

JANUARY 2020

**ABBIE J. SHIPP
NEELEY SCHOOL OF BUSINESS
TEXAS CHRISTIAN UNIVERSITY
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EDUCATION

University of North Carolina at Chapel Hill, Kenan-Flagler Business School

Ph.D., Organizational Behavior, 2006

Dissertation Title: “The moving window of fit: Extending person-environment fit research with time.” Chair: Dr. Jeffrey R. Edwards

Oklahoma State University, College of Business

MBA, 2000; BSBA, 1996

ACADEMIC AND PROFESSIONAL WORK EXPERIENCE

- 2012-present *Texas Christian University* – Neeley School of Business
2020-present Chair, Management and Leadership Department
2019-present Professor of Management and Leadership
2014-2019 Associate Professor of Management and Leadership
2012-2014 Assistant Professor of Management and Leadership
- 2006-2012 *Texas A&M University* – Mays Business School
Assistant Professor of Management
- 2001-2006 *University of North Carolina* – Kenan-Flagler Business School
Research Assistant to Dr. Jeffrey R. Edwards
- 1999-2001 *Oklahoma State University* – College of Business
Adjunct Instructor
- 1998-1999 *TV Guide, Inc.*
Staffing Consultant (Professional recruiting & compensation)
- 1996-1998 *The Boeing Company*
Senior Human Resources Representative (Professional recruiting, employee relations, labor relations, and compensation)

RESEARCH INTERESTS

The psychological aspects of time at work including trajectories of work experiences, temporal focus, time allocation, experiencing change, and person-environment fit over time.

RESEARCH AWARDS AND HONORS

- 2019 *Outstanding Reviewer Award, Academy of Management Review*
- 2019 Neeley School of Business, Summer Research Grant, Texas Christian University
- 2018 Neeley School of Business, Summer Research Grant, Texas Christian University
- 2017 Neeley School of Business, Summer Research Grant, Texas Christian University
- 2016 Neeley School of Business, Summer Research Grant, Texas Christian University
- 2015 *Outstanding Reviewer Award, Academy of Management Journal*
- 2015 Neeley School of Business, Summer Research Grant, Texas Christian University
- 2015 Finalist for the *2014 Outstanding Publication in OB Award, Organizational Behavior Division of Academy of Management*
- 2014 *Outstanding Reviewer Award, Organizational Behavior Division of Academy of Management*
- 2014 Neeley School of Business, Summer Research Grant, Texas Christian University
- 2011 Finalist for the *Best Paper of the Year, Academy of Management Review*
- 2010 Mays Business School, Research Grant, Texas A&M University
- 2009 *Outstanding Reviewer Award, Organizational Behavior Division of Academy of Management*
- 2008 *Excellence in Research Award, National Federation of Independent Business*
- 2008 *Top 20 Poster, Society of Industrial and Organizational Psychology Annual Conference*
- 2007 Finalist for the *Owens Scholarly Achievement Award, Society for Industrial and Organizational Psychology*
- 2007 Management Department Research Grant, Mays Business School, Texas A&M University
- 2007 Center for Human Resource Management Research Grant, Mays Business School, Texas A&M University
- 2006 *Outstanding Ph.D. Student Award, Kenan-Flagler Business School, University of North Carolina*
- 2006 *Outstanding Reviewer Award, Organizational Behavior Division of Academy of Management*
- 2005 Society for Industrial and Organizational Psychology *Graduate Student Scholarship* (later renamed *SIOP Scholar*)

TEACHING AWARDS AND HONORS

- 2019 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2017 *Outstanding Undergraduate (Core) Teaching Award, Neeley School of Business, Texas Christian University*

- 2017 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2016 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2015 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2014 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2014 *Innovation in Teaching Award*, Neeley School of Business, Texas Christian University
- 2009 *Lockheed Martin Excellence in Teaching Award*, Texas A&M University

EDITORIAL AND REVIEWING ACTIVITIES

- Editorial Board Member:
 - *Academy of Management Journal* (2011-present)
 - *Academy of Management Review* (2017-present)
 - *Journal of Applied Psychology* (2012-2019)
 - *Journal of Management* (2008-present)
- Special Issue Editor: "Time Perspective and Organizational Behavior" forthcoming at *Journal of Organizational Behavior*, with Ludvig Levasseur, Yitzhak Fried, Phil Zimbardo, and Denise Rousseau
- Ad-hoc Reviewer:
 - *Human Relations*
 - *Journal of Management Studies*
 - *Organization Science*
 - *Organizational Behavior and Human Decision Processes*
 - *Organizational Psychology Review*
 - *Oxford Bibliographies*
 - *Personnel Psychology*

JOURNAL ARTICLES

Shipp, A. J., & Richardson, H. A. The impact of temporal schemata: Understanding when individuals entrain versus resist or create temporal structure. In press at *Academy of Management Review*.

Levasseur, L., Shipp, A. J., Fried, Y., Rousseau, D. M., & Zimbardo, P. Editorial: New perspectives on time perspective and temporal focus. In press at *Journal of Organizational Behavior*.

Jansen, K. J., & Shipp, A. J. (2019). Fitting as a temporal sensemaking process: Shifting trajectories and stable themes. *Human Relations*, 72(7), 1154–1186.
-Finalist for the 2019 Best Paper Award, *Human Relations*

- Shipp, A. J., & Aeon, B. (2019). Temporal focus: Thinking about the past, present, and future. *Current Opinion in Psychology*, 26, 37-43.
- Eldor, L., Fried, Y., Westman, M., Levi, A. S., Shipp, A. J., Slowik, L. H. (2017). The experience of work stress and the context of time: Analyzing the role of subjective time. *Organizational Psychology Review*, 7(3), 227-249.
- Methot, J. R., Lepak, D., Shipp, A. J., & Boswell, W. R. (2017). Good citizen interrupted: Calibrating a temporal theory of citizenship behavior. *Academy of Management Review*, 42(1), 10-31. (Lead Article)
- Jansen, K. J., Shipp, A. J., & Michael, J. H. (2016). Champions, Converts, Doubters, and Defectors: The impact of shifting perceptions on momentum for change. *Personnel Psychology*, 69, 673-707.
- Cole, M. S., Shipp, A. J., & Taylor, S. (2016). Viewing the interpersonal mistreatment literature through a temporal lens. *Organizational Psychology Review*, 6, 273-302.
- Leroy, S., Shipp, A. J., Blount, S., & Licht, J. G. (2015). Synchrony preference: Why some people go with the flow and some don't. *Personnel Psychology*, 68, 759-809.
- Shipp, A. J., & Cole, M. S. (2015). Time in individual-level organizational studies: What is it, how is it used, and why isn't it exploited more often? *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 237-260.
- Shipp, A. J., Furst-Holloway, S. A., Harris, T. B., & Rosen, B. (2014). Gone today but here tomorrow: Extending the unfolding model of turnover to consider Boomerang employees. *Personnel Psychology*, 67, 421-462.
- Bergeron, D. M., Shipp, A. J., Rosen, B., & Furst, S. A. (2013). Organizational citizenship behavior and career outcomes: The cost of being a good citizen. *Journal of Management*, 39(4), 958-984.
-Finalist for the 2014 Outstanding Publication in OB Award, Academy of Management - Organizational Behavior Division
- Dunford, B. B., Shipp, A. J., Boss, R. W., Angermeier, I., & Boss, A. D. (2012). Is burnout static or dynamic? A career transition perspective of employee burnout trajectories. *Journal of Applied Psychology*, 97(3), 637-650.
- Zimmerman, R. D., Boswell, W. R., Shipp, A. J., Dunford, B. B., & Boudreau, J. W. (2012). Explaining the pathways between approach-avoidance personality traits and employees' job search behavior. *Journal of Management*, 38(1), 129-163.
- Shipp, A. J., & Jansen, K. J. (2011). Reinterpreting time in fit theory: Crafting and recrafting narratives of fit in medias res. *Academy of Management Review*, 36(1), 76-101.
-Finalist for the 2011 Best Paper Award, Academy of Management Review
- Shipp, A. J., Edwards, J. R., & Lambert, L. S. (2009). Conceptualization and measurement of

temporal focus: The subjective experience of the past, present, and future. *Organizational Behavior and Human Decision Processes*, 110(1), 1-22. (Lead Article)

Boswell, W. R., Shipp, A. J., Payne, S. C., & Youngcourt, S. S. (2009). Changes in newcomer job satisfaction over time: Examining the pattern of honeymoons and hangovers. *Journal of Applied Psychology*, 94(4), 844-858.

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

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

MANUSCRIPTS UNDER REVIEW

Shipp, A. J., & Jansen, K. J. The “other” time: A review of the subjective experience of time in organizations. Invited 4th round revise-and-resubmit (full manuscript) at *Academy of Management Annals*.

Peltokorpi, V., Allen, D. G., & Shipp, A. J. Temporal focus and turnover (title redacted for blind review).

WORKING PAPERS

Shipp, A. J., Gabriel, A., Lambert, L. S. Latent profile analysis of temporal focus. (Data analysis and writing in progress. Targeted journal: *Journal of Applied Psychology*)

Jansen, K. J. & Shipp, A. J. Temporal themes of fitting at work: Construct refinement, measurement, and validation. (Data analysis in progress. Targeted journal: *Academy of Management Journal*.)

Zhao, H., Shipp, A. J., Xu, E., Carter, K. & Gonzalez-Mule, E. A temporal meta-analysis. (Final edits in progress. Targeted journal: *Journal of Management*.)

Shipp, A. J., Litt, D., & Leroy, S. Performance-enhancing drugs at work: Help and hindrance to temporal focus?

Leroy, S., Shipp, A. J., & Litt, D. Inducing temporal focus for increased performance through a mindfulness intervention.

Jansen, K. J., & Shipp, A. J. Shifty constructs over time.

Rosen, C., Shipp, A. J., & Johnson, R. Leaders' state temporal focus.

Jansen, K. J., Shipp, A. J., & Holtom, B. Fit trajectories and turnover patterns.

BOOKS, CHAPTERS, AND PROCEEDINGS

- Shipp, A. J. Temporal focus: A review of the past with an eye to the future. In press at *Oxford Handbook of Psychology*.
- Shipp, A. J. & Fried, Y. (Eds.). (2014). *Time and Work: How Time Impacts Individuals (Vol. 1) and How Time Impacts Groups, Organizations, and Methodological Choices (Vol. 2)* in the *Current Issues in Work and Organizational Psychology Series*. East Sussex, UK: Psychology Press.
- Shipp, A. J., & Fried, Y. (2014). Time research in management: Using temporal ambassadors to translate ideas into reality. In A. J. Shipp & Y. Fried (Eds.), *Time and Work: How Time Impacts Individuals (Vol. 1)*, p. 1-10) in the *Current Issues in Work and Organizational Psychology Series*. East Sussex, UK: Psychology Press.
- Fried, Y., & Shipp, A. J. (2014). Time research in management: How time impacts groups, organizations, and methodological choices. In A. J. Shipp & Y. Fried (Eds.), *Time and Work: How Time Impacts Groups, Organizations, and Methodological Choices (Vol. 2)*, p. 1-4) in the *Current Issues in Work and Organizational Psychology Series*. East Sussex, UK: Psychology Press.
- Jansen, K. J., & Shipp, A. J. (2013). A review and agenda for incorporating time in fit research. In A. L. Kristof-Brown and J. Billsberry (Eds.), *Organizational Fit: Key Issues and New Directions* (p. 195-221). Chichester: Wiley.
- Coombs, J. E., Shipp, A. J., & Christensen, L. J. (2008). Entrepreneur as change agent: Antecedents and moderators of individual-level philanthropic behavior. *Frontiers of Entrepreneurship Research (Best Paper Proceedings of the Twenty-eighth Annual Babson College Entrepreneurship Research Conference)*.
- Edwards, J. R., & Shipp, A. J. (2007). The relationship between person-environment fit and outcomes: An integrative theoretical framework. In C. Ostroff & T. Judge (Eds.), *Perspectives on Organizational Fit, SIOP Organizational Frontiers Series* (pp. 209-258). San Francisco, CA, Jossey-Bass.
- Shipp, A. J., & Edwards, J. R. (2004). Is the past present? Predicting satisfaction from PA, NA, and temporal comparison. In K. M. Weaver (Ed.), *Best Paper Proceedings of the Sixty-third Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

CONFERENCE PRESENTATIONS

- Bergeron, D., Harvey, J., & Sumanth, J., Baer, M., Butts, M., Morrison, E., Patil, S., Parker, S., Shipp, A. J. (August 2019). The road to nowhere: Knowing when to call it quits with papers, projects and people. Panelist for professional development workshop presented at Seventy-ninth Annual Meeting of the Academy of Management, Boston, MA.

- Shipp, A. J., Jansen, K. J., & Vogel, R. M. (August 2017). Monthly deadlines: A temporal view of demands-abilities fit. Paper presented at Seventy-seventh Annual Meeting of the Academy of Management, Atlanta, GA.
- Jansen, K. J., & Shipp, A. J. (August 2016). Momentary and enduring fit: Trajectories and themes of congruence at work. Paper presented at Seventy-sixth Annual Meeting of the Academy of Management, Anaheim, CA.
- Shipp, A. J. (April 2016). Temporal individual differences across multiple levels and applied contexts. Discussant for symposium at Thirty-first Annual Meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Shipp, A. J., & Richardson, H. A. (August 2015). When is the right time? In search of temporal schemata. Paper presented at Seventy-fifth Annual Meeting of the Academy of Management, Vancouver, Canada.
- Shipp, A. J., & Jansen, K. J. (Co-organizers; August 2015). Looking to the future – Growing the community of time scholars. Caucus session at Seventy-fifth Annual Meeting of the Academy of Management, Vancouver, Canada.
- Capitano, J. (Chair), Bennett, R. J., D’Innocenzo, L., Oswald, F. L., Shipp, A. J., & Spector, P. E. (November, 2014). Current issues in scale development. Symposium presenter/panelist at the Annual Meeting of the Southern Management Association, Savannah, GA.
- Shipp, A. J., & Jansen, K. J. (Co-organizers; August 2014). It’s about time: Building a community of time scholars. Caucus session at Seventy-fourth Annual Meeting of the Academy of Management, Philadelphia, PA.
- Shipp, A. J. (August 2014). Like sands through the hourglass: Spending time strategically. Session chair at Seventy-fourth Annual Meeting of the Academy of Management, Philadelphia, PA.
- Shipp, A. J. (Co-chair), Ployhart, R. E. (Co-chair), Chen, G., Fried, Y., Harrison, D. A., Kozlowski, S. W. J., & Vandenberg, R. J. (August, 2013). How should I study time? A temporal tutorial and workshop. Organizer and chair of professional development workshop presented at Seventy-third Annual Meeting of the Academy of Management, Orlando, FL.
- Jansen, K. J., & Shipp, A. J. (August 2013). Making sense of fit over time. Paper presented at Seventy-third Annual Meeting of the Academy of Management, Orlando, FL.
- Jansen, K. J., Vogel, R. M., & Shipp, A. J. (April 2013). Towards a dynamic model of demands-abilities fit. Paper presented at the Twenty-eighth Annual Meeting of the Society of Industrial and Organizational Psychologists.
- Jansen, K. J., & Shipp, A. J. (August 2012). Fit narratives: A qualitative exploration. Paper presented at Seventy-second Annual Meeting of the Academy of Management, Boston, MA.
- Bergeron, D. M. (Co-chair), Shipp, A. J. (Co-chair), Burris, E., Dane, E., Fragale, A., Mitchell, M., Nishii, L., Reynolds, S., Scott, B., Sitzmann, T., & Tangirala, S. (August 2011). The

- productivity process: Research tips and strategies from prolific junior faculty. Organizer and chair of professional development workshop presented at Seventy-first Annual Meeting of the Academy of Management, San Antonio, TX.
- Jansen, K. J., & Shipp, A. J. (August 2011). A review and agenda for incorporating time in fit research. Paper presented at Seventy-first Annual Meeting of the Academy of Management, San Antonio, TX.
- Zimmerman, R. D., Shipp, A. J., Dunford, B. B., & Boudreau, J. W. (August, 2011). An approach-avoidance approach to employees' job search behavior. Paper presented at Seventy-first Annual Meeting of the Academy of Management, San Antonio, TX.
- Bergeron, D. M. (Co-chair), Shipp, A. J. (Co-chair), Grant, A. M., Colbert, A. E., Gino, F., Liao, H., Sonenshein, S., DeRue, D. S., Burris, E., Mayer, D., & Wang, M. (August 2010). The productivity process: Research tips and strategies from prolific junior faculty. Organizer and chair of professional development workshop presented at Seventieth Annual Meeting of the Academy of Management, Montreal, Canada.
- Bergeron, D. M., & Shipp, A. J. (August 2010). Relationships between citizenship behavior and career outcomes within an outcome-based reward system. Paper presented at Seventieth Annual Meeting of the Academy of Management, Montreal, Canada.
- Harris, B., Shipp, A. J., Furst, S. A., & Rosen, B. (August 2010). Harnessing boomerang employees: The lasting effects of mentorship and recognition. Paper presented at Seventieth Annual Meeting of the Academy of Management, Montreal, Canada.
- Bergeron, D. M., Shipp, A. J., Rosen, B., & Furst, S. A. (April 2010). Career outcomes and OCB: The cost of being a good citizen. Paper presented at Twenty-fifth Annual Meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Jansen, K. J., & Shipp, A. J. (November 2009). Ten compelling reasons to incorporate time in fit research. Keynote paper presented at Third Annual Global E-Conference on Fit.
- Shipp, A. J., & Jansen, K. J. (August 2009). Crafting and recrafting perceptions of fit: Narratives *in medias res*. Paper presented at Sixty-ninth Annual Meeting of the Academy of Management, Chicago, IL.
- Shipp, A. J., & Jansen, K. J. (August 2009). Developing the person-environment fit research agenda: Increasing our understanding of fit processes. Co-chair of symposium presented at Sixty-ninth Annual Meeting of the Academy of Management, Chicago, IL.
- Kristof-Brown, A. L. (Organizer), Billsberry, J., Edwards, J. R., Van Vianen, A., Talbot, D., Jansen, K., Shipp, A. J., Schneider, B., Ostroff, C., Ambrosini, V., & Cooper-Thomas, H. (August, 2009). Fit happens: An international collaboration on future research on person-environment fit and misfit. Participant in research caucus held at Sixty-ninth Annual Meeting of the Academy of Management, Chicago, IL.

- Zimmerman, R. D., Boswell, W. R., Shipp, A. J., Dunford, B. B., & Boudreau, J. (April, 2009). Understanding the relationships between affect-laden dispositions and job search behaviors. Paper presented at Twenty-fifth Annual Meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Killion, L., Lambert, L. S., & Shipp A. J. (November 2008). An employee's view of work: Influences on an employee's contributions in a psychological contract. Paper presented at Annual Meeting of the Southern Management Association, St. Pete, FL.
- Shipp, A. J. (August 2008). Discussant for "Change in Organizations" paper session at Sixty-eighth Annual Meeting of the Academy of Management, Anaheim, CA.
- Tepper, B. J. (Organizer), Bauer, T. N., Billsberry, J., Dineen, B. R., Edwards, J. R., Erdogan, B., Jansen, K., Lambert, L. S., Shipp, A. J., Turban, D., & Van Vianen, A. (August, 2008). Person Environment Fit Research Incubator. Facilitator in professional development workshop at Sixty- eighth Annual Meeting of the Academy of Management, Anaheim, CA.
- Coombs, J. E., Shipp, A. J., & Christensen, L. J. (June 2008). Entrepreneur as change agent: Antecedents and moderators of individual-level philanthropic behavior. Paper presented at Babson College Entrepreneurship Research Conference, Chapel Hill, NC.
-Winner of 2008 National Federation of Independent Business Award for Excellence in Research
- Boswell, W. R., Shipp, A. J., Payne, S. C., & Youngcourt, S. S. (April 2008). Changes in job satisfaction: A longitudinal study of organizational newcomers. Poster presented at Twenty-fourth Annual Meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.
-Named "Top 20 Poster" for conference.
- Shipp, A. J., & Bluedorn, A. C. (August 2007). The subtle influence of time on individuals and teams. Co-Chair of *Showcase Symposium* at the Sixty-seventh Annual Meeting of the Academy of Management, Philadelphia, PA.
- Shipp, A. J., & Furst, S. A. (August 2007). The effects of allocation of time at work and away from work on performance, salary, and turnover. Paper presented at the Sixty-seventh Annual Meeting of the Academy of Management, Philadelphia, PA.
- Edwards, J. R., & Shipp, A. J. (April 2007). The relationship between person-environment fit and outcomes: An integrative theoretical framework. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Shipp, A. J., Edwards, J. R., & Lambert, L. S. (August 2006). Conceptualization and measurement of temporal focus: The subjective experience of the past, present, and future. Paper presented at the Sixty-sixth Annual Meeting of the Academy of Management, Atlanta, GA.
- Shipp, A. J. (August 2006) Facilitator for "Job Embeddedness and Turnover" session at the Sixty-sixth Annual Meeting of the Academy of Management, Atlanta, GA.

- Furst, S. A., Rosen, B., & Shipp, A. J. (August 2006). Resignation and return: An investigation of career boomerangs. Paper presented at the Sixty-sixth Annual Meeting of the Academy of Management, Atlanta, GA.
- Shipp, A. J., & Bluedorn, A. C. (August 2005). Time, time, time, see what's become of me: Examining management research through a new temporal vision. Co-chair of *Showcase Symposium* at the Sixty-fifth Annual Meeting of the Academy of Management, Honolulu, HI.
- Shipp, A. J., & Edwards, J. R. (August 2005). Recollected, current, and anticipated person-environment fit within the present moment. Paper presented at the Sixty-fifth Annual Meeting of the Academy of Management, Honolulu, HI.
- Shipp, A. J., & Edwards, J. R. (April 2005). The moving window of fit: The meaning and effects of past, present, and future P-E fit. Paper presented at the Twenty-first Annual Meeting of the Society of Industrial and Organizational Psychology, Los Angeles, CA.
- Shipp, A. J., & Edwards, J. R. (August 2004). Is the past present? Predicting satisfaction from PA, NA, and temporal comparison. Paper presented at the Sixty-fourth Annual Meeting of the Academy of Management, New Orleans, LA.
- Edwards, J. R., Klein, K. J., Shipp, A. J., & Lim, B. C. (April 2003). The study of dispersion in organizational research: An analytical framework using distributional moments. Paper presented at the Nineteenth Annual Meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

INVITED PRESENTATIONS

- 2019** University of Pennsylvania, Wharton OB Conference (25th Anniversary Reunion)
University of Reading, Henley Business School
- 2018** University of Connecticut
Drexel University
Fort Worth Chamber of Commerce
D CEO Magazine Women's Leadership Symposium
National Association of Women MBAs – TCU Chapter's Alumnae Luncheon
- 2017** Georgia Institute of Technology
- 2016** University of Texas at Austin
European Association of Work and Organizational Psychology, Keynote Speaker for Small Group Meeting on "The Role of Time in Psychological Contract Processes"
- 2014** University of Memphis
- 2013** University of Virginia, Darden School of Business
University of Illinois, School of Labor and Employment Relations

- 2012** James Madison University
- 2011** University of Pennsylvania, Wharton OB Conference
Texas A&M University, Center for Human Resource Management Board
Texas A&M University, Center for Retailing Studies Sponsor Forum
Texas A&M University, College of Agriculture
Texas Christian University
- 2010** Southern Methodist University
- 2009** Texas A&M University, Center for Human Resource Management Board
- 2008** University of Virginia, CORE Seminar (Darden & McIntire)
- 2006** Texas A&M University, Department of Psychology, I/O Psychology Colloquium
- 2005** University of Washington
University of Maryland
University of South Carolina
University of Arkansas
Georgia State University
University of Miami
Texas A&M University

TEACHING EXPERIENCE

- Texas Christian University, Neeley School of Business (2012-present)
 - *Engaging and Empowering People* (MBA Core; 2012-2018)
 - *Neeley & Associates* (MBA Consulting Practicum)
 - Faculty Co-Director (2018-present)
 - Subject Matter Expert for MBA student consulting teams with Lockheed Martin (2015; 2016)
 - *The Leadership Journey* workshop (Executive MBA; 2017, 2018)
 - *Organizational Management* (Undergraduate; 2013-2014, 2016-2018)
 - *The Leadership Challenge* (BNSF Next Generation Leadership Program; Undergraduate; 2012-2015)
 - *Independent Study* (MBA; 2016)
- Texas A&M University, Mays Business School (2006-2012)
 - *Behavior in Organizations* (Master's in HRM)
 - *The Management Process* (Honors Undergraduate)
 - *Survey of Management* (Master's and Ph.D.)
 - *HR Business Partner Competencies* (Master's in HRM)
- University of North Carolina, Kenan-Flagler Business School (2001-2006)
 - *Organizational Behavior* (Undergraduate)

- Teaching Assistant to Dr. David Hofmann and Dr. Mabel Miguel for *Leading and Managing* course (MBA).
- Teaching Assistant to Dr. Jeffrey Edwards, *Applied Research Methods II* course (Ph.D.)
- Team Facilitator for Executive MBA Team Development for Dr. Mabel Miguel in *Leading and Managing* course (EMBA).
- Oklahoma State University, College of Business (1999-2001)
 - *Human Resources Management* (Undergraduate)
 - *Organizational Behavior* (Undergraduate)
 - *Strategic Management* (Undergraduate Capstone course)

EXECUTIVE EDUCATION AND COACHING EXPERIENCE

- Texas Christian University, Neeley School of Business
 - “*The Adaptive Leader*” Certificate Program (open enrollment).
 - Academic Director (Fall 2015-present)
 - Faculty Participant for sessions on “*Leading Change*” and “*Leading at the Next Level*” (Fall 2015, Spring 2016, Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019)
 - Tarrant County District Attorney’s Office, Leadership Development (custom)
 - Faculty Participant, “*Adaptive Leadership*” (Summer 2018, Spring 2019)
 - National African-American Women’s Leadership Institute (custom)
 - Faculty Participant, “*Networks and Influence: How to Lead Change*” (Summer 2018)
 - Advanced Economic Development Leadership Institute (custom)
 - Faculty Participant, “*Influencing Change for Economic Success*” (Spring 2018)
 - JPS Physician Leadership Program (custom)
 - Faculty Participant, *Leading Change in Health Care Systems* (Spring 2017, Spring 2018, Spring 2019)
 - Cook Children’s Advancing Health Care Leadership Program (custom)
 - Faculty Participant “*Political Mapping*” (Spring 2017, Spring 2018).
 - Faculty Participant, “*Leading Change*” (Fall 2017, Fall 2018, Fall 2019)
 - Team Project Mentor (Fall 2015-Spring 2016)
 - GameStop (custom)
 - Faculty Participant, “*Adaptive Leadership*” (Spring 2016)
 - Institute for Independent School Leadership (open enrollment)
 - Faculty Participant, “*Influencing Change*” (Spring 2016)
 - Faculty Participant, “*Adaptive Leadership*” and “*Leading Others through Change and Ambiguity*” (Summer 2015)
 - Elbit Systems (custom)
 - Faculty Participant, “*Leading Change*” (Fall 2016)
 - Supply Chain Innovation Incubator (open enrollment)
 - Faculty Participant, “*Leading Change in the Supply Chain*” (Fall 2015)

- Texas A&M University, Mays Business School
 - *Halliburton* (custom)
 - Faculty Participant for Business Leadership Development III program: “*Turning Employee Relations into Employee Relationships*” (custom program; Spring 2011, Fall 2011, Spring 2012)
- Executive Coach for professionals at C-suite, VP, and Director levels

STUDENT COMMITTEES

Ph.D. Committee Member

- Charlotte Hoopes, University of North Carolina, Ph.D. in Management (graduated 2018)
- Meg Horner, Texas A&M, Ph.D. in Industrial-Organizational Psychology (graduated 2015)
- Richard Gardner, Texas A&M, Ph.D. in Management (graduated 2014)
- T. Brad Harris, Texas A&M, Ph.D. in Management (graduated 2012)

Master’s Committee Advisory Member

- Jenna Moore, Texas A&M, Master’s in Agricultural Leadership (2011)
- Major Justin Brown, Texas A&M, Master’s in Systems Engineering (2010)
- Major Brian McCall, Texas A&M, Master’s in Systems Engineering (2010)
- Captain Brian Sawser, Texas A&M, Master’s in Systems Engineering (2009)

SERVICE

Academy of Management

- Organizational Behavior Division:
 - Elected Representative-at-Large for the OB Division Executive Committee.
Positions held included:
 - OB Division Awards Chair (2015-2016)
 - OB Division Doctoral Consortium Co-Organizer (2013-2014, 2014-2015)
 - OB Division Doctoral Consortium Keynote Speaker (2014, 2018, 2019)
 - OB Division Doctoral Consortium Panelist (2012, 2013)
 - OB Division Awards Committee Member
 - “Best Symposium” (2018, 2019)
 - “Best Published Paper” (2012, 2013)
 - OB Division Session Facilitator
 - “New to OB? Navigating the OB Division and AOM” (2019)
 - “OB Research Roundtables” (2018)
 - “Making Connections Networking Event” (2017)
 - “Research Networking Forum” (2017)
 - Reviewer for Academy of Management meetings
- Human Resources Division
 - “Scholarly Achievement Award” Committee Member (2007)
 - Reviewer for Academy of Management meetings

- Research Methods Division
 - Reviewer for Academy of Management meetings

Neeley School of Business, Texas Christian University

- Graduate Programs Curriculum Committee (2013-2019)
- Dean Search Committee (2019)
- Associate Dean of Graduate Programs Search Committee (2016)
- MBA South Africa Study Abroad Faculty (2016)
- Critical Thinking Initiative Co-Director (2014-2016)
- MBA Program Critical Thinking Task Force (2013-2014)
- MBA START Workshop (Orientation), Taught session on “*Critical Thinking*” (2013-2018)
- MBA START Workshop (Orientation), Taught session on “*Team Building*” (2012, 2013)
- BNSF Next Generation Leadership Program Committee (2012-2015)
- BNSF Next Generation Leadership Program Selection Committee (2013-2016)
- BNSF Next Generation Leadership Program Selection Interviewer (2013-2017)
- BNSF Next Generation Leadership Program Study Abroad (United Kingdom), Faculty Chaperone (2013)
- BNSF Next Generation Leadership Program Site Visit to BNSF, Faculty Chaperone (2013)
- BNSF Next Generation Leadership Program Senior Retreat, Faculty Chaperone (2012)
- BNSF Next Generation Leadership Program Assessment Center, Faculty Facilitator (2012)
- Honors Faculty (MANA 30153; 2013-2018)
- Honors Thesis Seminar taught by Dr. Stacy Landreth-Grau, Guest Lecturer (2013)

Management Department, Neeley School of Business, Texas Christian University

- Tenure Standards Task Force (2019)
- OB Search Committee Co-Chair (3 positions; 2016)
- BNSF Professorship in Leadership Search Committee (2013-2014)
- Department Head Search Committee (2012-2013)
- Green Honors Professor Planning Task Force (2012-2013)

Management Department, Mays Business School, Texas A&M University

- Department Head Search Committee (2011)
- Center for the Advancement of Research Methods (CARMA) Coordinator (2007-2011)
- MGMT 363/372/466 Task Force (2010)
- Journal Task Force (2007-2008)
- Undergraduate Scholarship Selection Committee (2007-2009)
- Panelist for Ph.D. student brownbags on “Managing Your Job Search” (2007, 2011) and “Doing Quality Research” (2008)
- Regent’s Scholar Mentor (2006-2008)
- Panelist for New Doctoral Student Orientation (2006-2009)
- Ph.D. comprehensive exam grader (2006-2011)

MEDIA MENTIONS

Fast Company (2018)

Academy of Management Insights (2018)
Variety (2018)
London School of Economics Business Review (2017)
strategy+business (a PWC publication; 2016)
TCU Endeavors Magazine (2015, 2016)
Neeley Magazine (2 articles; 2016)
TCU Neeley website (2014, 2016)
Bloomberg.com (2015)
New York Times (2014)
Mashable.com (2014)
Inc.com (2014)
Business News Daily (2014)
Science 2.0 (2014)
TCU 360 Website (2014)
HR the Magazine, a publication of the Society of Human Resource Management (2013)
Society for Industrial and Organizational Psychology website (2010, 2011, 2013)
ROI (a UNC Research publication; 2011)
Texas A&M University website (2010)
Mays Business Online (2009, 2010, 2011)
Atlanta Journal Constitution (2008)

PROFESSIONAL AFFILIATIONS

2001-present Academy of Management
2003-2013 Society of Industrial and Organizational Psychology

ORGANIZATIONAL CONSULTING AND BOARD MEMBERSHIP

- Consulting for companies on topics such as person-environment fit; employee time use; turnover and retention; employee engagement and burnout; organizational change; and survey design/analysis. Engagements include:
 - Ernst & Young
 - AT&T
 - Halliburton
 - Marriott International
 - Spartanburg Regional Healthcare System
 - Texas Transportation Institute
 - Georgia Pacific
 - Inspirus
 - Working Solutions

- Board member (2014-2019) for ZOE, a non-profit that offers empowerment training programs and community building infrastructures for orphans and vulnerable children in Kenya, Rwanda, Zimbabwe, Malawi, Liberia, India, and Guatemala.