**Xiaohong (Violet) Xu**

Assistant Professor

Department of Management

Carlos Alvarez College of Business

University of Texas at San Antonio

Email: [xiaohong.xu@utsa.edu](mailto:xiaohong.xu@utsa.edu)

Office phone #: 210-458-7325

**Education**

|  |  |
| --- | --- |
| Ph.D.2015 | Industrial/Organizational Psychology,Texas A&M University (TAMU)  Dissertation title: The measurement equivalence of a safety climate measure across cultures, languages, and working environments.  Dissertation committee: Stephanie C. Payne (Chair), Mindy Bergman, Winfred Arthur, Jr., Myeongsun Yoon  *Certificate in Education & Social Sciences Advanced Research Methods (ARM)* |
| M.S.2009 | Cognition and Cognitive Neuroscience, Peking University, China  Thesis title:The role of perceptual and unconscious encoding in emotional memory: Cognitive and neural mechanisms. |
| B.A.2006 | Psychology, South China Normal University, China  Thesis title: Achieving incremental semantic interpretation of classifier with a visual-world paradigm. |

**Professional Employment**

|  |  |
| --- | --- |
| 2021 August – Present | Assistant Professor, University of Texas at San Antonio (UTSA) |
| 2017 July – 2021 July | Assistant Professor, Old Dominion University (ODU) |
| 2016 – 2017 July | Post-doc Fellow, Bowling Green State University (BGSU) |

**Honors and Awards**

2023 Best Paper Award, Journal of Occupational Health Psychology

2023 Dean’s Distinguished Research Award, UTSA

2022 SIOP Simulcast Program

2022 SIOP Top Featured Poster Award

2021 Best Paper Award, AOM Organizational Behavior Division

2021 Highly Cited Paper Award, International Journal of Selection and Assessment

2018 SIOP Top Featured Poster Award

2016 TAMU Nomination for Distinguished Graduate Student Research Excellence Award

2015 TAMU Graduate Student Presentation Travel Award ($750)

2015 TAMU Saul Sells Research Excellence Award ($2000)

2015 TAMU Professional Development Award ($730)

2010-2014 TAMU Psychology Department Travel Awards ($1600)

2012 APA Student Travel Award ($300)

**Research Impact (as of December 30, 2023)**

**Google Scholar:** <https://scholar.google.com/citations?user=kZeVQQ0AAAAJ&hl=en>

**Citations:** 1,355; **H-Index:** 22; **I10-Index:** 31

**Peer-Reviewed Journal Publications**

*Note:* Graduate and undergraduate students underlined.

45. **Xu, X.,** Jordan, C., Peng, Y., Ma, J., & Zhang, W. When and why creative performance influences job self-efficacy: Pride as a mediator and workaholism as a moderator (in press). ***Applied Psychology: An International Review.*** https://doi.org/10.1111/apps.12498(AJG-3, Impact Factor: 5.414)

44. Jiang, L., **Xu, X., &** Jacobs, S. (in press). From incivility to turnover intentions among nurses: A multi-foci and self-determination perspective. ***Journal of Nursing Management.*** (Impact Factor: 5.5). https://doi.org/10.1155/2023/7649047

43. **Xu, X.,** Peng, Y., Ma, J., & Jalil, D. (in press). Does working hard really pay off? Testing the temporal ordering between workaholism and job performance. ***Journal of Occupational and Organizational Psychology*.** https://doi.org/10.1111/joop.12441(AJG-4, Impact Factor: 5.119)

42. Wang, X., Peng, Y., **Xu, X.,** Arenare, E., & Zhang, W. (in press). The effect of coworker incivility on knowledge sharing: The roles of interpersonal justice and communion striving. ***Occupational Health Science***. https://doi.org/10.1007/s41542-023-00152-0 (Impact Factor: 1.40)

41. Jiang, L., **Xu, X.,** Zubielevitch, E., & Sibley, C.G. (in press). Gain and loss spirals: Reciprocal relationships between resources and job insecurity. ***Journal of Occupational and Organizational Psychology.*** https://doi.org/10.1111/joop.12440(AJG-4, Impact Factor: 5.119)

40. Peng, Y., Ma, J., Xu, X., & Thrasher, G. R. (in press). Age and transformational leadership: The roles of motivation to lead and managerial discretion. *Journal of Personnel Psychology.* <https://doi.org/10.1027/1866-5888/a000326> (AJG-2, Impact Factor: 1.625)

39. **Xu, X.,** Zhao, P., Hayes, R., Le, N., & Dormann, C. (2023). Revisit the causal inference between organizational commitment and job satisfaction: A meta-analysis disentangling its sources of inconsistencies. ***Journal of Applied Psychology,*** *108(7),* 1244–1261. <https://doi.org/10.1037/apl0001073> (AJG-4\*, Impact Factor: 11.802)

38. Wang, H, Jiang, L., **Xu, X.,** Zhou, K., & Bauer, T.N. (2023). Dynamic relationships between LMX and employee role-making behaviours: The moderating role of employee emotional ambivalence. ***Human Relations***, *76(6),* 926–951.<https://doi.org/10.1177/00187267221075253> (AJG-4, Impact Factor: 5.658)

37. **Xu, X.,** Jiang, L., Probst, T. M., Shoss, M. K., & Jalil, D. (2023). How national culture shapes employee reactions to job insecurity: The role of national corruption. ***European Journal of Work and Organizational Psychology*,** *32(1),* 60-78. <https://doi.org/10.1080/1359432X.2022.2090344> (AJG-3, Impact Factor: 5.633)

36. Jiang, L., Lawrence, A., & **Xu, X.** (2022). Does a stick work? A meta-analytic examination of curvilinear relationships between job insecurity and employee workplace behaviors. ***Journal of Organizational Behavior,*** *43(8),* 1410-1445*.* <https://doi.org/10.1002/job.2652> (AJG-4, Impact Factor: 10.079)

35. Jalil, D., **Xu, X.**, Jiang, L. & Wang, H. (2022). Do not ask, but you shall still receive: Newcomer reactions to receiving negative gossip. ***Stress and Health,*** *38(5), 989-1000.* <https://doi.org/10.1002/smi.3150> (AJG-2, Impact Factor: 3.454)

\*34. Jimenez, W. P., Hu, X., & **Xu, X.** (2022). Thinking about thinking about work: A meta-analysis of off-job positive and negative work-related thoughts. ***Journal of Business and Psychology***, 37(2), 237–262. <https://doi.org/10.1007/s10869-021-09742-7> (AJG-3, Impact Factor: 6.76)

***\*This paper is recognized with an Editor commendation.***

33. **Xu, X.,** Elliott, B., Peng, Y., Jalil, D., & Zhang, W. (2021). Help or hindrance? A daily diary study on the workaholism–performance relation. ***International Journal of Stress Management****, 28(3),* 176–185. <https://doi.org/10.1037/str0000176> (AJG-2, Impact Factor: 4.368)

32. Jimenez, W. P., **Xu, X.,** Campion, E.D., & Bennett, A.A. (2021). Takin' care of small business: The rise of stakeholder influence.***Academy of Management Perspectives****, 35(2),* 324-330. <https://doi.org/10.5465/amp.2020.0070> (AJG-4, Impact Factor: 8.069)

\*31. Jiang, L., **Xu, X.,** & Wang, H. (2021). A resources-demands approach to sources of job insecurity: A multilevel meta-analytic investigation. ***Journal of Occupational Health Psychology, 26(2),*** 108–126. <https://doi.org/10.1037/ocp0000267> (AJG-4, Impact Factor: 7.707)

***\* This paper won the Best Paper Award of Journal of Occuptional Health Psychology in 2021-2022.***

30. Ma, J., Liu, C., Peng, Y., & **Xu, X**. (2021). How do employees appraise challenge and hindrance stressors? Uncovering the double-edged effect of conscientiousness. ***Journal of Occupational Health Psychology****,* *26(3), 243-257.* (AJG-4, Impact Factor: 7.707)

29. Thaker, V., Jiang, L., & **Xu, X.** (2021). A test of competing theoretical models of meaningful work as a moderator in the curvilinear relationship between job insecurity and employee voice. ***International Journal of Stress Management,*** *28(3),* 165–175. <https://doi.org/10.1037/str0000229> (AJG-2, Impact Factor: 4.368)

28. **Xu, X.,** Jiang, L., Hong, P. Y., & Roche, M. (2021). Will mindful employees benefit from positive work reflection triggered by transformational leadership? A two-study examination. ***International Journal of Stress Management,*** *28(1),* 61–73. <https://doi.org/10.1037/str0000222> (AJG-2, Impact Factor: 4.368)

27. Peng, Y., **Xu, X.,** Ma, J., & Zhang, W. (2020). It matters! Emotion regulation strategy use moderates the relationship between abusive supervision and supervisor-directed deviance. ***Occupational Health Science,*** *4(4),* 471-491. (Impact Factor: 1.40)

26. Zhao, P., **Xu, X.,** Peng, Y., & Matthews, R. A. (2020).Justice, support, commitment, and time are intertwined: A social exchange perspective.***Journal of Vocational Behavior,*** *120,* 103432*.* <https://doi.org/10.1016/j.jvb.2020.103432> (AJG-4, Impact Factor: 12.082)

25. Peng, Y., **Xu, X.,** Matthews, R., & Ma, J. (2020). One size fits all? Contextualizing family-supportive supervision to help employees with eldercare responsibilities. ***Journal of Occupational Health Psychology, 25(5),*** 368–383. <https://doi.org/10.1037/ocp0000237> (AJG-4, Impact Factor: 7.707)

24. Zhao, P., **Xu, X.**, Peng, Y., & Miner, K. (2020). The target of incivility cannot be an island: The moderation effect of group-level incivility. ***Journal of Personnel Psychology,*** *19,* 174-183.<https://doi.org/10.1027/1866-5888/a000254>. (AJG-2, Impact Factor: 1.625)

23. Peng, Y., **Xu, X.,** Jex, S. M., & Chen, Y. (2020). The roles of job-related psychosocial factors and work meaningfulness in promoting nurses’ bridge employment intentions. ***Journal of Career Development,*** *47(6),* 701-716.(AJG-1, Impact Factor: 2.424)

22. Peng, Y., **Xu, X.**, & Matthews, R. A. (2020). Older and less deviant reactions to abusive supervision? A moderated mediation model of age and cognitive reappraisal. ***Work, Aging, and Retirement,*** *6,* 195–205. (AJG-2, Impact Factor: 5.682)

21. **Xu, X.,** Le, N., He, Y., & Yao, X. (2020). Conscientiousness, safety climate, and safety performance within teams: A cross-level mediation model. ***Journal of Business and Psychology,*** *35,* 503–517. (AJG-3, Impact Factor: 6.76)

20. **Xu, X.,** & Payne, S. C. (2020). When do job resources buffer the effect of job demands? ***International Journal of Stress Management,*** *27,* 226–240. (AJG-2, Impact Factor: 4.368)

19. Li, V., Jiang, L., & **Xu, X**. (2020). From workplace mistreatment to job insecurity: The moderating effect of work centrality. ***Stress and Health,*** *36,* 249–263. (AJG-2, Impact Factor: 3.454)

18. Liu, H., Zou, H., Wang, H., **Xu, X.**, & Liao, J. (2020). Do emotional labour strategies influence emotional exhaustion and professional identity or vice versa? Evidence from new nurses. ***Journal of Advanced Nursing,*** *76,* 577–587. (Impact Factor: 3.057)

17. **Xu, X.,** Jiang, L.,& Wang, H. (2019). How to build your team for innovation? A cross-level mediation model of team personality, team climate for innovation, creativity, and job crafting. ***Journal of Occupational and Organizational Psychology,*** *92,* 848-872. (AJG-4, Impact Factor: 5.119)

\*16. Sungu, L., Weng, Q., & **Xu, X.** (2019). Organizational commitment and job performance: Examining the moderating roles of occupational commitment and transformational leadership. ***International Journal of Selection and Assessment,*** *27,* 280-290. (AJG-2, Impact Factor: 2.410)

***\*This paper received the highly cited paper award from International Journal of Selection and Assessment.***

15. **Xu, X.,** Peng, Y., Zhao, P., Hayes, R & Jimenez, W. P. (2019). Fighting for time: Spillover and crossover effects of long work hours among dual-earner couples. ***Stress and Health,*** *35,* 491- 502. (AJG-2, Impact Factor: 3.454)

14. Peng, Y., Zhang, W., **Xu, X.,** Matthews, R. A., & Jex, M. S (2019). When do work stressors lead to innovative performance? An examination of the moderating effects of learning goal orientation and job autonomy. ***International Journal of Stress Management,*** *26,* 250-260. (AJG-2, Impact Factor: 4.368)

13. Jiang, L., **Xu, X.**, & Hu, X. (2019). Can gossip buffer the effect of job insecurity on workplace friendships. ***International Journal of Environmental Research and Public Health,*** *16,* 1285. (Impact Factor: 4.614)

12. **Xu, X.**, Payne, S. C., & Bergman, M. E. (2018). The measurement equivalence of a safety climate measure across five faultlines. ***Accident Analysis & Prevention****, 121,* 321-334. (AJG-3, Impact Factor: 6.376)

11. **Xu, X.**, & Payne, S. C (2018). Predicting retention duration from organizational commitment profile transitions. ***Journal of Management,*** *44,* 2142 - 2168*.* (AJG-4\*, Impact Factor: 13.508)

10. Zimmerman, C. A., Carter-Sowell, A. R., & **Xu, X**. (2016). Examining workplace ostracism experiences in academia: Understanding how gender differences in the faculty ranks influence inclusive climates on campus. ***Frontiers in Psychology,*** *7,* 753*.* (Impact Factor: 4.232)

9. Kabins, A., **Xu, X.**, Bergman, M. E., Berry, C. M., & Willson, V. (2016). A profile of profiles: A meta-analysis of the nomological net of commitment profiles. ***Journal of Applied Psychology,*** *101,* 881-904. (AJG-4\*, Impact Factor: 11.802)

8. Wasti, S. A., Peterson, M. F., Breitsohl, H.,\* Cohen, A.,\* Jørgensen, F., \* Rodrigues, A. C. D. A., \*Weng, Q. X., \* & **Xu, X.**\* (2016). Location, location, location: Contextualizing organizational commitment. ***Journal of Organizational Behavior,*** *37,* 613-632. (AJG-4, Impact Factor: 10.079)

***\*Authors contributed equally.***

7. **Xu, X.**, Payne, S. C., Horner, M. T., & Alexander, A. L. (2016). Individual difference predictors of perceived change fairness. ***Journal of Managerial Psychology****, 31,* 420-433. (AJG-3, Impact Factor: 4.09)

6. **Xu, X.**, & Payne, S. C. (2014). Quantity, quality, and satisfaction with mentoring: What matters most? ***Journal of Career Development,*** *41,* 507-525. (AJG-1, Impact Factor: 2.424)

5. Yang, J. J., \*Cao, Z., \***Xu, X.**, & Chen, G. (2012). The amygdala is involved in affective priming effect for fearful faces. ***Brain and Cognition,*** *80,* 15-22. <https://doi.org/10.1016/j.bandc.2012.04.005> (Impact Factor: 2.682)

***\*Authors contributed equally.***

4. Yang, J. J., **Xu, X.**, Du, X. Y., Shi, C. T., & Fang, F. (2011). Effects of unconscious processing on implicit memory for fearful faces. ***PLOS ONE,*** *6,* 1-8. https://doi.org/ 10.1371/journal.pone.0014641 (Impact Factor: 3.752)

3. **Xu, X.**, Zhao, Y., Zhao, P., & Yang, J. (2011). Effects of level of processing on emotional memory: Gist and details. ***Cognition and Emotion,*** *25*, 53-72. https://doi.org/ 10.1080/02699931003633805. (Impact Factor: 2.720)

2. Yang, J., Weng, X., Zang, Y., Xu, M., & **Xu, X**. (2010). Sustained activity within the default mode network during an implicit memory task. ***Cortex,*** *46,* 354-366. https://doi.org/ 10.1016/j.cortex.2009.05.002 (Impact Factor: 4.644)

1. Yuan, X., Wang, S., Zhu, B., & **Xu, X**. (2005). A research on the images of teachers in the eyes of middle school students. ***Psychological Development and Education*** *(in Chinese), 3,* 89-93. (Impact Factor: 2.075)

**Peer-Reviewed Conference Proceedings**

3. Dong, Y., Hu, Y., Cai, J., **Xu, X.,** & Li, S. (Accepted). Building diversity in the construction industry: Examining hiring and performance evaluation practices for equipment operators under the trend of technology transformation. ***Construction Research Congress Proceedings.***

2. Rasheed, U., Cai, J., **Xu, X.,** Hu, Y., & Li, S. (Accepted). Equipment teleoperation and its impacts on future worker and workforce in construction: Semi-structured interviews. ***Construction Research Congress Proceedings.***

1. Lawrence, A., Jiang, L., & **Xu, X.** (2021). A meta-analysis of curvilinear relationships between job insecurity and employee workplace behaviors. ***Academy of Management Best Paper Proceedings, 2021(1),*** 11448. https://doi.org/10.5465/AMBPP.2021.259

**Book Chapters**

3. Jiang, L., Näswall, K., & **Xu, X.** (accepted). Multilevel factors counteracting the adverse effects of job insecurity. In Carr, S., Hopner, V., & Hodgetts, D. *Organizational Frontiers Series.* Publisher Routledge/Taylor & Francis Group.

2. Jiang, L., & **Xu, X.** (2022). Leadership and safety. In P. Brough, K. Daniels, & E. Gardiner, *Handbook on management and employment practices.* Springer. https://doi.org/10.1007/978-3-030-24936-6\_3-1

1. Payne, S. C., Bergman, M. E., Keiser, N. L., & **Xu, X.** (2018). Safety climate of small to medium enterprises. In G. Boustras & F. Guldenmund (Eds.), *Safety management in small to medium sized enterprises* (pp. 93-120). CRC Press. https://doi.org/10.4324/9781315151847

**Manuscripts Under Review**

*Note:* Graduate and undergraduate students underlined.

***Titles omitted to protect the blind review process.***

\*Jimenez, W. P., **Xu, X.**, Hu, X., Warnock, K., Elliott, B., Hirani, R., & Burleson, S. (Revise and Resubmit). ***Journal of Occupational Health Psychology.*** (AJG-4, Impact Factor: 7.707)

***\*The first two authors contribute equally.***

Fiscus, J., He, Y.​, Sheng, Z., **Xu, X.**, & Yao, X. (Revise and Resubmit). ***Applied Psychology: An International Review.*** (AJG-3, Impact Factor: 5.414)

**Xu, X.**, Jiang, L., Gu, M., Bohle. S. L., & Medina, F. M. (Revise and Resubmit). ***Applied Psychology: An International Review.*** (AJG-3, Impact Factor: 5.414)

**Xu, X.**, Hayes, R.,Jiang, L. & Jimenez, W. P. (Revise and Resubmit). ***Journal of Business and Psychology*.** (AJG-3, Impact Factor: 6.76)

He, Y.​, Sheng, Z., **Xu, X.**, & Yao, X. (under review). ***Journal of Vocational Behavior.*** (AJG-4, Impact Factor: 12.082)

Jiang, L., Debus, M. **Xu, X.**, Hu, X.\*, Lopez-Bohle, S\*., Petitta, L\*., Roll, L\*., Stander, M\*., & Wang, H\*., (under review). ***Personnel Psychology*.** (AJG-4\*, Impact Factor: 5.47)

***\*Authors contributed equally***

Wang, H., Jiang, F., Jiang, L., **Xu, X.,** & Liu, W. (under review). ***Personnel Psychology*.** (AJG-4\*, Impact Factor: 5.47)

Rosenblatt, A., Ferroni, A., Peng, Y., & **Xu, X.** (under review). ***Innovation in Aging.*** (AJG-2, Impact Factor: 6.06)

Jiang, L., Lawrence, A., **Xu, X.** & Thaker, V. (under review). ***Applied Psychology: An International Review.*** (AJG-3, Impact Factor: 5.414)

Jiang, L., **Xu, X.,** Zubielevitch, E., & Sibley, C.G. (under review). ***Journal of Vocational Behavior.*** (AJG-4, Impact Factor: 12.082)

**Xu, X.**, Jiang, L., Jalil, D.,& Wang, H.(under review). ***Applied Psychology: An International Review.*** (AJG-3, Impact Factor: 5.414)

Ma, J., **Xu, X.,** Zhou, Z. Wang, Y., & Fang, K. (under review). ***Journal of Applied Psychology.*** (AJG-4\*, Impact Factor: 11.802)

**Manuscripts in Preparation**

**Xu. X.**,& Zhao. P. Employee engagement and employee performance. Target at ***Academy of Managmenet Journal***.

**Xu, X.**, Payne, S. C., & Zhao, P. Change trajectories of job satisfaction facets predicting turnover: A latent class growth analysis. Target at ***Journal of Applied Psychology***.

Peng, Y., **Xu, X.,** Rosenblatt, A., & Sweeney, R. A meta-analytic investigation of antecedents and consequences of employability. Target at ***Journal of Management***.

**Xu, X.**,Bergman, M. E., & Benzer, J. K. Is enthusiasm contagious? Evidence from site-level multi-wave surveys in a high service industry. Target at ***Organization Science***.

**Xu. X.**,& Barratt, C. L. The social network structure of faculty interactions and its implications. Target at ***Journal of Applied Psychology***.

**Peer-reviewed Conference Presentations**

*Note:* Graduate and undergraduate students underlined.

60. Gu, M., **Xu, X.,** Jiang, L., Peng, Y., & Zhang, W. (2024, April). *Don’t blame me. I procrastinate because of my supervisor!* Poster paper to be presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL, United States.

59. **Xu, X.,** Jiang, L., Ma, J., & Zhang, W. (2024, April). Be mindful while working too hard! Mindfulness moderates the effects of workaholism on discrete emotions and work goal progress. In Hernandez, J. (Chair). *Work is on my Mind: Examining the Role of Cognition in the Workaholism Experience*. Symposium paper to be presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL, United States.

58. Jimenez, W. P., Hu, X., Jalil, D., & **Xu, X.** (2023, August). Revenge is a dish best served sleepy? A test of a model of workers’ revenge bedtime procrastination. In Bennett, A. A. (Chair). *New explorations about employee recovery.* Symposium paper to presented at the 83rd Annual Meeting of the Academy of Management, Boston, MA, United States.

57. Jiang, L., \*Debus, M., \*Hu, X., \*Lopez-Bohle, S., \*Petitta, L., \*Roll, L., \*Stander, M., \*Wang, H., & **Xu, X.**\* (2023, May). The moderating roles of cultural value orientations in the curvilinear relationships of qualitative job insecurity with issue selling and skill development. In Jiang, L. (Chair). *How do employees and leaders react to job insecurity?* Symposium paper presented at the 21st EAWOP Congress, Katowice, Poland.

***\*The authors contributed equally.***

56. Jiang, L., Hu, S., & **Xu, X.** (2023, April). Why job insecurity may curvilinearly relate to unethical pro-organizational behavior? In Zhou, Z. E. (Co-Chair) & Lee, S. (Co-Chair) (2023). *Novel Directions in Job Insecurity Research in Work and Nonwork Domains.* Symposium paper presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

55.Rosenblatt, A., Ferroni, A., Peng, Y., & **Xu, X.** (2023, April). Outcomes of flexible work arrangements and job insecurity among employed caregivers. In Bennett, A. A. (Chair). *Advances in understanding the impacts of flexible work arrangements.* Symposium paper presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

54. Jiang, L., Roche, M., Ford, M., & **Xu, X.** (2022, November). *A systematic review of organizational-level interventions.* Paper presented at the 11th Aotearoa New Zealand Organisational Psychology and Organisational Behaviour (ANZOPOB) Conference.

53. **Xu, X.,** & Jalil, D. (2022, August). From the outside looking in: The development of newcomers’ perceived insider status and its impact on job insecurity. In Wang, H., & Lu, C.: *Time and team in job insecurity research: Examining short- and long-term effects of job insecurity and the role of job insecurity climate*. Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle, Washington.

\*52. **Xu, X.,** Jordan, C., Peng, Y., Ma, J., & Zhang, W. (2022, April - May). *Workaholism harms the positive effects of creative performance.* Poster paper presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

***\*This poster won the Award of Society for Industrial and Organizational Psychology (SIOP) Featured Top Rated Poster.***

51. Jalil, D., **Xu, X.,** Zhu, X.S., & Cigularov, K.(2022, April - May). *Leader humor, job insecurity, and healthy eating during COVID-19.* Poster paper presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

50. **Xu, X.,** Peng, Y., Ma, J., & Jalil, D. (2022, April - May). *Workaholism as the product rather than a driver of job performance.* Poster paper presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

49. **Xu, X.**, Jiang, L., Gu, M., Bohle. S. L., & Medina, F. M. (2022, April - May). *The influence of transformational leaders and workplace friends on job insecurity.* Poster paper presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

\*48. Jiang, L., **Xu, X.,** Zubielevitch, E., & Sibley, C.G. (2022, April - May). A 7-year longitudinal study of competing perspectives on the relationships of job insecurity with job and life satisfaction. In Jiang, L. *Job insecurity research in the context of the COVID-19 pandemic and automation*. Symposium presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

***\*Selected as Society for Industrial and Organizational Psychology (SIOP) 2022 Simulcast Program. This was selected because it was both 1) among the highest rated sessions submitted to SIOP in 2022 and 2) appeared to the Program Trio to be of broad interest to a wide SIOP audience.***

\*47. Lawrence, A., Jiang, L., & **Xu, X.,** (2021, July - August). *A meta-analysis of curvilinear relationships between job insecurity and employee workplace behaviors.* Paper presented at the virtual 81st Annual Meeting of the Academy of Management.

***\*This paper won the best paper award of Annual Meeting of the Academy of Management***

46. Jalil, D., **Xu, X.,** & Jiang, L (2021, July-August). *Do not ask, but you shall receive: Newcomer reactions to receiving negative gossip about supervisors.* Paper presented at the virtual 81st Annual Meeting of the Academy of Management.

45. Jimenez, W. P.\*, Xu, X\*. Hu, X., Elliott, B., Hirani, R., Burleson, S.D., & Cigularov, K.P. *Should we go with (the) flow? A meta-analytic comparison of flow and work engagement*. (2021, April). Poster paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

44. Jimenez, W. P., Hu, X., & Xu, X. (2020, October). *Thinking about thinking about work: A meta-analysis of off-the-clock positive and negative work-related thoughts.* Paper presented at 2020 Southern Management Association Annual Meeting, FL.

43. Zhao, P., **Xu, X.,** Hayes, R., & Le, N. (2020, August). *Which comes first, the chicken or the egg?: Organizational commitment and job satisfaction.* Paper presented at the 80th annual conference of the Academy of Management, Vancouver, BC, Canada.

42. Elliott, B., **Xu, X.,** Peng, Y., Zhao, P., & Zhang, W. (2020, April). *Help or hindrance? A daily dairy study on the workaholism – performance relation.* Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

41. **Xu, X.,** Jiang, L., Peng, Y., Zhao, P., & Zhang, W. (2020, April). *A dynamic approach to abusive supervision and subordinates’ emotions and performance.* Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

40. Jiang, L., **Xu, X.,** Zubielevitch, E., & Sibley, C.G.(2020, April). Winners take all: Reciprocal relations between resources and job insecurity over seven years. In Naranjo, A., & Shoss, M. *Addressing job insecurity across the globe: The role of resources.* Symposuium paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

39. Jalil, D., **Xu, X.,** & Zhang, W. (2020, April). *The gossip on workplace gossip: A latent profile analysis.* Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

38. He, Y., Sheng, Z., **Xu, X.** & Yao, X. (2020, April). *A social network view of advice exchange and job performance similarity.* Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

37. Wang, X., Peng, Y., & **Xu, X.** (2020, April). *How incivility reduces knowledge sharing- from cognitive and emotional perspectives.* Poster paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

36. **Xu, X.**, & Wang, H. (2019, August). A cross-level mediation model of team personality, team climate for innovation, job crafting and creativity. In Zhang Fangfang: *Job crafting in the changing work context and practical implications*. Symposium presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

35. Jiang, L., **Xu, X.**, & Weng, Q. (2019, August). *A meta-analytic investigation of sources of job insecurity.* Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

34. **Xu, X.,** Hu, X., Jalil, D., Kenneally, C., & Jimenez, W. P. (2019, April). *Addressing questions about gender differences in social support: A meta-analysis.* Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

33. **Xu, X.,** Peng, Y., Zhao, P., Hayes, R., & Wang, H. (2019, April). *Fighting for time: Health and well-being among dual-earning couples.* Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

32. Le, N., **Xu, X.,** He, Y., & Yao, X. (2019, April). *Conscientiousness, safety climate, and safety performance within teams: A cross-level mediation model.* Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

31. Peng, Y., **Xu, X.**, Lapine, C.M., & Zhang, W. (2019, April). *Eldercare supportive supervisor behaviors: A moderated mediation model.* Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

30. Payne, S. C., Costa, P. Keiser, N. L., & **Xu, X.** (2019, April). *The influence of sex on student evaluations of teaching.* Poster paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

29. Peng, Y., **Xu, X.**, & Matthews, R. A. (November, 2018). Older and less deviant? A mediated moderation model of age, cognitive reappraisal, and abusive supervision. In Scheibe, S. (Chair), *Aging and work: The role of emotional factors and competencies.* Symposium presentation at The Gerontological Society of America's 71th Annual Scientific Meeting, Boston, MA.

28. **Xu, X.,** Pautsina, A., Barratt, C. L., & van Staaden, M. J. (2018, April). *Social contagion: Social network ties influence coworkers’ job-related attitudes.* Poster paper accepted by the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

\*27. **\*Xu, X.,** Bergman, M. E., & Benzer, J. K. (2018, April). *High performance work practices and manager, employee, and customer exchanges.* Poster paper accepted by the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

***\*This poster won the Award of Society for Industrial and Organizational Psychology (SIOP) Featured Top Rated Poster.***

26. Zhao, P., **Xu, X.**, & Peng, Y. (2018, April). *Personality profiles predict mortality: Bad is stronger than good.* Poster paper accepted by the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

25. Peng, Y., **Xu, X.,** Zhang, W., & Jex, M.S. (2018, April). Transformational leadership and deviance: The role of leaders’ performance pressure. In Reynolds-Kueny, C. (Chair), *Leaderships’ influence on CWBs: How leaders hurt and help CWBs in organizations.* Symposium presentation accepted by the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

24. **Xu, X.**, Zhao, P., Peng, Y., & Matthews, R. A. (2018, April). *Justice, commitment, and time are intertwined: A social exchange perspective*. Poster paper accepted by the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

23. Peng, Y., **Xu, X.**, Zhang, W., & Jex, S. M. (2017, June). *Employees with poor sleep hurt others but not the organization: The mediation role of emotional labor.* Paper presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, Minnesota.

22. **Xu, X.,** & Payne, S. C. (2017, April). *The reverse-buffering effect of job control: Crosssectional vs. longitudinal effects.* Poster paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

21. **Xu, X.**, Payne, S. C., & Zhao, P. (2016, August). *Change trajectories of job satisfaction facets predicting turnover: A latent class growth analysis*. Paper presented at the 76th annual conference of the Academy of Management, Anaheim, CA.

20. **Xu, X.,** Payne, S. C., & Bergman, M. E. (2016, April). *Measurement equivalence of a safety climate measure within multilevel data*. Poster paper presented at the 31th annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

19. Payne, S. C., Keiser, N. L., & **Xu, X**. (2016, February). *A meta-analytic investigation of student evaluations of teaching: Re-examining sex differences*. Poster presented at the Texas A&M University ADVANCE Center Engaging the Data: Are we ADVANCE-ing? College Station, TX.

18. **Xu, X.,** Payne, S. C., Zhao, P., & Huffman, A. H. (2015, August). *The stability of organizational commitment*. Paper presented at the 75th annual conference of the Academy of Management, Vancouver, BC, Canada.

17. Kabins, A., McCook, K., **Xu, X.,** & Bergman, M. E. (2015, April). Bound to bond: The Big Five and organizational commitment profiles. In Kabins, A. (Chair), *Profiling commitment: Person-centered approaches to organizational commitment.* Symposium presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

16. **Xu, X.,** & Payne, S. C. (2014, November). *The stability of commimtment profiles across samples and over time: Latent profile and transiton analysis.* Paper presented at the 2014 Conference on Commitment in Organization, Columbus, OH.

15. Bergman, M. E., Payne, S. C., Keiser, N. L., & **Xu, X.** (2014, October). *How often should I assess my organization’s safety climate?* Paper presented at the 17th annual International Symposium of the Mary Kay O’Connor Process Safety Center, College Station, TX.

14. Zhao, P., **Xu, X.,** & Miner, K. (2014, August). *The social context of workplace mistreatment: A multilevel approach.* Paper presented at the 74th annual conference of the Academy of Management, Philadelphia, PA.

13. Payne, S. C., Keiser, N., **Xu, X.,** & Bergman, M. E. (2014, June). *The importance of justification for safety procedures.* Poster presented at the Southwest Regional Human Factors and Ergonomics Society conference. College Station, TX.

12. Kabins, A., **Xu, X.,** Bergman, M. E., Berry, C. M., & Willson, V. (2014, May). *A profile of profiles: A meta-analysis of commitment profiles*. Poster paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

11. Payne, S. C., Keiser, N. L., & **Xu, X.** (2014, May). Sex differences in higher-education course evaluations: A meta-analysis. In Kathi Miner (Chair), *ADVANCE(ing) women: From fixing women to transforming organizations.* Symposium presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

10. Thompson, R. J., Payne, S. C., Lomeli, L. C., **Xu, X.**, & Smittick, A. L. (2014, May). *Shifting standards? Sex differences in teaching evaluations or lack thereof*. Poster paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

9. Payne, S. C., Keiser, N. L., **Xu, X.**, & Monks, K. (2014, March). *Sex differences in higher education course evaluations: A meta-analysis.* Poster presented at the annual Texas A&M University Student Research Week.

8. **Xu, X.,** Payne, S. C., & Bergman, M. E. (2013, October). *How & why do employees deviate from safety procedures?* Poster presented at the 16th annual Mary Kay O’Connor Process Safety Center International Symposium. College Station, TX.

7. **Xu, X.,** Zhao, P., & Miner, K. (2013, August). *The target of incivility cannot be an island: Group influence and social comparison.* Paper presented at the 73rd annual conference of the Academy of Management, Orlando, FL.

6. **Xu, X.**, & Payne, S. C. (2013, April). *Cross-levels predictors of willingness to mentor*. Poster paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

5. Kabins, A., **Xu, X.**, Berry, C. M. & Bergman, M. E. (2013, April). A profile of profiles: A meta-analysis of commitment profiles. In Bergman, M. E., & Kabins, A. (Chairs), *Profiles in commitment: Person-centered approaches to organizational commitment*. Symposium presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

4. **Xu, X.**, & Payne, S. C. (2012, August). *Individual difference predictors of perceived change fairness.* Poster paper presented at the 118th annual American Psychological Association Convention, Orlando, FL.

3. **Xu, X.**, & Payne, S. C. (2012, April). *Proactive employees: The more resilient employees during organizational change.* Poster paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

2. **Xu, X.**, & Payne, S. C. (2011, August). *The influence of multiple mentors and satisfaction with mentoring on job attitudes?* Paper presented at the 71st annual conference of the Academy of Management, San Antonio, TX.

1. Bergman, M. E., Krauss, A. D., Beus, J. M., & **Xu, X.** (2011, April) Safety performance, safety skills, and safety-related personality traits. In A. Johnson (Chair), *The latest and greatest in workplace safety research.* Symposium presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Technical Reports**

Payne, S. C., **Xu, X**., Bergman, M. E., Beus, J. M., & Mannan, M. S. (2012, June). *Process safety culture project-Phase 2: Process safety procedure interviews.* Final report submitted to the Abnormal Situation Management Consortium.

Payne, S. C., & **Xu, X**. (2012, June). *Evaluation of the Women’s Faculty Network (WFN) Mentoring Program.* Final report submitted to the Women’s Faculty Network and Dean of Faculties, Texas A&M University.

Payne, S. C., & **Xu, X**. (2011, August). *University Dining 2011 employee survey.* Final report submitted to the Executive Director of University Dining, Texas A&M University.

Payne, S. C., Beus, J. M., & **Xu, X**. (2011, April). *University Dining 2011 employee survey.* Final report submitted to the Executive Director of University Dining, Texas A&M University.

**Funded Research Grants**

1. National Science Foundation (2022-2025)

FW-HTF-R/Collaborative Research: FAIR4WISE: Future AI and Robotics for Women in Smart Engineering

Amount Requested: **$599,964.00**

Role: Co-PI [with Jiannan Cai (PI), Yuanxiong Guo (Co-PI)]

2. Society for Industrial and Organizational Psychology: International Research and Collaboration (IRC) Small Grant (2019-2020)

Job insecurity and proactivity in nine countries: A cross-cultural study of the moderating role of cultural value orientations

Amount Requested: **$3,500.00**

Role: co-PI [with Lixin Jiang (PI), Maike Debus, Xiaowen Hu, Sergio Lopez-Bohle, Laura Petitta, Lara Roll, Marius Stander, & Haijiang Wang (Co-PIs)]

3. Worksafe-HRC research: New Zealand (2019-2022)

Collaborative research: A systematic review and meta-analysis of organizational-level interventions

Amount requested: **$396,653.00**

Role: co-PI [with Lixin Jiang (PI), Maree Roche & Michael Ford (Co-PIs)]

4. China Europe International Business School (CEIBS) research (2018-2019)

Aged to perfection: Benefits from an inactive population

Amount Requested: **$10,000.00**

Role: co-PI [with Yisheng Peng (PI), Mo Wang, & Zhongjun Wang (Co-PIs)]

**Unfunded Research Grants**

1. National Natural Science Foundation of China (2020-2023)

Demands or resources? How innovation-oriented HRM affect employee engagement and innovation outcomes – multilevel perspectives.

Amount requested: **RMB 500,000.00**

Role: Co-PI [with Wenqin Zhang (PI), Steve M. Jex, & Yisheng Peng (Co-PIs)]

2. Society for Industrial and Organizational Psychology: Small Grant Program (2019-2020)

A social network perspective to job insecurity climate: The role of transformational leadership

Amount Requested: **$7,500.00**

Role: PI [with Lixin Jiang, & Haijiang Wang (Co-PIs)]

3. National Science Foundation HRD: Human Resource Development

Collaborative research: Foundational knowledge of subtle interpersonal discrimination as a barrier to undergraduates’ participation in engineering.

Amount requested: **$1,553,273.00**

Role: Co-PI [with Debra Major (PI), Kathi Miner, & Xiaoxiao Hu (Co-PIs)]

4. Bruce and Jane Walsh Grant in Memory of John Holland

Perception of and reactions to job insecurity: A three-country examination

Amount Requested: **$11,500.00**

Role: Co-PI [with Lixin Jiang (PI) & Haijiang Wang (Co-PI)]

5. Society for Industrial and Organizational Psychology: Small Grant Program (2018-2019)

Social interactions, transformational leadership, and job insecurity climate: A social network perspective

Amount Requested: **$7,500.00**

Role: PI [with Lixin Jiang, Qingxiong Weng, & Maree Roche (Co-PIs)]

6. Society for Industrial and Organizational Psychology: International Research and Collaboration (IRC) Small Grant (2017-2018)

How national culture drives social networking: A cross-culture perspective

Amount Requested: **$3,500.00**

Role: PI (with Konstantin Cigularov & Qingxiong Weng (Co-PIs)

7. National Science Foundation (2021-2024)

Examining social networking as a driver of POGIL effectiveness

Role: Co-PI [with Debra Major (PI) & Jennifer L. Poutsma (Co-PI)]

Amount Requested: **$299,986.00**

**Research Grants Under Review**

1. National Natural Science Foundation of China (2024-2026)

Research on belonging paradox management of Internet celebrities in organizations: Based on the perspective of sensemaking theory.

Amount requested: **RMB 300,000.00**

Role: Consultant [with Wen Zhang (PI)]

**Research Assistantships for Research Grants**

**2016 March – 2017 August**

**Project:** Project SEA change: Using social connectivity to improve quantitative literacy and transform undergraduate science teaching

**Funded Source:** National Science Foundation [**$3 million**]

**Institution:** Bowling Green State University

**2010 September – 2015 December**

**Project:** ADVANCE-IT: Promoting success of women faculty through a psychologically healthy workplace

**Funded Source:** National Science Foundation [**$3.5 million**]

**Institution:** Texas A&M University

**Teaching Experience**

2023 Fall MGT 3013: Introduction to Organization Theory, Behavior and Management (Undergraduate)

Faculty evaluation score: 4.67/5.00, 4.67/5.00

Course evaluation score: 4.65/5.00, 4.67/5.00

2023 Spring MGT 3013: Introduction to Organization Theory, Behavior and Management (Undergraduate)

Faculty evaluation score: 4.74/5.00

Course evaluation score: 4.73/5.00

2022 Fall MGT 3013: Introduction to Organization Theory, Behavior and Management (Undergraduate)

Faculty evaluation score: 4.81/5.00, 4.56/5.00

Course evaluation score: 4.79/5.00, 4.46/5.00

2022 Spring MGT 3013: Introduction to Organization Theory, Behavior and Management (Undergraduate)

Faculty evaluation score: 4.70/5.00

Course evaluation score: 4.65/5.00

2021 Fall MGT 3013: Introduction to Organization Theory, Behavior and Management (Undergraduate)

Faculty evaluation score: 4.86/5.00, 4.85/5.00

Course evaluation score: 4.84/5.00, 4.85/5.00

2021 Spring PSYC 750 Organizational Psychology (Doctoral)

Faculty evaluation score: N/A due to no access to the ODU system after the move

Course evaluation score: N/A due to no access to the ODU system after the move

2021 Spring PSYC 316 Scientific Reasoning in Psychology (Undergraduate)

Faculty evaluation score: N/A due to no access to the ODU system after the move

Course evaluation score: N/A due to no access to the ODU system after the move

2020 Fall PSYC 316 Scientific Reasoning in Psychology (Undergraduate)

Faculty evaluation score: 4.68/5.00

Course evaluation score: 4.43/5.00

2020 Fall PSYC 727 Analysis of Variance and Experimental Design (Graduate)

Faculty evaluation score: 4.68/5.00

Course evaluation score: 4.43/5.00

2020 Spring PSYC 853 Job Attitudes and Motivation (Doctoral)

Faculty evaluation score: N/A due to less than 5 students providing evaluations

Course evaluation score: N/A due to less than 5 students providing evaluations

2020 Spring PSYC 303 Industrial/Organizational Psychology (Undergraduate)

Faculty evaluation score: 4.63/5.00

Course evaluation score: 4.52/5.00

2019 Fall PSYC 727 Analysis of Variance and Experimental Design (Graduate)

Faculty evaluation score: 4.64/5.00

Course evaluation score: 4.48/5.00

2019 Fall PSYC 303 Industrial/Organizational Psychology (Undergraduate)

Faculty evaluation score: 4.64/5.00

Course evaluation score: 4.48/5.00

2019 Spring PSYC 750 Organizational Psychology (Doctoral)

Faculty evaluation score: N/A due to less than 5 students providing evaluations

Course evaluation score: N/A due to less than 5 students providing evaluations

2019 Spring PSYC 303 Industrial/Organizational Psychology (Undergraduate)

Faculty evaluation score: 4.61/5.00

Course evaluation score: 4.56/5.00

2018 Fall PSYC 853 Job Attitudes and Motivation (Doctoral)

Faculty evaluation score: N/A due to less than 5 students providing evaluations

Course evaluation score: N/A due to less than 5 students providing evaluations

2018 Fall PSYC 727 Analysis of Variance and Experimental Design (Graduate)

Faculty evaluation score: 4.84/5.00

Course evaluation score: 4.84/5.00

2018 Spring PSYC 303 Industrial/Organizational Psychology (Undergraduate)

Faculty evaluation score: 4.80/5.00

Course evaluation score: 4.80/5.00

2018 Spring PSYC 750 Organizational Psychology (Doctoral)

Faculty evaluation score: N/A due to less than 5 students providing evaluations

Course evaluation score: N/A due to less than 5 students providing evaluations

2017 Fall PSYC 727 Analysis of Variance and Experimental Design (Graduate)

Faculty evaluation score: 4.68/5.00

Course evaluation score: 4.95/5.00

**Supervision of Doctoral Advisees as the Primary Advisor**

William Jimenez (Doctoral student, ODU)

Daroon Jalil (Doctoral student, ODU)

Nhan Le (Doctoral student, ODU)

Rick Hayes (Doctoral student, ODU)

Caroline Jordan (Doctoral student, ODU)

Meiqiao Gu (Doctoral student, ODU)

**Supervision of Teaching Assistants**

Mateo Moreno Franco (Graduate student, UTSA)

Jesus Urbano (Graduate student, UTSA)

Enrique Cabrera-Caban (Graduate student, ODU)

John Hicks (Graduate student, ODU)

John Mart V. DelosReyes (Graduate student, ODU)

**Supervision of Research Assistants**

Bethany Elliott (undergraduate student, ODU)

Jasaya Cobb (undergraduate student, ODU)

BaoChau Le (undergraduate student, ODU)

Ronika Carter (undergraduate student, ODU)

Aaron Bowser (undergraduate student, ODU)

**Dissertation/Thesis/Honor Thesis Committee**

Rick Hayes, Master's Thesis Chair 2020 – 2021

Murong Miao, Dissertation Committee (Marketing) 2018 – 2020

Andrew Collmus, Dissertation Committee 2018 – 2021

Rebecca Garden, Dissertation Committee 2017 – 2019

William Jimenez, Master's Thesis Committee 2017 – 2018

Daroon Jalil, Master's Thesis Committee 2018 – 2019

Nhan Le, Master's Thesis Chair 2019 – 2021

Rick Hayes, Master's Thesis Chair 2019 – 2021

Wyatt Mcmanus, Master's Thesis Committee 2018 – 2019

Bethany Elliott, Honor Thesis Chair 2018 – 2019

**Department, University, and College Services**

Peer Observer for Dr. Heather Staples’s Teaching, UTSA (2023 Spring)

Coordinator, Healthcare Management Faculty Search, UTSA (2022 Fall)

Co-Chair, McCarter Research Seminar, UTSA (2022 Fall – present)

Department Undergraduate Program Committee, UTSA (2022 Fall – present)

Participating the meeting with the AACSB Business Peer Review Team to answer their questions (2022 Spring)

McCarter Research Seminar Committee, UTSA (2021 Fall – 2022 Spring)

Ph.D. Student Recruiting Committee, UTSA (2021-present)

Panelist for the workshop of “Show Me the Money! Navigating Research Grants and the Grant Development Process in the ACOB”, ACOB, UTSA (2021)

Department Committee for Undergraduate Honors, ODU (2020 – 2021)

Department Committee for Masters, ODU (2020 – 2021)

Search Committee for the tenure-track Human Factor faculty, ODU (2020-2021)

Industrial/Organizational Psychology Program Committee, ODU (2017 – 2021)

Industrial/Organizational Psychology Student Association Advisor, ODU (2019 – 2021)

College of Sciences Committees – Human Subjects: IRB Committee Member, ODU (2019 – 2021)

**Professional Service**

**National Service**

SIOP graduate student scholarship awards committee (2017)

**Grant Reviewer**

National Science Foundation (2021)

**Editorial Board**

Journal of Business and Psychology (2023-present)

Stress & Health (2021-present)

**Journal Reviewer**

Journal of Organizational Behavior

Journal of Vocational Behavior

Journal of Occupational and Organizational Psychology

Journal of Occupational Health Psychology

Journal of Managerial Psychology

Asia Pacific Journal of Human Resources

Human Performance

International Journal of Stress Management

Review of General Psychology

**Professional Memberships**

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP, APA Division 14)