

## VITA

### Timothy Alan Judge

305-B Mendoza College of Business  
Notre Dame, IN 46556  
Phone (574) 631-4802  
Fax (574) 631-5255  
E-mail: [tjudge@nd.edu](mailto:tjudge@nd.edu)

## EDUCATION

Ph.D. University of Illinois at Urbana-Champaign, October 1990

Institute of Labor and Industrial Relations

Dissertation: Job satisfaction as a reflection of disposition: Investigating the relationship and its effect on employee adaptive behaviors.

Dissertation Committee: Charles Hulin (Chair), Ed Diener, Fritz Drasgow, Gerald Ferris

A.M. University of Illinois at Urbana-Champaign, May 1988

Institute of Labor and Industrial Relations

B.B.A. University of Iowa, December 1985

Industrial Relations and Human Resources, College of Business Administration

## PROFESSIONAL EXPERIENCE

August, 2014-present: *Provost Fellow*, Office of the Provost, University of Notre Dame

August, 2014-present: *Concurrent Professor*, Department of Psychology, University of Notre Dame

June, 2011-present: *Franklin D. Schurz Chair*, Department of Management, Mendoza College of Business, and *Professor*, Department of Psychology (August, 2014-present), University of Notre Dame

March, 2013-present: *Visiting Professor*, Division of Psychology & Language Sciences, Faculty of Brain Sciences, University College London

April, 2013-April, 2014: *Visiting Distinguished Adjunct Professor*, King Abdulaziz University, Saudi Arabia

June, 2001-June, 2011: *Matherly-McKethan Eminent Scholar in Management*, Warrington College of Business Administration, University of Florida

January, 2000-June, 2001: *Stanley M. Howe Professor in Leadership*, Henry B. Tippie College of Business, University of Iowa

April, 1999-June, 2001: *Professor*, Department of Management and Organizations, Henry B. Tippie College of Business, University of Iowa

September, 1995-April, 1999: *Associate Professor (with tenure)*, Department of Management and Organizations, College of Business Administration, University of Iowa

May, 1995-August, 1995: *Associate Professor (with tenure)*, Department of Human Resource Studies, School of Industrial and Labor Relations, Cornell University

June, 1990-May, 1995: *Assistant Professor*, Department of Human Resource Studies, School of Industrial and Labor Relations, Cornell University

Fall, 1993, 1994: *Lecturer*, Charles University, Czech Republic, and Comenius University, Slovakia

January, 1990-May, 1990: *Instructor*, Industrial/Organizational Psychology, Department of Psychology, University of Illinois at Urbana-Champaign

June, 1987-May, 1990: *Research and Teaching Assistant*, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign

February, 1986 to December, 1986: *Manager*, Kohl's Department Stores, Milwaukee, WI

#### REFEREED JOURNAL ARTICLES

1. Erez, A., Schilpzand, P., Leavitt, K., Woolum, A. H., & Judge, T. A. (in press). Inherently relational: Interactions between peers' and individuals' personalities impact reward giving and appraisal of individual performance. *Academy of Management Journal*.
2. Eschelman, K. J., Bowling, N. A., & Judge, T. A. (2015). The dispositional basis of attitudes: A replication and extension of Hepler and Albarracín (2013). *Journal of Personality and Social Psychology*, *108*, e1-e15.
3. Chuang, A., Hsu, R. S., Wang, A. A.-C., & Judge, T. A. (in press). Does West "fit" with East? In search of a Chinese model of person-environment fit. *Academy of Management Journal*.
4. Chuang, A., Shen, C. T., & Judge, T. A. (2015). Development of a multidimensional instrument of person-environment fit: The perceived person-environment fit scale (PPEFS). *Applied Psychology: An International Review*, advance online version doi: 10.1111/apps.12036.
5. Judge, T. A., & Zapata, C. P. (2015). The person-situation debate revisited: Effect of situation strength and trait activation on the validity of the big five personality traits in predicting job performance. *Academy of Management Journal*, *58*, 1-31.
6. Judge, T. A., Simon, L. S., Hurst, C., & Kelley, K. (2014). What I experienced yesterday is who I am today: Relationship of work motivations and behaviors to within-individual variation in the five-factor model of personality. *Journal of Applied Psychology*, *99*(2), 199-221.
7. De Pater, I. E., Judge, T. A., & Scott, B. A. (2014). Age, gender, and compensation: A study of Hollywood movie stars. *Journal of Management Inquiry*, *23*(4), 407-420.
8. Judge, T. A., Rodell, J. B., Klinger, R. L., Simon, L. S., & Crawford, E. R. (2013). Hierarchical representations of the five-factor model of personality in predicting job performance: Integrating three

organizing frameworks with two theoretical perspectives. *Journal of Applied Psychology*, **98**, 875-925. Winner of the Academy of Management HR Division's Scholarly Achievement Award for 2014.

9. Kammeyer-Mueller, J. D., Judge, T. A., & Simon, L. S. (2013). A head start or step behind? Understanding how dispositional and motivational resources influence emotional exhaustion. *Journal of Management*, **20(2)**, 1-21.
10. Scott, B. A., & Judge, T. A. (2013). Beauty, personality, and affect as antecedents of counterproductive work behavior receipt. *Human Performance*, **26(2)**, 93-113.
11. Judge, T. A., & Kammeyer-Mueller, J. D. (2012). On the value of aiming high: The causes and consequences of ambition. *Journal of Applied Psychology*, **97**, 758-775.
12. Rode, J. C., Judge, T. A., & Sun, J. (2012). Incremental validity of core self-evaluations in the presence of other self-concept traits: An investigation of applied psychology criteria in the United States and China. *Journal of Leadership and Organizational Studies*, **19(3)**, 326-340.
13. Colbert, A. E., Judge, T. A., Choi, D., & Gang, W. (2012). Assessing the trait theory of leadership using self and observer ratings of personality: The mediating role of contributions to group success. *Leadership Quarterly*, **23**, 670-685.
14. Chuang, A., Judge, T. A., Liaw, Y. J. (2012). Transformational leadership and customer service: A moderated mediation model of negativity affectivity and emotion regulation. *European Journal of Work and Organizational Psychology*, **21**, 28-56. Editorial board of the European Journal of Work and Organizational Psychology (EJWOP) best paper of the year award.
15. Judge, T. A., Ilies, R., & Zhang, Z. (2012). Genetic influences on core self-evaluations, job satisfaction, work stress, and employee health: A behavioral genetics mediated model. *Organizational Behavior and Human Decision Processes*, **117**, 208-220.
16. Judge, T. A., & Kammeyer-Mueller, J. D. (2012). General and specific measures in organizational behavior research: Considerations, examples, and recommendations for researchers. *Journal of Organizational Behavior*, **33**, 161-174.
17. Judge, T. A., Livingston, B. A., & Hurst, C. (2012). Do nice guys – and gals – really finish last? The joint effects of sex and agreeableness on income. *Journal of Personality and Social Psychology*, **102**, 390-407.
18. Judge, T. A., & Kammeyer-Mueller, J. D. (2012). Job attitudes. *Annual Review of Psychology*, **63**, 341-367.
19. Piccolo, R. F., Duehr, E., Rowold, J., Heinitz, K., Bono, J. E., & Judge, T. A. (2012). The relative impact of complementary leader behaviors: Which matter most? *Leadership Quarterly*, **23**, 567-581.
20. Becton, J. B., Carr, J., & Judge, T. A. (2011). Is the past prologue for some more than others?: The hobo syndrome and job complexity. *Journal of Vocational Behavior*, **79**, 448-460.
21. Judge, T. A., & Cable, D. M. (2011). When it comes to pay, do the thin win? The effect of weight on pay for men and women. *Journal of Applied Psychology*, **96**, 95-112.

22. Judge, T. A., & Kammeyer-Mueller, J. D. (2011). Happiness as a societal value. *Academy of Management Perspectives*, *25*, 30-41.
23. Judge, T. A., & Kammeyer-Mueller, J. D. (2011). Implications of core self-evaluations for a changing organizational context. *Human Resource Management Review*, *21*, 331-341.
24. Ilies, R., Johnson, M. D., Judge, T. A., & Keeney, J. (2011). A within-individual study of interpersonal conflict as a work stressor: Dispositional and situational moderators. *Journal of Organizational Behavior*, *32*(1), 44-64.
25. Ilies, R., Judge, T. A., & Wagner, D. T. (2010). The influence of cognitive and affective reactions to feedback on subsequent goals: Role of behavioral inhibition/activation. *European Psychologist*, *15*, 121-131.
26. Judge, T. A., Ilies, R., & Dimotakis, N. (2010). Are health and happiness the product of wisdom? The relationship of general mental ability to educational and occupational attainment, health, and well-being. *Journal of Applied Psychology*, *95*, 454-468.
27. Judge, T. A., Klinger, R. L., & Simon, L. S. (2010). Time is on my side: Time, general mental ability, human capital, and extrinsic career success. *Journal of Applied Psychology*, *95*, 92-107.
28. Judge, T. A., Piccolo, R. F., Podsakoff, N. P., Shaw, J. C., & Rich, B. L. (2010). The relationship between pay and job satisfaction: A meta-analysis of the literature. *Journal of Vocational Behavior*, *77*, 157-167.
29. Scott, B. A., Colquitt, J. A., Paddock, E. L., & Judge, T. A. (2010). A daily investigation of the role of manager empathy on employee well-being. *Organizational Behavior and Human Decision Processes*, *113*, 127-140.
30. Simon, L. S., Judge, T. A., & Halvorsen-Ganepola, M. D. K. (2010). In good company?: A multi-study, multi-level investigation of the effects of coworker relationships on employee well-being. *Journal of Vocational Behavior*, *76*, 534-546.
31. Srivastava, A., Locke, E. A., Judge, T. A., & Adams, J. W. (2010). Core self-evaluations as causes of satisfaction: The mediating role of seeking task complexity. *Journal of Vocational Behavior*, *77*, 255-265.
32. Stumpp, T., Muck, P., Hülshager, U., Judge, T. A., & Maier, G. (2010). Core self-evaluations in Germany: Validation of a German measure and its relationships with career success. *Applied Psychology: An International Review*, *59*, 674-700.
33. Judge, T. A., Piccolo, R. F., & Kosalka, T. (2009). The bright and dark sides of leader traits: A review and theoretical extension of the leader trait paradigm. *Leadership Quarterly*, *20*, 855-875.
34. Judge, T. A. (2009). Core self-evaluations and work success. *Current Directions in Psychological Science*, *18*, 58-62. [Note: Invited submission]
35. Judge, T. A., Hurst, C., & Simon, L. S. (2009). Does it pay to be smart, attractive, or confident (or all three)?: Relationships among general mental ability, physical attractiveness, core self-evaluations, and income. *Journal of Applied Psychology*, *94*, 742-755.

36. Judge, T. A., Woolf, E. F., & Hurst, C. (2009). Is emotional labor more difficult for some than for others?: A multilevel, experience-sampling study. *Personnel Psychology, 62*, 57-88.
37. Kacmar, K. M., Collins, B. J., Harris, K. J., & Judge, T. A. (2009). Core self-evaluations and job performance: The role of the perceived work environment. *Journal of Applied Psychology, 94*, 1572-1580.
38. Kammeyer-Mueller, J. D., Judge, T. A., & Scott, B. A. (2009). The role of core self-evaluations in the coping process: Testing an integrative model. *Journal of Applied Psychology, 94*, 177-195.
39. Rodell, J. B., & Judge, T. A. (2009). Can "good" stressors spark "bad" behavior?: The mediating role of emotions in links of challenge and hindrance stressors with citizenship and counterproductive behaviors. *Journal of Applied Psychology, 94*, 1438-1451.
40. Scott, B. A., & Judge, T. A. (2009). The popularity contest at work: Who wins, why, and what do they receive? *Journal of Applied Psychology, 94*, 20-33.
41. Judge, T. A., Heller, D., & Klinger, R. (2008). The dispositional sources of job satisfaction: A comparative test. *Applied Psychology: An International Review, 57*, 261-272.
42. Judge, T. A., & Hurst, C. (2008). How the rich (and happy) get richer (and happier): Relationship of core self-evaluations to trajectories in attaining work success. *Journal of Applied Psychology, 93*, 849-863.
43. Judge, T. A., & Livingston, B. A. (2008). Is the gap more than gender? A longitudinal analysis of gender, gender role orientation, and earnings. *Journal of Applied Psychology, 93*, 994-1012.
44. Judge, T. A., Klinger, R., Simon, L. S., & Yang, I. W. F. (2008). The contributions of personality to organizational behavior and psychology: Findings, criticisms, and future research directions. *Social and Personality Psychology Compass, 2*, 1982-2000. [Note: Invited submission]
45. Kammeyer-Mueller, J. D., & Judge, T. A. (2008). A quantitative review of mentoring research: Test of a model. *Journal of Vocational Behavior, 72*, 269-283.
46. Kammeyer-Mueller, J. D., Judge, T. A., & Piccolo, R. F. (2008). Self-esteem and extrinsic career success: Test of a dynamic model. *Applied Psychology: An International Review, 57*, 204-224.
47. Livingston, B. A., & Judge, T. A. (2008). Emotional responses to work-family conflict: An examination of gender role orientation among working men and women. *Journal of Applied Psychology, 93*, 207-216.
48. McNatt, D. B., & Judge, T. A. (2008). Self-efficacy intervention, job attitudes, and turnover: A field experiment with employees in role transition. *Human Relations, 61*, 783-810.
49. Maurer, T. J., Lippstreu, M., & Judge, T. A. (2008). Structural model of employee involvement in skill development activity: The role of individual differences. *Journal of Vocational Behavior, 61*, 336-350.
50. Piccolo, R. F., Bardes, M., Mayer, D. M., & Judge, T. A. (2008). Does high quality leader-member exchange accentuate the effects of organizational justice? *European Journal of Work & Organizational Psychology, 17*, 273-298.
51. Ilies, R., de Pater, I. E., & Judge, T. A. (2007). Differential affective reactions to negative and positive feedback, and the role of self-esteem. *Journal of Managerial Psychology, 22*, 590-609.

52. Judge, T. A., Colbert, A., Cable, D. M., & Rynes, S. L. (2007). What causes a management article to be cited — article, author, or journal? *Academy of Management Journal*, **50**, 491-506. [Note: Invited submission]
53. Judge, T. A., & Erez, A. (2007). Interaction and intersection: The constellation of emotional stability and extraversion in predicting performance. *Personnel Psychology*, **60**, 573-596.
54. Judge, T. A., & Hurst, C. (2007). Capitalizing on one's advantages: Role of core self-evaluations. *Journal of Applied Psychology*, **92**, 1212-1227.
55. Judge, T. A., Jackson, C., Shaw, J. C., Scott, B. A., & Rich, B. L. (2007). Self-efficacy and work-related performance: The integral role of individual differences. *Journal of Applied Psychology*, **92**, 107-127.
56. Judge, T. A., & Simon, L. S. (2007). The globalization of industrial-organizational psychology: A comparative analysis. *Psychology of Human Resources*, **5**, 6-13. [Note: Invited submission]
57. Nikolaou, I., & Judge, T. A. (2007). Fairness reactions to personnel techniques in Greece: The role of core self-evaluations. *International Journal of Selection and Assessment*, **15**, 206-219.
58. Ones, D. S., Dilchert, S., Viswesvaran, C., & Judge, T. A. (2007). In support of personality assessment in organizational settings. *Personnel Psychology*, **60**, 995-1027.
59. Tsaousis, I., Nikolaou, I., Serdaris, N., & Judge, T. A. (2007). Do core self-evaluations moderate the relationship between subjective well-being and physical and psychological health? *Personality and Individual Differences*, **42**, 1441-1452.
60. Colquitt, J. A., Scott, B. A., Judge, T. A., & Shaw, J. C. (2006). Justice and personality: Using integrative theories to derive moderators of justice effects. *Organizational Behavior and Human Decision Processes*, **100**, 110-127.
61. Ilies, R., Judge, T. A., & Wagner, D. T. (2006). Making sense of motivational leadership: The trail from transformational leaders to motivated followers. *Journal of Leadership and Organizational Research*, **13**, 1-22.
62. Ilies, R., Scott, B. A., & Judge, T. A. (2006). The interactive effects of personal traits and experienced states on intraindividual patterns of citizenship behavior. *Academy of Management Journal*, **49**, 561-575.
63. Judge, T. A., Ilies, R., & Scott, B. A. (2006). Work-family conflict and emotions: Effects at work and at home. *Personnel Psychology*, **59**, 779-814.
64. Judge, T. A., LePine, J. A., & Rich, B. L. (2006). Loving yourself abundantly: Relationship of the narcissistic personality to self- and other perceptions of workplace deviance, leadership, and task and contextual performance. *Journal of Applied Psychology*, **91**, 762-776.
65. Judge, T. A., Scott, B. A., & Ilies, R. (2006). Hostility, job attitudes, and workplace deviance: Test of a multilevel model. *Journal of Applied Psychology*, **91**, 126-138.

66. Judge, T. A., Woolf, E. F., Hurst, C., & Livingston, B. (2006). Charismatic and transformational leadership: A review and an agenda for future research. *Zeitschrift für Arbeits- und Organisationspsychologie (Journal of Work and Organizational Psychology)*, *50*, 203-214. [Note: Invited submission]
67. Scott, B. A., & Judge, T. A. (2006). Insomnia, emotions, and job satisfaction: A multilevel study. *Journal of Management*, *32*, 622-645.
68. Piccolo, R. F., Judge, T. A., Takahashi, K., Watanabe, N., & Locke, E. A. (2005). Core self-evaluations in Japan: Relative effects on job satisfaction, life satisfaction and happiness. *Journal of Organizational Behavior*, *26*, 965-984.
69. Currall, S. C., Towler, A. J., Judge, T. A., & Kohn, L. (2005). Pay satisfaction and organizational outcomes. *Personnel Psychology*, *58*, 613-640.
70. Ilies, R., & Judge, T. A. (2005). Goal regulation across time: The effect of feedback and affect. *Journal of Applied Psychology*, *90*, 453-467.
71. Judge, T. A., Bono, J. E., Erez, A., & Locke, E. A. (2005). Core self-evaluations and job and life satisfaction: The role of self-concordance and goal attainment. *Journal of Applied Psychology*, *90*, 257-268.
72. Bono, J. E., & Judge, T. A. (2004). Personality and transformational and transactional leadership: A meta-analysis. *Journal of Applied Psychology*, *89*, 901-910.
73. Higgins, C. A., & Judge, T. A. (2004). The effect of applicant influence tactics on recruiter perceptions of fit and hiring recommendations: A field study. *Journal of Applied Psychology*, *89*, 622-632.
74. Ilies, R., & Judge, T. A. (2004). An experience-sampling measure of job satisfaction and its relationship with affectivity, mood at work, job beliefs and general job satisfaction. *European Journal of Work and Organizational Psychology*, *13*, 367-389.
75. Judge, T. A., & Cable, D. M. (2004). The effect of physical height on workplace success and income. *Journal of Applied Psychology*, *89*, 428-441.
76. Judge, T. A., Colbert, A. E., & Ilies, R. (2004). Intelligence and leadership: A quantitative review and test of theoretical propositions. *Journal of Applied Psychology*, *89*, 542-552. Reprinted in S. A. Haslam & S. D. Reicher (Eds.), *Psychology of leadership* (2014).
77. Judge, T. A., & Colquitt, J. A. (2004). Organizational justice and stress: The mediating role of work-family conflict. *Journal of Applied Psychology*, *89*, 395-404. *Finalist for Rosabeth Moss Kanter Award for Excellence in Work-Family Research.*
78. Judge, T. A., & Ilies, R. (2004). Affect and job satisfaction: A study of their relationship at work and at home. *Journal of Applied Psychology*, *89*, 661-673.
79. Judge, T. A., & Ilies, R. (2004). Is positiveness in organizations always desirable? *Academy of Management Executive*, *18*, 151-155. [Note: Invited submission]
80. Judge, T. A., Kammeyer-Mueller, J. D., & Bretz, R. D. (2004). Longitudinal models of sponsorship and career success: A study of industrial-organizational psychologists. *Personnel Psychology*, *57*, 271-303.

81. Judge, T. A., & Piccolo, R. (2004). Transformational and transactional leadership: A meta-analytic test of their relative validity. *Journal of Applied Psychology, 89*, 755-768.
82. Judge, T. A., Piccolo, R. F., & Ilies, R. (2004). The forgotten ones?: A re-examination of consideration, initiating structure, and leadership effectiveness. *Journal of Applied Psychology, 89*, 36-51. Reprinted in S. A. Haslam & S. D. Reicher (Eds.), *Psychology of leadership* (2014).
83. Judge, T. A., van Vianen, A. E. M., & de Pater, I. E. (2004). Emotional stability, core self-evaluations, and job outcomes: A review of the evidence and an agenda for future research. *Human Performance, 17*, 325-346.
84. McNatt, D. B., & Judge, T. A. (2004). Boundary conditions of the Galatea effect: A field experiment and constructive replication. *Academy of Management Journal, 47*, 550-565.
85. Saari, L., & Judge, T. A. (2004). Employee attitudes and job satisfaction. *Human Resource Management, 43*, 395-407. [Note: Invited submission]
86. Bono, J. E., & Judge, T. A. (2003). Core self-evaluations: A review of the trait and its role in job satisfaction and job performance. *European Journal of Personality, 17*, S5-S18.
87. Bono, J. E., & Judge, T. A. (2003). Self-concordance at work: Toward understanding the motivational effects of transformational leaders. *Academy of Management Journal, 46*, 554-571.
88. Cable, D. M., & Judge, T. A. (2003). Managers' upward influence tactic strategies: The role of manager personality and supervisor leadership style. *Journal of Organizational Behavior, 24*, 197-214.
89. Higgins, C. A., Judge, T. A., & Ferris, G. R. (2003). Influence tactics and work outcomes: A meta-analysis. *Journal of Organizational Behavior, 24*, 89-106.
90. Ilies, R., & Judge, T. A. (2003). On the heritability of job satisfaction: The mediating role of personality. *Journal of Applied Psychology, 88*, 750-759.
91. Judge, T. A., Erez, A., Bono, J. E., & Thoresen, C. J. (2003). The Core Self-Evaluations Scale (CSES): Development of a measure. *Personnel Psychology, 56*, 303-331.
92. Scullen, S. E., Mount, M. K., & Judge, T. A. (2003). Evidence of the construct validity of developmental ratings of managerial performance. *Journal of Applied Psychology, 88*, 50-66.
93. Bono, J. E., Boles, T. L., Judge, T. A., & Lauver, K. J. (2002). The role of personality in task and relationship conflict. *Journal of Personality, 70*, 311-344.
94. Heller, D., Judge, T. A., & Watson, D. (2002). The confounding role of personality and trait affectivity in the relationship between job and life satisfaction. *Journal of Organizational Behavior, 23*, 815-835.
95. Ilies, R., & Judge, T. A. (2002). Understanding the dynamic relationships among personality, mood, and job satisfaction: A field experience sampling study. *Organizational Behavior and Human Decision Processes, 89*, 1119-1139.



96. Judge, T. A., Bono, J. E., Ilies, R., & Gerhardt, M. (2002). Personality and leadership: A qualitative and quantitative review. *Journal of Applied Psychology, 87*, 765-780.
97. Judge, T. A., Erez, A., Bono, J. E., & Thoresen, C. J. (2002). Are measures of self-esteem, neuroticism, locus of control, and generalized self-efficacy indicators of a common core construct? *Journal of Personality and Social Psychology, 83*, 693-710.
98. Judge, T. A., Heller, D., & Mount, M. K. (2002). Five-factor model of personality and job satisfaction: A Meta-analysis. *Journal of Applied Psychology, 87*, 530-541.
99. Judge, T. A., & Ilies, R. (2002). Relationship of personality and to performance motivation: A meta-analysis. *Journal of Applied Psychology, 87*, 797-807.
100. Barrick, M. R., Mount, M. K., & Judge, T. A. (2001). Personality and performance at the beginning of the new millennium: What do we know and where do we go next? *International Journal of Selection & Assessment, 9*, 9-30.
101. Boudreau, J. W., Boswell, W. R., & Judge, T. A. (2001). Effects of personality on executive career success in the United States and Europe. *Journal of Vocational Behavior, 58*, 53-81.
102. Boudreau, J. W., Boswell, W. R., Judge, T. A., & Bretz, R. D. (2001). Personality and cognitive ability as predictors of job search among employed managers. *Personnel Psychology, 54*, 25-50.
103. Erez, A., & Judge, T. A. (2001). Relationship of core self-evaluations to goal setting, motivation, and performance. *Journal of Applied Psychology, 86*, 1270-1279.
104. Judge, T. A., & Bono, J. E. (2001). Relationship of core self-evaluations traits—self-esteem, generalized self-efficacy, locus of control, and emotional stability—with job satisfaction and job performance: A meta-analysis. *Journal of Applied Psychology, 86*, 80-92.
105. Judge, T. A., & Larsen, R. J. (2001). Dispositional source of job satisfaction: A review and theoretical extension. *Organizational Behavior and Human Decision Processes, 86*, 67-98.
106. Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (2001). The job satisfaction-job performance relationship: A qualitative and quantitative review. *Psychological Bulletin, 127*, 376-407. *Paper was recipient of Scholarly Achievement Award, Human Resources Division, Academy of Management, for best article published in 2001.*
107. Judge, T. A., & Bono, J. E. (2000). Five-factor model of personality and transformational leadership. *Journal of Applied Psychology, 85*, 751-765.
108. Judge, T. A., Bono, J. E., & Locke, E. A. (2000). Personality and job satisfaction: The mediating role of job characteristics. *Journal of Applied Psychology, 85*, 237-249.
109. Judge, T. A., Higgins, C. A., & Cable, D. M. (2000). The employment interview: A review of recent research and recommendations for future research. *Human Resource Management Review, 10*, 383-406.

110. Judge, T. A., Erez, A., & Thoresen, C. J. (2000). Why negative affectivity (and self-deception) should be included in job stress research: Bathing the baby with the bath water. *Journal of Organizational Behavior*, **21**, 101-111. [Note: Invited submission]
111. Liden, R. C., Wayne, S. J., Judge, T. A., Sparrowe, R. T., Kraimer, M. L., & Franz, T. M. (1999). Management of poor performance: A comparison of manager, group member, and group disciplinary decisions. *Journal of Applied Psychology*, **84**, 835-850.
112. Judge, T. A., Higgins, C., Thoresen, C. J., & Barrick, M. R. (1999). The Big Five personality traits, general mental ability, and career success across the life span. *Personnel Psychology*, **52**, 621-652. *Paper was recipient of the William A. Owens Scholarly Achievement Award for best article published in industrial/organizational psychology in 1999, Society for Industrial and Organizational Psychology.*
113. Judge, T. A., Thoresen, C. J., Pucik, V., & Welbourne, T. M. (1999). Managerial coping with organizational change: A dispositional perspective. *Journal of Applied Psychology*, **84**, 107-122.
114. Bretz, R. D., & Judge, T. A. (1998). Realistic job previews: A test of the adverse self-selection hypothesis. *Journal of Applied Psychology*, **83**, 330-337.
115. Chandler, T. D., & Judge, T. A. (1998). Management chief negotiators, bargaining strategies, and the likelihood of impasse in public sector collective bargaining. *American Review of Public Administration*, **28**, 146-165.
116. Judge, T. A., Erez, A., & Bono, J. E. (1998). The power of being positive: The relationship between positive self-concept and job performance. *Human Performance*, **11**, 167-187. [Note: Invited submission]
117. Judge, T. A., & Higgins, C. (1998). Affective disposition and the letter of reference. *Organizational Behavior and Human Decision Processes*, **75**, 207-221.
118. Judge, T. A., Locke, E. A., Durham, C. C., & Kluger, A. N. (1998). Dispositional effects on job and life satisfaction: The role of core evaluations. *Journal of Applied Psychology*, **83**, 17-34.
119. Mount, M. K., Judge, T. A., Scullen, S. E., Sytsma, M. R., & Hezlett, S. (1998). Trait, rater, and level effects in 360-degree performance ratings. *Personnel Psychology*, **51**, 557-576.
120. Schaubroeck, J., Judge, T. A., & Taylor, L. A. III. (1998). Influences of trait negative affect and situational similarity on correlation and convergence of work attitudes and job stress perceptions across two jobs. *Journal of Management*, **24**, 553-576.
121. Cable, D. M., & Judge, T. A. (1997). Interviewers' perceptions of person-organization fit and organizational selection decisions. *Journal of Applied Psychology*, **82**, 546-561.
122. Judge, T. A., & Cable, D. M. (1997). Applicant personality, organizational culture, and organization attraction. *Personnel Psychology*, **50**, 359-394.
123. Judge, T. A., Martocchio, J. J., & Thoresen, C. J. (1997). Five-factor model of personality and employee absence. *Journal of Applied Psychology*, **82**, 745-755.

124. Martocchio, J. J., & Judge, T. A. (1997). Relationship between conscientiousness and learning in employee training: Mediating influences of self-deception and self-efficacy. *Journal of Applied Psychology, 82*, 764-773.
125. Cable, D. M., & Judge, T. A. (1996). Person-organization fit, job choice decisions, and organizational entry. *Organizational Behavior and Human Decision Processes, 67*, 294-311.
126. Judge, T. A., & Chandler, T. D. (1996). Individual-level determinants of employee shirking. *Relations Industrielles, 51*, 468-486.
127. Judge, T. A., & Martocchio, J. J. (1996). Dispositional influences on attributions concerning absenteeism. *Journal of Management, 22*, 837-861.
128. Currall, S., & Judge, T. A. (1995). Measuring trust between organizational boundary role persons. *Organizational Behavior and Human Decision Processes, 64*, 151-170.
129. Erez, A., Johnson, D. E., & Judge, T. A. (1995). Self-deception as a mediator of the relationship between dispositions and subjective well-being. *Personality and Individual Differences, 19*, 597-612.
130. Judge, T. A., Cable, D. M., Boudreau, J. W., & Bretz, R. D. (1995). An empirical investigation of the predictors of executive career success. *Personnel Psychology, 48*, 485-519.
131. Judge, T. A., & Martocchio, J. J. (1995). The role of fairness orientation and supervisor attributions in absence disciplinary decisions. *Journal of Business and Psychology, 10*, 115-137.
132. Judge, T. A., & Watanabe, S. (1995). Is the past prologue?: A test of Ghiselli's 'Hobo Syndrome.' *Journal of Management, 21*, 211-229.
133. Martocchio, J. J., & Judge, T. A. (1995). When we don't see eye to eye: Discrepancies between supervisors and subordinates in absence disciplinary decisions. *Journal of Management, 21*, 251-278.
134. Bretz, R. D., Boudreau, J. W., & Judge, T. A. (1994). Job search behavior of employed managers. *Personnel Psychology, 47*, 275-301. *Paper was recipient of Scholarly Achievement Award, Human Resources Division, Academy of Management, for best article published in 1994.*
135. Bretz, R. B., & Judge, T. A. (1994). Person-organization fit and the theory of work adjustment: Implications for satisfaction, tenure, and career success. *Journal of Vocational Behavior, 44*, 32-54.
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137. Cable, D. M., & Judge, T. A. (1994). Pay preferences and job search decisions: A person-organization fit perspective. *Personnel Psychology, 47*, 317-348.
138. Ferris, G. R., Judge, T. A., Rowland, K. M., & Fitzgibbons, D. E. (1994). Subordinate influence and the performance appraisal process: Test of a model. *Organizational Behavior and Human Decision Processes, 58*, 101-135.
139. Judge, T. A., Boudreau, J. W., & Bretz, R. D. (1994). Job and life attitudes of male executives. *Journal of Applied Psychology, 79*, 767-782.

140. Judge, T. A., & Bretz, R. D. (1994). Political influence behavior and career success. *Journal of Management*, **20**, 43-65. Paper was recipient of Addison-Wesley Best Paper Award, Careers Division of the Academy of Management.
141. Judge, T. A., & Watanabe, S. (1994). Individual differences in the nature of the relationship between job and life satisfaction. *Journal of Occupational and Organizational Psychology*, **67**, 101-107.
142. Judge, T. A., & Welbourne, T. W. (1994). A confirmatory investigation of the dimensionality of the Pay Satisfaction Questionnaire. *Journal of Applied Psychology*, **79**, 461-466.
143. Martocchio, J. J., & Judge, T. A. (1994). A policy capturing approach to individuals' decisions to be absent. *Organizational Behavior and Human Decision Processes*, **57**, 358-386.
144. Judge, T. A. (1993). Does affective disposition moderate the relationship between job satisfaction and voluntary turnover? *Journal of Applied Psychology*, **78**, 395-401.
145. Judge, T. A. (1993). Validity of the dimensions of the Pay Satisfaction Questionnaire: Evidence of differential prediction. *Personnel Psychology*, **46**, 331-355.
146. Judge, T. A., & Bretz, R. D. (1993). Report on an alternative measure of affective disposition. *Educational and Psychological Measurement*, **53**, 1095-1104.
147. Judge, T. A., & Ferris, G. R. (1993). Social context of performance evaluation decisions. *Academy of Management Journal*, **36**, 80-105.
148. Judge, T. A., & Hulin, C. L. (1993). Job satisfaction as a reflection of disposition: A multiple-source causal analysis. *Organizational Behavior and Human Decision Processes*, **56**, 388-421.
149. Judge, T. A., & Locke, E. A. (1993). Effect of dysfunctional thought processes on subjective well-being and job satisfaction. *Journal of Applied Psychology*, **78**, 475-490.
150. Judge, T. A., & Watanabe, S. (1993). Another look at the job satisfaction-life satisfaction relationship. *Journal of Applied Psychology*, **78**, 939-948.
151. Judge, T. A., & Bretz, R. D. (1992). Effects of work values on job choice decisions. *Journal of Applied Psychology*, **77**, 261-271.
152. Judge, T. A., & Ferris, G. R. (1992). The elusive criterion of fit in human resources staffing decisions. *Human Resource Planning*, **15**, 47-68.
153. Ferris, G. R., & Judge, T. A. (1991). Personnel/human resources management: A political influence perspective. *Journal of Management*, **17**, 447-488.
154. Ferris, G. R., Judge, T. A., Chachere, J. G., & Liden, R. C. (1991). The age context of performance-evaluation decisions. *Psychology and Aging*, **6**, 616-622.

## BOOKS

1. Ostroff, C. A., & Judge, T. A., Eds. (2007). *Perspectives on organizational fit*. Mahwah, NJ: Lawrence Erlbaum Associates.

## BOOK CHAPTERS AND ENCYCLOPEDIA ENTRIES

1. Judge, T. A., & Hogan, R. (2015). Fitness, adaptation, and survival: The role of socio-anthropic characteristics, personality, and intelligence in work behavior. In S. M. Colarelli & R. D. Arvey (Eds.), *The biological foundations of organizational behavior*. Chicago, IL: The University of Chicago Press.
2. Judge, T. A., & Miliffe, K. (2014). Personality. In C. L. Cooper (Ed.), *Wiley encyclopedia of management*. Hoboken, NJ: John Wiley & Sons.
3. Dimotakis, N., Ilies, R., & Judge, T. A. (2013). Experience sampling methodology. In J. M. Cortina and R. S. Landis (Eds.), *Modern research methods for the study of behavior in organizations*. New York: Routledge.
4. Piccolo, R. F., & Judge, T. A. (2013). Die positive und negative Seiten von Eigenschaften bei Führungspersonen. In W. Sarges (Ed.), *Management-Diagnostik*. Göttingen: Hogrefe Verlag.
5. Hogan, R., & Judge, T. (2013). Personality and leadership. In M. G. Rumsey (Ed.), *The Oxford handbook of leadership*. New York: Oxford University Press.
6. Judge, T. A., & Long, D. M. (2012). Individual differences in leadership. In D. V. Day and J. Antonakis (Eds.), *The nature of leadership* (Ch. 6, pp. 179-217). Los Angeles, CA: Sage Publications.
7. Judge, T. A., Hulin, C. L., & Dalal, R. S. (2012). Job satisfaction and job affect. In S. W. J. Kozlowski (Ed.), *The Oxford handbook of industrial and organizational psychology*. New York: Oxford University Press.
8. Judge, T. A., & Klinger, R. (2009). Promote job satisfaction through mental challenge. In E. A. Locke (Ed.), *Handbook of principles of organizational behavior*. Chichester, UK: John Wiley & Sons.
9. Judge, T. A., Woolf, E. F., Hurst, C., & Livingston, B. (2008). Leadership. In C. L. Cooper & J. Barling (Eds.), *Handbook of organizational behavior* (Ch. 18, pp. 334-352). Sage Publications.
10. Judge, T. A., & Klinger, R. (2007). Job satisfaction: Subjective well-being at work. In M. Eid & R. Larsen (Eds.), *The science of subjective well-being* (pp. 393-413). New York: Guilford Publications.
11. Judge, T. A. (2007). The future of person-organization fit research: Comments, observations, and a few suggestions. In C. Ostroff & T. A. Judge (Eds.), *Perspectives on person-organizational fit* (pp. 419-445). Mahwah, NJ: Lawrence Erlbaum Associates.
12. Judge, T. A., & Hurst, C. (2007). The benefits and possible costs of positive core self-evaluations: A review and agenda for future research. In D. Nelson & C. L. Cooper (Eds.), *Positive organizational behavior* (pp. 159-174). London, UK: Sage Publications.
13. Judge, T. A., & Kammeyer-Mueller, J. D. (2007). Personality and career success. In H. P. Gunz & M. A. Peiperl (Eds.), *Handbook of career studies* (pp. 59-78). Thousand Oaks, CA: Sage Publications.
14. Judge, T. A., & LePine, J. A. (2007). The bright and dark sides of personality: Implications for personnel selection and team configuration. In J. Langan-Fox, C. Cooper, & R. Klimoski (Eds.), *Research companion to the dysfunctional workplace: Management challenges and symptoms* (pp. 332-355). Cheltenham, UK: Edward Elgar Publishing.

15. Judge, T. A., & Miliffe, K. (2005). Personality in organizational behavior. In N. Nicholson, P. Audia, & M. Pillutla (Eds.), *Encyclopedia of management* (Vol. 11, pp. 312-317). Malden, MA: Blackwell.
16. Judge, T. A., & Scott, B. A. (2005). Five-factor model of personality. In N. Nicholson, P. Audia, & M. Pillutla (Eds.), *Encyclopedia of management* (Vol. 11, pp. 126-129). Malden, MA: Blackwell.
17. Judge, T. A., & Kammeyer-Mueller, J. D. (2004). Core self-evaluations, aspirations, success, and persistence: An attributional model. In M. J. Martinko (Ed.), *Attribution theory in the organizational sciences: theoretical and empirical contributions* (pp. 111-132). Greenwich, CT: Information Age Publishing.
18. Judge, T. A., & Kristof-Brown, A. (2004). Personality, interactional psychology, and person-organization fit. In B. Schneider and D. B. Smith (Eds.), *Personality and organizations* (pp. 87-109). Mahwah, NJ: Erlbaum.
19. Sheldon, K. M., Turban, D. B., Brown, K. G., Barrick, M. R., & Judge, T. A. (2003). Applying self-determination theory to organizational research. *Research in personnel and human resources management*, **22**, 357-393.
20. Hulin, C. L., & Judge, T. A. (2003). Job attitudes. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), *Handbook of psychology* (Vol. 12, pp. 255-276). Hoboken, NJ: Wiley.
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22. Judge, T. A., Bono, J. E., Erez, A., Locke, E. A., & Thoresen, C. J. (2002). The scientific merit of valid measures of general concepts: Personality research and core self-evaluations. In J. Brett & F. Drasgow (Eds.), *The psychology of work: Theoretically based empirical research* (pp. 55-77). Mahwah, NJ: Erlbaum.
23. Judge, T. A. (2001). Job satisfaction. In A. E. Kazdin (Ed.), *Encyclopedia of psychology*. Washington, DC and New York: American Psychological Association and Oxford University Press.
24. Judge, T. A., & Bono, J. E. (2001). A rose by any other name...Are self-esteem, generalized self-efficacy, neuroticism, and locus of control indicators of a common construct? In B. W. Roberts & R. Hogan (Eds.), *Personality psychology in the workplace* (pp. 93-118). Washington, DC: American Psychological Association.
25. Judge, T. A., Parker, S. K., Colbert, A. E., Heller, D., & Ilies, R. (2001). Job satisfaction: A cross-cultural review. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of industrial, work, and organizational psychology* (pp. 25-52). London, UK: Sage.
26. Judge, T. A. (2000). Promote job satisfaction through mental challenge. In E. A. Locke (Ed.), *Handbook of principles of organizational behavior* (pp. 75-89). Oxford, UK: Blackwell.
27. Judge, T. A., & Church, A. H. (2000). Job satisfaction: Research and practice. In C. L. Cooper & E. A. Locke (Eds.), *Industrial and organizational psychology: Linking theory with practice* (pp. 166-198). Oxford, UK: Blackwell.

28. Heneman, H. G. III, & Judge, T. A. (2000). Compensation attitudes. In S. L. Rynes & B. Gerhart (Eds.), ***Compensation in organizations: Current research and practice*** (pp. 61-203). San Francisco: Jossey-Bass.
29. Judge, T. A., Locke, E. A., & Durham, C. C. (1997). The dispositional causes of job satisfaction: A core evaluations approach. ***Research in organizational behavior, 19***, 151-188.
30. Judge, T. A. (1997). Career models. In L. H. Peters, C. R. Greer, & S. A. Youngblood (Eds.), ***Encyclopedic dictionary of human resource management*** (pp. 35-36). Malden, MA: Blackwell.
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33. Judge, T. A., Hanisch, K. A., & Drankoski, R. D. (1995). Human resources management and employee attitudes. In G. R. Ferris, S. D. Rosen, & D. T. Barnum (Eds.), ***Handbook of human resources management*** (pp. 574-596). Oxford, England: Blackwell Publishers.
34. Judge, T. A., & Martocchio, J. J. (1995). Attributions concerning absence from work: A dispositional perspective. In M. J. Martinko (Ed.), ***Advances in attribution theory: An organizational perspective*** (pp. 97-123). DelRay Beach, FL: St. Lucie Press.
35. Pucik, V., Judge, T. A., Welbourne, T. M., Morley, K., & Outcalt, D. A. (1995). Organizational transformations: Implications for career management and executive development in Europe, Asia, and the United States. In D. A. Ready (Ed.), ***In charge of change: Insights into next-generation organizations*** (pp. 51-64). Lexington, MA: International Consortium for Executive Development Research.
36. Boudreau, J. W., Sturman, M. C., & Judge, T. A. (1994). Utility analysis: What are the black boxes, and do they affect decisions? In N. Anderson & P. Herriot (Eds.), ***Assessment and selection in organizations*** (pp. 77-96). Chichester, England: John Wiley & Sons.
37. Chandler, T. D., & Judge, T. A. (1993). Collective bargaining with police unions: Characteristics of negotiators and bargaining strategies. ***The municipal year book 1993*** (Vol. 60, Ch. A4, pp. 34-43). Washington, D.C.: International City Management Association.
38. Judge, T. A. (1992). The dispositional perspective in human resources research. ***Research in personnel and human resources management, 10***, 31-72.
39. Ferris, G. R., King, T. R., Judge, T. A., & Kacmar, K. M. (1991). The management of shared meaning in organizations: Opportunism in the reflection of attitudes, beliefs, and values. In R. A. Giacalone & P. Rosenfeld (Eds.), ***Applying impression management: How image making affects organizations*** (pp. 41-64). Newbury Park, CA: Sage Publications.

## TEXTBOOKS

Robbins, S. P., & Judge, T. A. (2007, 2009, 2011, 2013, 2015). ***Organizational behavior*** (currently in 16th ed.). Upper Saddle River, NJ: Prentice-Hall.

Robbins, S. P., & Judge, T. A. (2008, 2010, 2012, 2014). *Essentials of organizational behavior* (currently in 12th ed.). Upper Saddle River, NJ: Prentice-Hall.

Heneman, H. G. III, Judge, T. A., & Kammeyer-Mueller, J. D. (1997, 2000, 2003, 2006, 2009, 2012, 2015). *Staffing organizations* (currently in 8th ed.). Madison, WI: Pangloss Industries/McGraw-Hill.

## **MEDIA CITATIONS**

<i>ABC News</i>	<i>Fox News</i>	<i>Salon</i>
<i>Associated Press</i>	<i>Globe and Mail (Canada)</i>	<i>Scientific American</i>
<i>Atlanta Journal Constitution</i>	<i>Independent (U.K.)</i>	<i>Science Week</i>
<i>The Atlantic</i>	<i>International Herald Tribune</i>	<i>Seattle Post Intelligencer</i>
<i>BBC News</i>	<i>Kansas City Star</i>	<i>Superinteressante (Brasil)</i>
<i>BBC Documentaries</i>	<i>Miami Herald</i>	<i>The Times (U.K.)</i>
<i>Business Week</i>	<i>MSNBC</i>	<i>Time</i>
<i>CBS News</i>	<i>National Public Radio</i>	<i>The Today Show (NBC)</i>
<i>CBS Evening News</i>	<i>New York Daily News</i>	<i>Toronto Star</i>
<i>Charlotte Observer</i>	<i>New York Magazine</i>	<i>U.S. News &amp; World Report</i>
<i>CNBC</i>	<i>New York Post</i>	<i>United Press International</i>
<i>CNET</i>	<i>New York Times</i>	<i>USA Today</i>
<i>Daily Mail (U.K.)</i>	<i>New York Times Magazine</i>	<i>Wall Street Journal</i>
<i>Der Spiegel (Germany)</i>	<i>Newsweek</i>	<i>Washington Post</i>
<i>Economic Times</i>	<i>Pittsburgh Post-Gazette</i>	<i>WebMD</i>
<i>The Economist (U.K.)</i>	<i>Reuters</i>	

## **INVITED ADDRESSES AND PRESENTATIONS**

Auburn University (2003, 2010)  
Binghamton University (2000)  
Bowling Green State University (2010)  
BYU-INSEAD Executive Leadership Conference, Sundance, Utah (2006)  
Canadian Psychological Association, St. John's, Newfoundland (2004)  
Carnegie-Mellon University (1999)  
Center for Creative Leadership, Greensboro, NC (2006)  
Colorado State University (1997)  
Country Day School Headmasters' Association (2014)  
European Conference on Personality, 16<sup>th</sup>, Trieste, Italy (2012)  
Fachgruppe Arbeits- und Organisationspsychology, Bonn, Germany (2005)  
Georgia State University (2012)  
2nd Global e-Conference on Fit, Keynote Speaker (2008)  
Hebrew University, Personality in Israel Conference (2012)  
I/O-OB Graduate Student Conference, University of South Florida (2002)  
Industrial/Organizational Psychology Association of Colorado (1997)  
International Society for Performance Improvement, Dallas, TX (2006)  
International Society of Quality of Life Studies (1997)  
International Symposium on Personality at Work, Lüneburg, Germany (2005)  
Marriot School of Business, Brigham Young University (2006)  
The Metropolitan New York Association for Applied Psychology (2000)  
Michigan State University (2006, 2013)



Minnesota Psychologists Applied to Work (1998)  
National Science Council, Taiwan (2005)  
National Science Foundation (2006)  
National Taiwan University, Taipei, Taiwan (2006)  
Northwestern University (2014)  
Ohio State University (1995)  
Oklahoma State University (2014)  
Pennsylvania State University, Department of Psychology (2005, 2014)  
Pennsylvania State University, Max D. Richards Distinguished Speaker, Smeal College of Business (2013)  
Positive Psychology Summit, Washington (2004)  
Purdue University (2012)  
Texas A&M University (2010)  
Tulane University (2001)  
University of Alabama (2003)  
University of Amsterdam, the Netherlands (2001)  
University of Amsterdam, the Netherlands (2005)  
University of Arizona (2011)  
University of Illinois at Urbana-Champaign (2010, 2015)  
University of Illinois at Chicago (2012)  
University of Kansas (2014)  
University of Maryland at College Park (2002)  
University of Michigan (2006)  
University of Minnesota (1997)  
University of Minnesota (2004)  
University of Missouri at Columbia (1998)  
University of North Carolina at Chapel Hill (2001)  
University of Sheffield, UK (2008)  
University of Tennessee (1997)  
University of Toronto, Cognitions vs. Emotions in Ethical Behavior Conference (2012)  
University of Toulouse (2009)  
University of Tulsa (1999)  
University of Wisconsin-Madison (1996)  
Vanderbilt University (1997)

#### **PAPER PRESENTATIONS AND CONFERENCE ACTIVITIES**

Since 1990, involved in more than 300 sessions as presenter, chair, or discussant at the *Academy of Management Annual Meetings*, the *Annual Conference of the Society for Industrial and Organizational Psychology*, and other meetings and conferences.

## **RESEARCH INTERESTS**

1. Personality, moods, and emotions
2. Job attitudes
3. Leadership and influence behaviors
4. Staffing
5. Careers (person-organization fit, career success)

## **GRADUATE STUDENTS SUPERVISED**

(name, current affiliation, role, degree, date)

Marie Halvorsen-Ganepola, Ph.D., Management, University of Florida, (ABD)

Charlice Hurst, Mendoza College of Business, University of Notre Dame (Chair, Ph.D., 2010)

Beth Livingston, Department of Human Resources, ILR School, Cornell University (Co-Chair with John Kammeyer-Mueller, Ph.D., 2009)

Remus Ilies, Department of Management, Michigan State University (Chair, Ph.D., 2003)

Ryan Klinger, Ph.D., Management, University of Florida, (Co-Chair, with John Kammeyer-Mueller, Ph.D., 2012)

Ronald Piccolo, Department of Management, Rollins College (Chair, Ph.D., 2005)

Brent Scott, Department of Management, Michigan State University (Co-Chair with Jason Colquitt, Ph.D., 2007)

Lauren Simon, Ph.D., Management, University of Florida, Portland State University (Chair, Ph.D., 2011)

Erin Fluegge Woolf, Southeast Missouri State University (Co-Chair with Amir Erez, Ph.D., 2008)

University of Iowa (name, current affiliation, role, degree, date)

Amy Colbert, Department of Management, University of Iowa (Co-Chair with Amy Kristof-Brown, Ph.D., 2004)

Joyce Bono, Department of Psychology, University of Minnesota (Chair, Ph.D., 2001)

Chad Higgins, Department of Management, University of Washington, (Chair, Ph.D., 2000)

Brian McNatt, Department of Management, Old Dominion University (Chair, Ph.D., 2000)

Carl Thoresen, Cornerstone Management Resource Systems (Chair, Ph.D., 2000)

Steve Scullen, Department of Management, North Carolina State University (Co-Chair with Michael K. Mount, Ph.D., 1998)

Cornell University (name, current affiliation, role, degree, date)

Daniel Cable, Department of Management, University of North Carolina (Chair, Ph.D., 1995)

Amir Erez, Department of Management, University of Florida (Chair, Ph.D., 1997)

Diane Johnson, Department of Management, University of Alabama, (Chair, M.S., 1994)

David Kennedy, University of New South Wales (Chair, Ph.D., 1999)

#### **AWARDS OF STUDENTS SUPERVISED**

Brent Scott, *2007 Distinguished Early Career Contributions Award*, Society of Industrial and Organizational Psychology

Brent Scott, *Withrow Endowed Emerging Scholar Award*, Eli Broad College of Business, Michigan State University, 2011

Remus Ilies, *2010 Early Career Achievement Award*, Human Resources Division, Academy of Management

Remus Ilies, *2009 Cummings Scholarly Achievement Award*, Organizational Behavior Division, Academy of Management

Remus Ilies, *2007 Distinguished Early Career Contributions Award*, Society of Industrial and Organizational Psychology

Joyce Bono, *2005 Distinguished Early Career Contributions Award*, Society of Industrial and Organizational Psychology

Remus Ilies, "Individual Differences in Leadership Emergence," *Flanagan Best Paper Award*, Society for Industrial and Organizational Psychology 2002 Annual Conference

Daniel Cable, *2001 Distinguished Early Career Contributions Award*, Society of Industrial and Organizational Psychology

Joyce Bono, "Self-Determination at Work: The Motivational Effects of Transformational Leaders," *2000 HumRRO Fellowship in I/O Psychology*

Carl Thoresen, "Antecedents and Consequences of Coping with Setbacks at Work: A Theory-Driven Framework," *1999 HumRRO Fellowship in I/O Psychology*

Steve Scullen, "Construct Validity in Boss, Peer, Subordinate, and Self Ratings as Job Performance Criteria." *S. Rain Wallace Best Dissertation Award*, Society of Industrial and Organizational Psychology

Daniel Cable, "The Role of Person-Organization Fit in Organizational Entry," *S. Rain Wallace Best Dissertation Award*, Society of Industrial and Organizational Psychology, and *Best Dissertation Award*, Human Resources Division, Academy of Management

#### **VISITING FACULTY AND STUDENTS HOSTED**

E. Layne Paddock, Postdoctoral Researcher, Singapore Management University, 2006-2008

Wen-Fen “Irene” Yang, National Science Foundation, National Chiao-Tung University, 2007-2008

Jianmin “James” Sun, Fulbright Scholarship, Renmin University, 2007-2008

Yuann-Jun “Jun” Liaw, National Science Foundation, National Taiwan University, 2008-2009

Līva Gabrāne, Fulbright Scholarship, University of Latvia, 2008-2009

#### **DOCTORAL STUDENT COMMITTEES**

Kevin Carlson, Management, University of Iowa

Shani Carter, Human Resources, Cornell University

Brian Collins, Management, University of Alabama

Irene de Pater, Psychology, University of Amsterdam

Līva (Van Scotter) Gabrāne, University of Latvia

Thomas Greckhamer, Management, University of Florida

Marie Halvorsen-Ganepola, Management, University of Florida

Jessica Methot, Management, University of Florida

Jessica Rodell, Management, University of Florida

Nathan Podsakoff, Management, University of Florida

Bruce Rich, Management, University of Florida

John Shaw, Management, University of Florida

Carl Thoresen, Industrial & Labor Relations, Cornell University

James Van Scotter, Management, University of Florida

Sandra Washington, Industrial & Labor Relations, Cornell University

Cindy Zapata, Management, University of Florida

Jun Xu, Marketing, University of Florida

Yiwen Zhang, Management, Arizona State University

#### **UNDERGRADUATE THESIS COMMITTEES (PSYCHOLOGY)**

Jillian Freeman, Psychology, University of Florida

Kyle Sandell, Psychology, University of Florida

## TEACHING EXPERIENCE AND PERFORMANCE

### University of Notre Dame

#### **MGT 70470 Staffing: An Analytic Approach** (new elective MBA)

*Course rating: 5=Excellent; 4=Very Good; 3=Good; 2=Satisfactory; 1=Poor; 0=Very Poor*

Fall, 2014	Composite score across 10 items:	4.3
	Overall effectiveness of teaching:	4.3

#### **MGTC 30300 Management Competencies** (concentration core undergraduate)

*Course rating: 5=Excellent; 4=Very Good; 3=Good; 2=Satisfactory; 1=Poor; 0=Very Poor*

Fall, 2014	Composite score across 10 items:	4.7
	Overall effectiveness of teaching:	4.7

Spring, 2014	Composite score across 10 items:	5.0
	Overall effectiveness of teaching:	5.0

Fall, 2012	Composite score across 10 items:	4.8
	Overall effectiveness of teaching:	4.9

Fall, 2011	Composite score across 10 items:	4.9
	Overall effectiveness of teaching:	4.9

#### **EMBA 60606/60616 Leadership and Decision Making** (required Executive MBA)

*Course rating: 5=Excellent; 4=Very Good; 3=Good; 2=Satisfactory; 1=Poor; 0=Very Poor*

Fall, 2012	Composite score across 10 items:	4.3
	Overall effectiveness of teaching:	4.2

Spring, 2011	Composite score across 10 items:	4.4
	Overall effectiveness of teaching:	4.2

#### **MGTC 40100 Assessing Sales Potential for a Global Management Consulting Firm** (individual/independent study, 3.0 credit hours)

Spring, 2012	Directed 5 students in large-scale McKinsey & Company consulting study
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### University of Florida

**MAN 5141 Leadership** (required MBA)

**MAN 5245 Organizational Behavior** (required MBA)

**MAN 6447 Art and Science of Negotiation** (elective MBA)

**MAN 6930 Management Skills and Personal Development** (elective master's)

**MAN 6930 Seminar in Human Resource Management** (Ph.D. seminar)  
**MAN 7109 Motivation and Attitudes** (Ph.D. seminar)  
**MAN 7275 Leadership** (Ph.D. seminar)  
**MAN 7275 Seminar in Organizational Behavior** (Ph.D. seminar)

Course rating: "Overall, I would rate this instructor as..." (5=Excellent; 1=Poor)  
M=4.75, SD=0.26

#### University of Iowa

**6J:260 Personnel Selection** (elective MBA)  
**6J:262 Leadership and Personal Development** (elective MBA)  
**6J:268 Leadership and Management in the Public Sector** (elective with Gov. T. Branstad)  
**6J:268 Seminar in Management: Leadership** (Ph.D. seminar)  
**6J:277 Motivation and Attitudes** (Ph.D. seminar)  
**6N:212 Organizational Behavior** (required MBA)  
**6N:227 Human Resource Management** (required MBA)

Course rating: "I would recommend this instructor to others" [6=Strongly Agree; 1=Strongly Disagree]  
M=5.90, SD=0.08

#### Cornell University

**ILR 764 Staffing and Career Management** (elective PhD seminar)  
**ILR 760 Employee Attitudes and Behaviors** (elective PhD seminar)  
**ILR 668 Employee Staffing** (elective graduate/undergraduate)  
**ILR 659 Internal Staffing and Career Management** (elective graduate/undergraduate)  
**ILR 560 Human Resource Management** (required graduate)  
**ILR 260 Human Resource Management** (required undergraduate)

Course rating: "My overall opinion of this course is..." 1=Very High; 5=Very Low  
M=1.75, SD=0.39

#### **EDITORIAL REVIEW BOARDS**

*Note: At the end of 2014 I resigned my editorial board memberships given my position as a Provost Fellow*

- ***Academy of Management Discoveries***, Founding Board Member, 2013-2014
- ***British Journal of Management***, 2006-2014
- ***European Journal of Work and Organizational Psychology***, 2000-2012
- ***Human Resource Management Review***, 1997-2014
- ***International Journal of Selection and Assessment***, 1996-2001, 2006-2014
- ***Journal of Applied Psychology***, 1996-2014
- ***Journal of Management***, 1993-1999, 2005-2014
- ***Organizational Psychology Review***, 2009-2014
- ***Personnel Psychology***, 1994-2014

- *Psychology of Human Resources*, 2006-2014
- *Zeitschrift für Personalpsychologie (Journal of Personnel Psychology)*, 2008-2014
- *Research Synthesis Methods*, 2009-2010
- *Academy of Management Journal*, 2004-2007, 2010-2014
- *Leadership Quarterly*, 2010-2011
- *Organizational Behavior and Human Decision Processes*, 1998-2007
- *European Journal of Personality*, 2000-2005

## PROFESSIONAL ACTIVITIES

- Director of Research, Stay Metrics Corporation, 2014-present
- Stay Metrics Corporation, Advisory Board Member, 2013-present
- Chancellor's Circle, University of Illinois at Urbana-Champaign, 2009-present
- President's Council, University of Illinois at Urbana-Champaign, 2009-present
- Senior Advisory Board, *Journal of Business and Psychology*, 2008-present
- Lifetime Achievement Award Committee, Organizational Behavior Division, Academy of Management, 2012
- Board of Governors, Academy of Management, 2008-2011
- Advisory/Editorial Board, *Science You Can Use: Evidence-Based Principles and Practices*, American Psychological Association, 2009-2010
- Advisory Editor, *Encyclopedia of Industrial/Organizational Psychology*, 2005
- Chair, Human Resources Division, Academy of Management (2002-2003)
- Chair, Scientific Affairs Committee, Society for Industrial and Organizational Psychology, 2002-2003
- Chair, Awards Committee, Society for Industrial and Organizational Psychology, 2000-2002
- Program Chair, Human Resources Division, Academy of Management, 2001 Annual Conference
- Outstanding Publication in Organizational Behavior Committee, Academy of Management, 2001
- Pre-conference chair, Human Resources Division, Academy of Management, 2000 Annual Conference
- Program Chair, Society for Industrial and Organizational Psychology, 1998 Annual Conference
- Program Chair, Division 14, American Psychological Association, 1997 Annual Conference
- Executive Committee, Human Resource Division, Academy of Management, 1995-1998
- Steering Committee, Careers Division, Academy of Management, 1995-1998
- Chair, Best Convention Paper and Best Student Convention Paper, Human Resources Division, Academy of Management, 1998
- Best Doctoral Dissertation Committee, Human Resources Division, Academy of Management, 1997
- Reviewer, Decision, Risk, & Management Science Program, National Science Foundation, 1996
- Outstanding Publication in Organizational Behavior Award Committee, 1996

- Awards Committee, Organizational Behavior Division, Academy of Management, 1995, 2012
- Chair, Human Resources Scholarly Achievement Award Committee, Academy of Management, 1995
- Human Resources Scholarly Achievement Award Committee, Academy of Management, 1992-1994, 2004
- Best Paper Award Committee, Human Resources Division, Academy of Management, 1993
- Reviewer, Human Resources Division of the Academy of Management, 1992-1995
- Reviewer, Careers Division of the Academy of Management, 1993-1995

## **PROFESSIONAL AFFILIATIONS**

- Academy of Management (Fellow)
- American Psychological Association (Fellow)
- American Psychological Society (Fellow)
- Society for Industrial and Organizational Psychology (Fellow)
- Association for Psychological Science (Fellow)
- International Association of Applied Psychology (Fellow)
- Society of Human Resource Management (SHRM)
- Society for Personality and Social Psychology

## **UNIVERSITY SERVICE**

### University of Notre Dame

- Member, University Committee on Appeals, 2015 - present
- Member, Candidate Review Committee (CRC), 2014-present
- Provost Fellow, 2014-present
- Member, Provost's Advisory Council, 2012-2015
- Board of Directors, Notre Dame Deloitte Center for Ethical Leadership, 2012-present
- Member, Committee on Appointments, Department of Management, Mendoza College of Business, 2011-present
- Faculty Representative to Board of Trustees, University of Notre Dame, 2011-present
- Member, Recruiting Committee, Gallo Endowed Chair, 2013-2014
- Committee Chair, Vecchio Invited Lecture, 2013
- Chair, Recruiting Committee, Siegfried Endowed Chair, 2012
- Chair, Recruiting Committee, Human Resource Management (Kaifeng Jiang), 2012-2013
- Chair, Recruiting Committee, SPF Foresight / Principles of Management (Marie Halvorsen-Ganepola), 2012
- Chair, Recruiting Committee, Organizational Behavior, 2011-2012
- Chair, Recruiting Committee, Korth Chair in Strategic Management, 2011-2012
- Member, Endowed Chair Committee for Sarv Devaraj, 2012

### University of Florida

- Excellence Awards Committee, Warrington College of Business, 2010



- Chair, Recruiting Committee, Strategy-Entrepreneurship, 2009-2010
- Chair, Recruiting Committee, Macro Area, 2009-2010
- Chair, department review committee of promotion of Dr. Srikanth Paruchuri to associate professor (management), 2009
- Knight-Ridder Professorship Committee, 2009-2010
- University Minority Mentor, 2009-2010
- Chair, Hurst Professorship Committee, 2008
- UFRF Professorship Award Committee, 2008
- Promotion and Tenure committee, Warrington College of Business, 2002-2008
- Research Committee, Warrington College of Business, 2005-present (chair, 2008-2009)
- Chair, department review committee of promotion of Dr. John Kammeyer-Mueller to associate professor (management), 2007
- Chair, Management Department Academic Unit Head Search Committee, 2006
- Chair, department review committee of promotion of Dr. Jason Colquitt to full professor (management), 2006-2007
- Chair, department review committee of promotion of Dr. Jeffrey LePine to full professor (management), 2005-2006
- Chair, department review committee for reappointment of Dr. John Kammeyer-Mueller (management), 2005
- Doctoral Committee, Management, 2002-2005
- Chair, department review committee of promotion of Dr. Larry DiMatteo to full professor (business law), 2004-2005
- Chair, department review committee of promotion of Dr. Wei Shen to associate professor (management), 2004-2005
- Dean's Faculty Advisory Committee, Warrington College of Business, 2002-2005 (chair, 2003-2004)
- University of Florida Research Foundation Professorship Award Advisory Committee, 2002, 2004
- AACSB Accreditation Committee, Warrington College of Business, 2004
- Recruiting Committee, Macro Area, 2004, 2005
- Chair, department review committee of promotion of Dr. Jason Colquitt to associate professor (management), 2003-2004
- Distinguished Professor Advisory Committee, 2002, 2004
- Chair, department review committee of promotion of Dr. Jeffrey LePine to associate professor (management), 2002-2003
- Undergraduate Strategic Planning Committee, 2002-2003
- Huber Hurst Professor Advisory Committee, 2002
- Chair, Recruiting Committee, Micro Area, 2001-2002

#### University of Iowa

- MBA Program Strategy Committee, Henry B. Tippie College of Business, 2000
- Promotion and tenure committee, Henry B. Tippie College of Business, 1999-2001
- Director of Graduate Studies, Management and Organizations, 1999-2001
- University of Iowa Faculty Senate, 1998-2001
- Elected Faculty Council, College of Business Administration, 1998-2000
- MBA Committee, College of Business Administration, 1997-1999
- Strategic Planning Committee, Department of Management & Organizations, 1997-1998
- Research Policy Committee, College of Business Administration, 1995-1997

- Chair, Recruiting Committee, Organizational Behavior, 1996-1997
- Ph.D. Committee, Department of Management & Organizations, 1995-1999

#### Cornell University

- Recruiting Committee, Department of Human Resource Studies, 1991, 1992, 1993
- Subcommittee on Faculty Rewards and Responsibilities, ILR School, 1993-1994
- Graduate Committee, ILR School, 1993-1995
- Nominations, Elections, and Personnel Policies Committee, ILR School, 1992-1995

#### **HONORS, AWARDS, FELLOWSHIPS**

- Academy of Management HR Division's Scholarly Achievement Award, 2014
- Editorial Board of the European Journal of Work and Organizational Psychology (EJWOP) best paper of the year award, 2012
- University of Florida Doctoral Mentoring Award (five awarded across university), 2008
- Distinguished Professional Practice Award, Institute of Industrial and Labor Relations, University of Illinois, 2007
- University of Florida Research Foundation Professorship Award, 2007-2009
- Elected Fellow, Academy of Management, 2006
- Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2004
- Recipient of the Outstanding Faculty Award, Professional MBA Program, 2003
- Flanagan Award (with R. Ilies) for best paper first authored by a student, Society for Industrial and Organizational Psychology, 2002
- Scholarly Achievement Award (with C. Thoresen, J. Bono, and G. Patton), Human Resources Division of the Academy of Management, 2001
- Cummings Scholar Award, Organizational Behavior Division, Academy of Management, 2001
- William A. Owens Scholarly Achievement Award for best article published in industrial/organizational psychology, Society for Industrial and Organizational Psychology, 2001
- Named to list of Outstanding Faculty, *Business Week's Guide to the Best Business Schools*, 1999
- Elected Fellow, Society of Industrial and Organizational Psychology, 1997
- Elected Fellow, American Psychological Association, 1997
- 1995 Ernest J. McCormick Award for Distinguished Early Career Contributions, Society for Industrial and Organizational Psychology
- Scholarly Achievement Award (with R. Bretz and J. Boudreau), Human Resources Division of the Academy of Management, 1995
- Human Resources Best Student Paper Award (with D. Cable), Human Resources Division of the Academy of Management, 1995
- *AMA-Organizational Dynamics* Best Paper Award, Organizational Behavior Division of the Academy of Management, 1993

- Addison-Wesley Best Paper Award, Careers Division of the Academy of Management, 1992
- University of Illinois Dissertation Grant, Spring, 1990
- University of Illinois Teaching Award (top 10% teaching ratings), Fall, 1989
- University of Illinois Fellowship, Summer, 1989
- Phi Kappa Phi National Honor Society, 1989
- Wagner Fellowship, Institute of Labor and Industrial Relations, Fall, 1987
- University of Illinois Fellowship, Spring, 1987
- Awarded B.B.A. with highest distinction, University of Iowa, December, 1985
- College of Business Administration Citation, University of Iowa, 1985
- Ponder Scholarship, College of Business Administration, University of Iowa, 1985
- Beta Gamma Sigma Honor Society, 1985
- University of Iowa Presidential Citation, 1984, 1985
- University of Iowa Honors Citation, 1983, 1984, 1985
- Phi Eta Sigma Honor Society, 1982