Role of RMD in student career. Invited presentation to the New Doctoral Student Consortium, Academy of Management meeting, Philadelphia 2007.

Panel member, Life as a Junior Faculty Member, Doctoral Student Consortium, Southern Management Association meeting, Clearwater, FL, 2006.

Discussant, Developing Ties Between Individuals and Organizations, Academy of Management meeting, Atlanta, 2006.

Discussant, Approaches to Testing Mediation, Academy of Management meeting, Atlanta, 2006.

Panel member, Ask the Quantitative Experts, RMD PDW session, Academy of Management meeting, Atlanta, 2006.

Presenter, The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans, RMD PDW Session, Academy of Management meeting, Atlanta, 2006.

Presenter, Methods for Integrating Moderation and Mediation, RMD PDW Session, Academy of Management meeting, Atlanta, 2006.

Speaker, Role of RMD in student career. Invited presentation to the New Doctoral Student Consortium, Academy of Management meeting, Atlanta, 2006.

Discussant, Scale Development: Reliability & Validity, Academy of Management meeting, Hawaii, 2005.

Panel member, Ask the Quantitative Experts, RMD PDW session, Academy of Management meeting, Hawaii, 2005.

Panel member, Ask the Methods Experts, HR Doctoral Consortium, Academy of Management meeting, Hawaii, 2005.

Speaker, Role of RMD in student career. Invited presentation to the New Doctoral Student Consortium, Academy of Management meeting, Hawaii, 2005.

Speaker, Role of RMD in student career. Invited presentation to the New Doctoral Student Consortium, Academy of Management meeting, New Orleans, 2004.

Discussant, Bibliometrics, Networks, and Innovation Scale Development, Academy of Management meeting, New Orleans, 2004.

Panel member. Ph.D. Student Life. Invited presentation to the New Doctoral Student Consortium, Academy of Management meeting, Toronto, 2000.

Invited Talks

Texas A&M State University, School of Education and Human Development – January 2019, *Polynomial Regression and Response Surface Analysis: Practical Explanations and Guidelines*. Invited presentation.

Southern Management Meeting, Lexington KY – November 2018. *Moderation, Mediation, and Moderated Mediation*. Invited presentation for Professional Development Institute.

Southern Management Meeting, St. Pete Beach – October 2017. *Baby Steps: Introduction to Growth Curve Modeling*. Invited presentations for Professional Development Institute.

Eastern Academy of Management – International, Bond University, Australia 2017. *Scale Development and Construct Validity, and Moderated Mediated Models*.

Southern Management Meeting, Charlotte – October 2016. *Baby Steps: Introduction to Growth Curve Modeling and Moderation, Mediation, and Moderated Mediation*. Invited presentations for Professional Development Institute.

Southern Management Meeting, St. Pete Beach – November 2015. *Moderation, Mediation, and Moderated Mediation*. Invited presentation for Professional Development Institute.

Jiangxi University of Finance and Economics, Nanchang China – October 2015. Invited workshop on *Moderated Mediation*.

Southern Management Meeting, Savannah, GA – November 2014. *Moderation, Mediation, and Moderated Mediation*. Invited presentation for Professional Development Institute.

Greater Atlanta Dietetics Association – January 2014. Invited speaker on *Leadership*. Continuing Education Credit was awarded to attendees.

Southern Management Meeting, New Orleans, LA – November 2013. *Moderation, Mediation, and Moderated Mediation*. Invited presentation for Professional Development Institute.

Ph.D. program at Cairo University – April 2013. Invited speaker on *Moderation, Mediation and Moderated Mediation*.

Ph.D program at Alexandria University – April 2013. Invited speaker on *Research Methods*.

J. Mack Robinson College of Business, Doctoral Program – March 2013. Invited panelist on *Navigating the Job Market*.

College of Management, Georgia Institute of Technology, - May 2012. Invited Speaker Series, *The Role of Psychological Contract Contributions in Creating Affective Commitment*.

Caucasus University, School of Business, Tbilisi, Republic of Georgia – April 2012.
Psychological Contract Research and Theory.

Statistics Seminar Series, Department of Mathematics & Statistics, Georgia State University –
January, 2012. Invited presentation on *Approaches for Assessing the Construct Validity
of Latent Variables.*

Grady High School, Atlanta, GA – November, 2011. Speech and Debate Team, Word of Mouth
Lecture Series. Invited presentation on *Altruism, helping behavior, and cognitive limits of
decision making.*

Southern Management Meeting, Savannah, GA – November 2011. *Moderation, Mediation, and
a Little Moderated Mediation.* Invited presentation for Professional Development
Institute.

Presenter, *Moderated Mediation*, RMD PDW session, Academy of Management meeting, San
Antonio, TX 2011.

University of Tennessee, Knoxville, TN – February 2011. *The Role of Psychological Contract
Contributions in Creating Affective Commitment.*

Caucasus University, Tbilisi, Republic of Georgia – February 2011. *The Role of Psychological
Contract Contributions in Creating Affective Commitment.*

Greenleaf Annual Conference on Servant Leadership, Atlanta, GA – July 2010, Invited
presentation, *Viewing Servant Leadership as a Fit between Leader and Follower.*

Georgia Institute of Technology, Leadership Conference, *Transformational Leadership
Moments: Follower Reactions to Daily Exposure to Transformational Leader Behavior*,
Atlanta GA 2010.

Teaching

2018 – current Oklahoma State University, Stillwater, OK

- Seminar in Organizational Behavior (PhD program and in the PhD program for Executives)

2004 – 2018 Georgia State University, Atlanta, GA

- “Leadership and Organizational Behavior”, required MBA OB course (3 credits)
- “Multivariate Methods”, cross-disciplinary Ph.D. course (3 credits)
- “Advanced Psychometrics”, cross-disciplinary Ph.D. course (1.5 credits)
- “People in Organizations”, MBA required OB course (1.5 credits)
- “Leadership and Organizational Change”, MBA elective (1.5 credits)

- “Responsible Conduct of Research”, non-credit required seminar for Ph.D. students and GRA’s.
- 2009, 2013 Alexandria University, Alexandria Egypt
 - Visiting lecturer – Executive MBA program, and Ph.D. program
- 2009, 2013 Cairo University, Cairo Egypt
 - Visiting lecturer – Ph.D. program and undergraduate program
- 1998 – 2004 University of North Carolina, Chapel Hill, NC
 - Organizational Behavior, full responsibility for core undergraduate course.
 - TA for Applied Research Methods, Ph.D. statistics and methodology course.
 - Group facilitator for Evening and Weekend MBA study groups.
- 1998 Bryan School of Business, University of North Carolina, Greensboro, NC
Marketing Management, and Advanced Marketing Management, Lecturer in the MBA Program.
- 1992-1998 North Carolina A & T State University, Greensboro, NC
Business Environment, Management, Marketing, Retailing, and Marketing Management, Lecturer in the undergraduate program.

Dissertation Committees

- Tanja Darden – Dissertation defended, May 2019, Psychological contracts from the employers’ perspective: Qualitative and quantitative studies. – Committee Chair.
- Artemis Boulamatsi – Dissertation defended, April 2019, Veteran Peers’ perceptions and reactions to high status and proactive newcomers. The effects on newcomers’ adjustment and veteran peers’ outcomes. – Committee Co-Chair.
- Greg F. Hardt – Proposal defended – Committee Chair.
- A.J. Corner – Dissertation defended, Unpacking the Give and Take of Social Exchange, July 2018 – Committee Co-Chair.
- Ryan Currie – Dissertation defended, New Perceptions of Old Constructs, June 2018 – Committee Chair.
- Juanita Forrester – Dissertation defended, December 2017 – Committee Co-Chair.
- Dina Leheta – Dissertation defended, November 2016, three papers on feedback and learning – Co-Chair.

Jeff Schatten – Dissertation defended, July 2016, three papers on negotiation – Committee Member.

Langtao Chen (CIS) – Dissertation defended, December 2015, two papers on health information technology – Committee Member.

Wongun Goo – Dissertation defended, December 2014, three papers on leadership and person-organization fit – Committee Chair.

Stephen (Howard) Fuller (Accounting) – Dissertation defended, December 2014 - Committee Member.

Ellen Best (Accounting) – Dissertation defended, June 2014, The impact of cognitive load and constructivism on tax provision learning – Committee Member.

Paata Breakashvili (University of the Caucasus) – Dissertation defended April 2012. An Inducement-Contribution Model of Supervisors' Reciprocation Decisions – Committee Chair.

Frank Gyamfi-Yeboah (Real Estate) – Dissertation defended July 2010. An Examination of the Information Content of FFO – Committee Member.

Mika Tatum Kusar (Strategy) – Dissertation defended, August 2010. The Role of Acquisition Strategy in the Development and Renewal of Strategic Capabilities - Committee Member.

Dave Williams (Strategy) – Dissertation defended, June 2010. A cognitive model of entrepreneurs' internationalization decisions – Committee Member.

Experience

Consulting experience:

- Conducted and analyzed survey on employee job attitudes for Nu Skin, personal care products firm, in Provo, Utah.
- Advised on statistical analysis of national sales data Chick-fil-A, Atlanta.
- Advised on survey design, sampling, and data analysis for The Network and methodIQ in Atlanta.
- Advised on cross-cultural leadership project to the Head of Organisation & Business Development, Cargill UK.
- Designed strategic, marketing and human resource policies for a metal fabrication company.
- Developed human resource policies and budgets for large physician group practice in rehabilitation medicine.
- Developed and evaluated diverse Federal and state employment and training programs.

Professional Service

Journal Service

Associate Editor for *Organizational Research Methods* – 2016 – current. Editorial Board, 2013 – 2016.

Editorial Board for *Academy of Management Journal* – 2011 – current.

Editorial Board for *Journal of Applied Psychology* – 2011 – current.

Editorial Board (and Methods Task Force) for *Journal of Management* – 2017 – current.

Editorial Board for *Journal of Business and Psychology* – 2009 – current.

Editorial Board for *Organizational Behavior and Human Decision Processes* – 2007–current.

Ad hoc reviewer – *Academy of Management Journal*, *Academy of Management Review*, *Group and Organizational Management*, *Information Systems Research*, *Human Resource Management Journal*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Business and Psychology*, *Journal of Business Research*, *Journal of Management*, *Journal of Occupational and Organizational Psychology*, *Journal of Organizational Behavior*, *Multivariate Behavioral Research*, *Organizational Behavior and Human Decision Processes*, *Organization Science*, *Organizational Research Methods*, *Psychological Methods*, *Strategic Management Journal*, *Management Information Systems Quarterly*, Academy of Management conference reviewer - Organizational Behavior Division reviewer, Research Methods Division reviewer, SIOP conference reviewer, SMA conference reviewer.

Service to the Academy of Management

AOM Divisions and Interests Groups Review Committee – 2013 – 2014.

Organizational Behavior Division of the Academy of Management, Best Paper Committee – 2011.

Member of Speakers Committee for the New Doctoral Student Consortium at the Academy of Management meeting in Toronto, 2000.

Service to the Academy of Management, Research Methods Division

Executive Committee for the Research Methods Division of the Academy of Management, Past Division Chair (5-year leadership track) – 2013-2014.

Executive Committee for the Research Methods Division of the Academy of Management, Division Chair (5-year leadership track) – 2012-2013.

Accomplishments included initiating and organizing the first RM Division Virtual Consortium (online, international methods consortia held over a 5 week period) and managing the Five Year Review process for the Division.

Executive Committee for the Research Methods Division of the Academy of Management, Division Chair-Elect (5-year leadership track) – 2011-2012.

Executive Committee for the Research Methods Division of the Academy of Management, Program Chair (5-year leadership track) – 2010-2011.

Executive Committee for the Research Methods Division of the Academy of Management, Program Chair Elect/Professional Development Workshop Chair (5-year leadership track) – 2009-2010.

Executive Committee for the Research Methods Division of the Academy of Management, Member at Large – 2008-2009.

Executive Committee for the Research Methods Division of the Academy of Management, Treasurer – 2005-2008.

Executive Committee for the Research Methods Division of the Academy of Management, PhD Student Representative – 2003-2004.

Service to the Southern Management Association

Vice President and Program Chair Elect, 2018 – 2019

Liaison between RMD and SMA to provide methods presenters for Professional Development Institutes at SMA conference – 2010-current

Board Member – 2013-2016.

Hunt Award Selection Committee – member, 2017; chair, 2018

Editor Selection Committee for the Journal of Management – member, 2015-2016; chair, 2018-2019

Research Methods Track Chair for the 2010 Southern Management Association annual meeting in St. Pete Beach, FL.

Service to Eastern Academy of Management - International

Research Methods Track Chair for the 2019 meeting of EAMI in Dubrovnik, Croatia. Deliver Methodology workshops.

Research Methods Track Chair for the 2017 meeting of EAMI in Gold Coast, Australia. Delivered Methodology workshops.

Research Methods Track Chair for the 2015 meeting of EAMI in Lima, Peru.
Acted as liaison between EAMI and Research Methods Division to craft a policy to ensure methods lectures at future EAMI conferences

Research Methods Track Co-Chair for the 2011 meeting of EAMI – SMA in Bangalore, India.

Consortium for the Advancement of Research Methods and Analysis (CARMA)

Workshop presenter, *Questionnaire Design, Scale Development, Construct Validity, and Data Management and Preparation*, University of Padova, Padova Italy, July 2019.

CARMA - ORM Virtual Feature Topic, *Construct Development and Validation in Three Practical Steps: Recommendations for Reviewers, Editors, and Authors*, with Dan Newman, April 2019.

Workshop presenter, *Advanced Regression: Alternatives to Difference Scores, Polynomial and Response Surface Methods*, University of South Australia, Adelaide, Australia, November 2018.

Live Webcast Presenter, *Storytelling through Statistics*, University of Nebraska, Lincoln NE, January 26, 2018

Workshop presenter, *Advanced Regression: Alternatives to Difference Scores, Polynomial and Response Surface Methods*, Wayne State University, June 2017.

Workshop presenter, *Longitudinal Methods*, Wayne State University, June 2016.

Workshop presenter, *Longitudinal Methods*, Singapore Management University, November 2015.

Workshop presenter, *Longitudinal Methods*, Wayne State University, June 2015.

Workshop presenter, *Longitudinal Methods*, University of South Australia, Adelaide, Australia, November 2014.

Workshop presenter, *Measurement Development and Evaluation*, Wayne State University, Detroit MI, May 2012.

Mini-course presenter, *Measurement Development and Evaluation*, Indian Institute of Management, Bangalore India, 2011.

Invited Talks

Southern Management Meeting, St. Pete Beach – November 2015. *Moderation, Mediation, and Moderated Mediation*. Invited presentation for Professional Development Institute.

Jiangxi University of Finance and Economics, Nanchang China – October 2015. Invited workshop on *Moderated Mediation*.

Southern Management Meeting, Savannah, GA – November 2014. *Moderation, Mediation, and Moderated Mediation*. Invited presentation for Professional Development Institute.

Greater Atlanta Dietetics Association – January 2014. Invited speaker on *Leadership*. Continuing Education Credit was awarded to attendees.

Southern Management Meeting, New Orleans, LA – November 2013. *Moderation, Mediation, and Moderated Mediation*. Invited presentation for Professional Development Institute.

Ph.D. program at Cairo University – April 2013. Invited speaker on *Moderation, Mediation and Moderated Mediation*.

Ph.D. program at Alexandria University – April 2013. Invited speaker on *Research Methods*.

J. Mack Robinson College of Business, Doctoral Program – March 2013. Invited panelist on *Navigating the Job Market*.

College of Management, Georgia Institute of Technology, - May 2012. Invited Speaker Series, *The Role of Psychological Contract Contributions in Creating Affective Commitment*.

Caucasus University, School of Business, Tbilisi, Republic of Georgia – April 2012. *Psychological Contract Research and Theory*.

Statistics Seminar Series, Department of Mathematics & Statistics, Georgia State University – January, 2012. Invited presentation on *Approaches for Assessing the Construct Validity of Latent Variables*.

Grady High School, Atlanta, GA – November, 2011. Speech and Debate Team, Word of Mouth Lecture Series. Invited presentation on altruism, helping behavior, and cognitive limits of decision making.

Southern Management Meeting, Savannah, GA – November 2011. *Moderation, Mediation, and a Little Moderated Mediation*. Invited presentation for Professional Development Institute.

Presenter, *Moderated Mediation*, RMD PDW session, Academy of Management meeting, San Antonio, TX 2011.

University of Tennessee, Knoxville, TN – February 2011. *The Role of Psychological Contract Contributions in Creating Affective Commitment*.

Caucasus University, Tblisi, Republic of Georgia – February 2011. *The Role of Psychological Contract Contributions in Creating Affective Commitment*.

Greenleaf Annual Conference on Servant Leadership, Atlanta, GA – July 2010, Invited presentation, *Viewing Servant Leadership as a Fit between Leader and Follower*.

Georgia Institute of Technology, Leadership Conference, *Transformational Leadership Moments: Follower Reactions to Daily Exposure to Transformational Leader Behavior*, Atlanta GA 2010.

Other Service

Member, English Speaking Scientific Committee, International Conference and Doctoral Consortium on Organizational Development and Change, Lyon, France 9-10 June, 2016, ISEOR University of Lyon (Jean Moulin Lyon 3).

Member, English Speaking Scientific Committee, 45th International Conference and Doctoral Consortium “Sharing on research methods across a variety of countries and cultures”, Lyon, France 10-11 June, 2015, ISEOR University of Lyon (Jean Moulin Lyon 3).

Member, English Speaking Scientific Committee, 5th International Conference and Doctoral Consortium “Current Challenges in Organizational Change and Interventions”, Lyon, France 11-13 June, 2014, ISEOR University of Lyon (Jean Moulin Lyon 3).

Member, English Speaking Scientific Committee, 3rd Transatlantic Conference “Crisis Management and Prosperity”, Lyon, France 5-7 June, 2013, ISEOR University of Lyon (Jean Moulin Lyon 3).

M. Scott Meyers Award Committee, Society for Industrial Organizational Psychology – member, 2009.

M. Scott Meyers Award Committee, Society for Industrial Organizational Psychology – member, 2008.

Memberships

Academy of Management, member since 1998.

Southern Management Association, member since 2006.

Society for Industrial and Organizational Psychology, member since 1999.

Center for Advancement of Research Methods & Analysis, member since 2001.

OSU Service

Spears School of Business, Management Department, Recruiting Committee, 2018-2019.

GSU Service

Georgia State University, Robinson College of Business, Ph.D. Director, 2015 – 2018.

Georgia State University –Chair STRATEGY Faculty Recruiting Committee, 2015-16.

Georgia State University, Robinson College of Business, School of Accountancy, Post-Tenure Review Committee, 2015.

Georgia State University, Robinson College of Business, Ph.D. Scholarship Committee, 2015.

Georgia State University, Robinson College of Business, Search Committee for Director, Center for Ethics and Corporate Responsibility, 2015.

Georgia State University, Robinson College of Business, Search Committee for Managerial Sciences Department Chair, 2015.

Georgia State University, Robinson College of Business, Search Committee for Associate Dean for Faculty and Research, 2014.

Georgia State University –Chair STRAT/ENT/OB/HR Faculty Recruiting Committee, 2014-15.

Georgia State University, Robinson College of Business, Search Committee for Chair in IT Enabled Process Innovation and Supply Chains, 2014.

Georgia State University, Robinson College of Business, MS Program Committee, 2014.

Georgia State University, Robinson College of Business, Ph.D. Scholarship Committee, 2014.

Georgia State University – Chair STRAT/ENT/OB/HR Faculty Recruiting Committee, 2013-14.

Georgia State University, Robinson College of Business, Ph.D. Scholarship Committee, 2012.

Georgia State University – Chair STRAT/ENT/OB/HR Faculty Recruiting Committee, 2012-13.

Georgia State University – Chair STRAT/ENT/OB/HR Faculty Recruiting Committee, 2011-12.

Georgia State University – Managerial Sciences Research Colloquium Series Committee, 2010 – 2013.

Georgia State University – Managerial Sciences Doctoral Program Coordinator, 2010 – present.

Georgia State University – Co-Chair OB/HR Faculty Recruiting Committee, 2010-11.

Georgia State University – Faculty Retention Task Force, university wide committee to study issues surrounding faculty retention, developed and administered survey for university faculty, 2007 – 2009.

Georgia State University – Managerial Sciences Department Research Participation Experience Pool committee, co-chair, 2007 – 2013.

Georgia State University - OB-HR area Ph.D. committee, 2006 - present.

Georgia State University – Faculty Recruiting Committee, 2005 – 2006.

University of North Carolina at Chapel Hill, Brown Bag Coordinator – Schedule and coordinate a series of informal talks on research topics and professional interests for Organizational Behavior Ph.D. students and faculty, 2000 – 2004.

Funding

GSU CIBER Research Grant, competitive award of \$5000 for research, *Supervisors' Reciprocation Decisions in the Psychological Contract in Three Cultures*, with Paata Brekashvili (Ph.D. student), Leigh Anne Liu (IB faculty), Wongun Goo (Ph.D. Student), and Ma Li (Chinese Faculty member) - 2011.

Human Resources Executive Roundtable Small Grant Program, competitive award of \$5000 for research, *Supervisors' Reciprocation Decisions in the Psychological Contract*, with Paata Brekashvili (Ph.D. student) – 2011.

Southern Management Association Research Consortium Grant, competitive award of \$10,000 for research, *Does it pay to be a good citizen? The effects of journal editorship on career outcomes*, with Michael Barnett, Sherry Sullivan, and W. Randy Evans - 2009

Georgia State University, Information Systems and Technology Grant, competitive award of \$43,000 for Statistical Software for Graduate Students – 2006.

University of North Carolina at Chapel Hill, University Research Council, competitive award of \$4000 for research on Competing Models of Appraisal in Psychological Contract Research (with Jeff Edwards) – 2002-04.

