

# CURRICULUM VITAE

## REMUS ILIES

Department of Management and Organisation  
Faculty of Business, National University of Singapore  
BIZ1-08-56 Mochtar Riady Building  
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## EDUCATION

- Ph. D. University of Florida, August 2003  
Department of Management  
Dissertation Committee Chair: Timothy A. Judge
- Ph. D. coursework University of Iowa, 1999-2001 (transferred to University of Florida)  
Department of Management and Organizations
- M. B. A. Iowa State University, May 1999  
College of Business Administration
- Engineer Diploma Polytechnic Institute of Bucharest, February 1993  
College of Electrical Engineering

## PROFESSIONAL EXPERIENCE

- 2011 – Professor, *Department of Management and Organisation, Faculty of Business, National University of Singapore*
- 2010 – Senior Research Fellow, *Department of Organisation Studies, Faculty of Social and Behavioural Sciences, Tilburg University, The Netherlands*
- 2010 – 2011 Professor of Management, *Eli Broad College of Business and Graduate School of Management, Michigan State University*
- 2008 – 2011 Adjunct Professor of Psychology, *College of Social Science, Michigan State University*
- 2006 – 2011 Gary Valade Research Fellow, *Eli Broad College of Business and Graduate School of Management, Michigan State University*
- 2010 Visiting Professor, *Department of Management and Organisation, Faculty of Business, National University of Singapore (January – July)*
- 2006 – 2010 Associate Professor of Management (with tenure), *Eli Broad College of Business and Graduate School of Management, Michigan State University*
- 2003 – 2006 Assistant Professor of Management, *Eli Broad College of Business and Graduate School of Management, Michigan State University*
- 2003 – 2004 Meredith P. Crawford Fellow, *Human Resources Research Organization*

## HONORS, AWARDS, GRANTS, FELLOWSHIPS

Early Career Achievement Award, *Human Resources Division of the Academy of Management*, 2010.

Emerald Management Reviews Citation of Excellence, for "Personality and Citizenship Behavior: The Mediating Role of Job Satisfaction," *Emerald Group Publishing Limited*, 2010.

Cummings Scholarly Achievement Award, recognizing an early- to mid-career scholar, *Organizational Behavior Division of the Academy of Management*, 2009.

Distinguished Early Career Contributions Award, *The Society for Industrial and Organizational Psychology*, 2008.

CIBER Pilot Funding Grant, *Eli Broad College of Business, Michigan State University*, 2008 (\$15,000).

Summer Research Grant, *Eli Broad College of Business, Michigan State University*, 2007-2009 (\$10,000-\$20,000).

John D. and Dortha J. Withrow Endowed Emerging Scholar Award, *Eli Broad College of Business, Michigan State University*, 2007.

Family Research Initiative Award for whitepaper: "Enriching Employees' Family Lives through Interpersonal Capitalization on Positive Work Events," *Michigan State University*, 2007.

Working Parent Expectations of School (co-Principal Investigator), *Families and Communities Together Coalition*, 2007-2008 (\$39,856).

Center for Creative Leadership/Leadership Quarterly Best Paper Award for 2006 (with Joyce E. Bono for article entitled "Charisma, Positive Emotions, and Mood Contagion").

Gary Valade Research Fellowship. *Eli Broad College of Business, Michigan State University*, 2006-2010.

S. Rains Wallace Dissertation Research Award, in recognition of the best doctoral dissertation research in the field of industrial and organizational psychology. *Society for Industrial and Organizational Psychology*, 2006.

Innovative Teaching Award finalist, *Human Resources Division, Academy of Management*, 2006.

The Development and Impact of Happiness States at Work (Principal Investigator), *Military Family Research Institute*, 2004-2005 (\$232,398).

The Role of Social Interactions and Work-Family Processes in Influencing Employee Well-Being (Principal Investigator), *Michigan State University*, 2005-2006 (\$50,000 direct costs).

Richard J. Lewis Quality of Excellence Award, *Eli Broad College of Business, Michigan State University*, 2004.

Meredith P. Crawford Fellowship, *Human Resources Research Organization (HumRRO)*, 2003-2004 (\$10,000).

John C. Flanagan Award for Outstanding Student Contribution, *Society for Industrial and Organizational Psychology*, 2002.

## JOURNAL ARTICLES

- Johnson, M., Ilies, R., & Boles, T. (in press). Reference Point Conflict and Outcome Evaluation: The Influence of Affect. *Journal of Applied Psychology*.
- Dimotakis, N., Conlon, D., & Ilies, R. (in press). The Mind and Heart (Literally) of the Negotiator: Personality and Contextual Determinants of Cardiac Arousal and Tangible and Intangible Outcomes in Negotiation. *Journal of Applied Psychology*.
- Le, H., Oh, I-S., Robbins, S. B., Ilies, R., Holland, E., & Westrick, P. (2011). Too Much of a Good Thing: Curvilinear Relationships between Personality Traits and Job Performance. *Journal of Applied Psychology*, 96, 113-133.
- Ilies, R., Keeney, J., & Scott, B. A. (2011). Work-Family Interpersonal Capitalization: Sharing Positive Work Events at Home. *Organizational Behavior and Human Decision Processes*, 114, 115-126.
- Ilies, R., Johnson, M., 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, 44-64.
- Spitzmuller, M., & Ilies, R. (2010). Do They [All] See My True Self? Leader's Relational Authenticity and Followers' Assessments of Transformational Leadership. *European Journal of Work and Organizational Psychology*, 19, 304-332.
- 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.
- Judge, T. A., Ilies, R., & Dimotakis, N. (2010). Are Health and Happiness the Product of Wisdom? General Mental Ability, Education, Occupation Status, Health, and Well-Being. *Journal of Applied Psychology*, 95, 454-468.
- Ilies, R., & Dimotakis, N., & De Pater, I. E. (2010). Psychological and Physiological Reactions to High Workloads: Implications for Well-Being. *Personnel Psychology*, 63, 407-436.
- Ilies, R., Dimotakis, N., & Watson, D. (2010). Mood, Blood Pressure and Heart Rate at Work: An Experience-Sampling Study. *Journal of Occupational Health Psychology*, 15, 120-130.
- Zhang, Z., Ilies, R., & Arvey, R. D. (2009). Beyond Genetic Explanations for Leadership: The Moderating Role of the Social Environment. *Organizational Behavior and Human Decision Processes*, 110, 118-128.
- Seo, M., & Ilies, R. (2009). The Role of Self-Efficacy, Goal, and Affect in Dynamic Motivational Self-Regulation. *Organizational Behavior and Human Decision Processes*, 109, 120-133.

## JOURNAL ARTICLES (continued)

- Ilies, R., Fulmer, I., Spitzmuller, M., & Johnson, M. (2009). Personality and Citizenship Behavior: The Mediating Role of Job Satisfaction. *Journal of Applied Psychology, 94*, 945-959.
- Ilies, R., Wilson, K. S., & Wagner, D. T. (2009). The Spillover of Job Satisfaction onto Employees' Family Lives: The Facilitating Role of Work-Family Integration. *Academy of Management Journal, 52*, 87-102.
- Nahrgang, J., Morgeson, F. P., & Ilies, R. (2009). The Development of Leader-Member Exchanges: Exploring How Personality and Performance Influence Leader and Member Relationships Over Time. *Organizational Behavior and Human Decision Processes, 108*, 256-266.
- Ilies, R. (2008). Employee Well-Being: Recent Developments and Directions for the Future. *Psihologia Resurselor Umane/Human Resources Psychology, 6*, 11-15.
- Ilies, R., Schwind, K. M., & Heller, D. (2007). Employee Well-Being: A Multi-Level Model Linking Work and Non-Work Domains. *European Journal of Work and Organizational Psychology, 16*, 326-341.
- Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M., DeRue, D. S., & Ilgen, D. R. (2007). When Can Employees Have a Family Life? The Effects of Daily Workload and Affect on Work-Family Conflict and Social Activities at Home. *Journal of Applied Psychology, 92*, 1368-1379.
- Finalist (top five papers) for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- Ilies, R., Wagner, D. T., & Morgeson, F. P. (2007). Affective Linkages in Teams: Individual Differences in Contagion Susceptibility and Individualism/Collectivism. *Journal of Applied Psychology, 92*, 1140-1148.
- 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.
- Ilies, R., Nahrgang, J., & Morgeson, F. P. (2007). Leader-Member Exchange and Citizenship Behaviors: A Meta-Analysis. *Journal of Applied Psychology, 92*, 269-277.
- 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 Studies, 13*, 1-22
- 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.

## JOURNAL ARTICLES (continued)

- Ilies, R., Arvey, R. D., & Bouchard, T. J., Jr. (2006). Darwinism, Behavioral Genetics and Organizational Behavior: A Review and Agenda for Future Research. *Journal of Organizational Behavior*, 27, 121-141.
- Judge, T. A., Ilies, R., & Scott, B. A. (2006). Work-Family Conflict, Hostility, and Guilt: Effects on Work and Family Outcomes. *Personnel Psychology*, 59, 779-814.
- Heller, D., Watson, D., & Ilies, R. (2006). The Dynamic Process of Life Satisfaction. *Journal of Personality*, 74, 1421-1450.
- Mount, M. K., Ilies, R., & Johnson, E. (2006). Relationship of Personality Traits and Counterproductive Work Behaviors: The Mediating Effects of Job Satisfaction. *Personnel Psychology*, 59, 591-622.
- Bono, J. E., & Ilies, R. (2006). Charisma, Positive Emotions, and Mood Contagion. *Leadership Quarterly*, 17, 317-334.
- Judge, T. A., Scott, B. A., & Ilies, R. (2006). Hostility, Job Attitudes, and Workplace Deviance: Test of a Multi-Level Model. *Journal of Applied Psychology*, 91, 126-138.
- Ilies, R., & Judge, T. A. (2005). Goal Regulation across Time: The Effects of Feedback and Affect. *Journal of Applied Psychology*, 90, 453-467.
- Ilies, R., Morgeson, F. P., & Nahrgang, J. (2005). Authentic Leadership and Eudaemonic Well-Being: Understanding Leader-Follower Outcomes. *Leadership Quarterly*, 16, 373-394.
- Ilies, R., Gerhardt, M., & Le, H. (2004). Individual Differences in Leadership Emergence: Integrating Meta-Analytic Findings and Behavioral Genetics Estimates. *International Journal of Selection and Assessment*, 12, 207-219.
- Judge, T. A., & Ilies, R. (2004). The Greatest Good: Is Positiveness in Organizations always Desirable? *Academy of Management Executive*, 18, 151-156.
- 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.
- Heller, D., Watson, D., & Ilies, R. (2004). The Role of Person vs. Situation in Life Satisfaction: A Critical Examination. *Psychological Bulletin*, 130, 574-600.
- Ilies, R., & Judge, T. A. (2004). An Experience-Sampling Measure of Job Satisfaction: Its Relationships with Affectivity, Mood at Work, Job Beliefs, and General Job Satisfaction. *European Journal of Work and Organizational Psychology*, 13, 367-389.
- Judge, T. A., Piccolo, R., & Ilies, R. (2004). The Forgotten Ones?: The Validity of Consideration and Initiating Structure in Leadership Research. *Journal of Applied Psychology*, 89, 36-51.

## **JOURNAL ARTICLES (continued)**

- Judge, T. A., Colbert, A., & Ilies, R. (2004). Intelligence and Leadership: A Quantitative Review and Test of Theoretical Propositions. *Journal of Applied Psychology, 89*, 542-552.
- Ilies, R., Hauserman, N., Schowochau, S., & Stibal, J. (2003). Reported Incidence Rates of Work-Related Sexual Harassment in the United States: Using Meta-Analysis to Explain Reported Rate Disparities. *Personnel Psychology, 56*, 607-631.
- Ilies, R., & Judge, T. A. (2003). On the Heritability of Job Satisfaction: The Mediating Role of Personality. *Journal of Applied Psychology, 88*, 750-759.
- Rynes, S. L., Quinn-Trank, C., Lawson, A. M., & Ilies, R. (2003) Behavioral Coursework in Business Education: Growing Evidence of a Legitimacy Crisis. *Academy of Management Learning and Education, 2*, 269-283.
- Schmidt, F. L., Le, H., & Ilies, R. (2003). Beyond Alpha: An Empirical Examination of the Effects that Different Sources of Measurement Error Have on Reliability Estimates for Measures of Individual Differences Constructs. *Psychological Methods, 8*, 206-224.
- 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.
- Judge, T. A., & Ilies, R. (2002). Relationship of Personality to Performance Motivation: A Meta-Analytic Review. *Journal of Applied Psychology, 87*, 797-807.
- Summarized by T. A. Wright as "What every manager should know: Does personality help drive employee motivation?" Research brief in *Academy of Management Executive, 17*, 131-133.
- Yoon, K., Schmidt, F. L., & Ilies, R. (2002). Cross-Cultural Construct Validity of the Five-Factor Model of Personality among Korean Employees. *Journal of Cross-Cultural Psychology, 33*, 217-235.
- 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.
- Nominated for the 2002 Scholarly Achievement Award, Human Resources Division, Academy of Management.

## **BOOK CHAPTERS AND OTHER ENTRIES**

- Dimotakis, N., & Ilies, R. (in press). Experience-sampling and event-sampling research. In A.A. Bakker & K. Daniels (Eds.), *A Day in the Life of a Happy Worker*. Hove: Psychology Press.

## BOOK CHAPTERS AND OTHER ENTRIES (continued)

- Dimotakis, N., Ilies, R., & Judge, T.A. (in press). Experience sampling methodology. In J.M. Cortina & R. Landis (Eds.), *Methodology in Organizational Research*. New York: Routledge Academic.
- Zang, Z., Ilies, R., & Arvey, R. D. (2010). Moderating effects of earlier family environment on genetic influences on entrepreneurship. *Behavioral Genetics, 40*, 821-821.
- Arvey R. D., Song Z. L., Li, W. D., Zhang, Z., Wang, N., Zyphur, M., Chaturvedi, S., Avolio, B., Ilies, R., Larsson, G., Lichenstein, P. (2010). Disentangling gene-environment interplay on work-related outcomes: evidence from behavioral and molecular genetic studies. *Behavioral Genetics, 40*, 784-785.
- Keeney, J., & Ilies, R. (2011). Work/family dynamics. In K. Cameron & G. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship*. Oxford, UK: Oxford University Press.
- Peng, A. C., Ilies, R., & Dimotakis, N. (2010). Work-family balance, role integration and employee well-being. In S. Kaiser, M. J. Ringlsetter, M. Pina e Cunha, & D. R. Eikhof (Eds.), *Creating balance?! International perspectives on the work-life integration of professionals*. Berlin/Heidelberg: Springer.
- Fandre, J., & Ilies, R. (2008). Enriching employees' family lives through interpersonal capitalization on positive work events and experiences. In Whitten, P. S., Bokemeier, J. L., & Fitzgerald, H. E. (Eds.), *New directions in family research at Michigan State University* (pp. 127-134). East Lansing, MI: Michigan State University, University Outreach and Engagement.
- Dimotakis, N., Ilies, R., & Mount, M. (2008). Intentional Negative Behaviors at Work. In J. Martocchio, H. Liao & A. Joshi (eds.), *Research in Personnel and Human Resources Management, 27*, 247-277. Bingley, UK: Emerald Group Publishing.
- Spitzmuller, M., Van Dyne, L, & Ilies, R. (2008). Organizational citizenship behavior: A review and extension of its nomological network. In C. L. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior* (Ch. 6, pp. 106-123). Thousand Oaks, CA: Sage.
- Wagner, D. T., & Ilies, R. (2008). Affective influences on employee satisfaction and performance. In N. M. Ashkanasy & C. L. Cooper (Eds.), *Research Companion to Emotion in Organizations* (Ch. 9, pp. 152-169). Cheltenham, UK: Edward Elgar.
- Arvey, R. D., & Ilies, R. (2006). Genetics and Industrial/Organizational Psychology. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. London: Sage Publications.
- Judge, T. A., Parker, S., Colbert, A., Heller, D., & Ilies, R. (2001). Job satisfaction: A cross-cultural review. In N. Anderson, D. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of industrial, work and organizational psychology* (pp. 25-52). London: Sage Publications.

## MANUSCRIPTS UNDER REVIEW OR BEING REVISED

- Ilies, R., Peng, A. C., & Dimotakis, N. Guilty and Helpful: *An Emotion-Based Reparatory Model of Voluntary Work Behavior.*
- Wilson, K. S., & Ilies, R. *What Employees actually do at Work Matter for the Family: Examining the Process through which Emotional Labor Impacts Family Life.*
- Ilies, R., Lim, S., Koopman, J., Christoforou, P., & Arvey, R. D. *Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home: An Experience-Sampling Study.*
- Ilies, R., Binnewies, C., & Lim, S. *Attributed Causes of Work-Family Conflict: Emotional and Behavioral Outcomes.*
- Ilies, R., Curseu, P., Dimotakis, N., & Spitzmuller, M. *Leader Emotional Expressiveness and Relational Authenticity: Effects on Followers.*
- Spitzmuller, M., Van Dyne, L., Wagner, D. T., Ilies, R., & Lanaj, K. *Consequences of Helping on Subjective Well-Being: The Role of the Social Context of Helping.*
- Judge, T. A., Ilies, R., & Zhang, Z. *Genetic Influences on Core Self-Evaluations, Job Satisfaction, Work Stress, and Employee Health: A Mediated Model.*
- Keeney, J., & Ilies, R. *Work-Family Interpersonal Capitalization on Positive Work Events.*
- Dimotakis, N., & Ilies, R., & Judge, T. A. *Explaining Contradictory Findings on the Within-Individual Effects of Goals on Task Performance: The Role of Persistence and Task Type.*
- Wagner, D. T., Ilies, R., Wilson, K. S., Johnson, M., DeRue, D. S., & Ilgen, D. R. *Flow at Work and Basic Psychological Needs: Effects on Daily Well-Being.*
- Wagner, D. T., Ilies, R., & Morgeson, F. P. *The Process of Charismatic Team Leadership: From Affect to Team Motivation and Performance.*
- Huth, M. L., Ryan, A. M., Ilies, R., & Dimotakis, N. *Explaining the Link between Workload and Work-Family Conflict: Physical, Cognitive and Emotional Fatigue*
- Wagner, D. T., Wilson, K. S., & Ilies, R. *Sure You're Nice...but do You Really Mean It? Emotional Authenticity in the Service Encounter.*

## INVITED PRESENTATIONS

- University of Valencia, International Center of Gandia, keynote session at the European Association for Work and Organizational Psychology Early Career School, 2010.*
- Tilburg University, Department of Organisation Studies, 2010.*
- University of Western Australia, Department of Management and Organisations, 2010.*
- Hong Kong University of Science and Technology, Department of Management, 2010.*



## INVITED PRESENTATIONS (continued)

- Babes-Balyai University*, Faculty of Psychology and Science of Education, Cluj, Romania, 2009.
- University of Michigan*, Ross School of Business, 2009.
- University of Amsterdam*, Department of Work and Organizational Psychology, 2008.
- Tilburg University*, Department of Organisation Studies, 2008.
- Pennsylvania State University*, Department of Psychology, 2008.
- Wayne State University*, Department of Psychology, 2008.
- National University of Singapore*, Department of Management and Organization, 2008.
- Bowling Green State University*, Industrial/Organizational Psychology group, 2007.
- Michigan State University*, Social/Personality Psychology group, 2007.
- Michigan State University*, Industrial/Organizational Psychology, 2006.
- University of Iowa*, Department of Management and Organizations, 2006.
- Human Resources Research Organization (HumRRO)*, Alexandria, VA, 2004.
- University of Florida*, Warrington College of Business, 2003.

## CHAired CONFERENCE SESSIONS

- R. Ilies, & N. Dimotakis. *Goal Setting, Self-Efficacy and Performance: New Research Directions*. Symposium presented at the 2009 Society for Industrial and Organizational Psychology National Conference, New Orleans, LA.
- R. Ilies, & D. T. Wagner. *What Makes Customers Tick...and Ticked Off? Affect, Justice, and Emotions in Customer Service*. Symposium presented at the 2008 Academy of Management National Conference, Anaheim, CA.
- R. Ilies, & J. Fandre. *Explanatory Mechanisms Linking Positive Work Experiences to Behavior and Well-Being*. Symposium presented at the 2008 Society for Industrial and Organizational Psychology National Conference, San Francisco, CA.
- R. Ilies, & N. Dimotakis. *Effects of Work Demands on Employee Health and Well-Being*. Symposium presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- R. Ilies, & D. T. Wagner. *Dynamic Models of Work Processes and Well-Being: Testing Affective Events Theory with Experience Sampling Designs*. Symposium presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- R. Ilies, & K. M. Schwind. *Processes Linking Work and Family Domains: Taking a Dynamic Approach*. Symposium presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

## CHAired CONFERENCE SESSIONS (continued)

- R. Ilies, & M. Johnson. *Work-Related Social Interactions and Mood: Tests of Affective Events Theory*. Symposium presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.
- R. Ilies, & E. A. Locke. *Core Self-Evaluations in Organizational Research*. Symposium presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.
- R. Ilies, & T. A. Judge. *Dispositional Effects on Work Attitudes*. Symposium presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

## CONFERENCE PRESENTATIONS

- Zhang, Z., Ilies, R. *Moderating Effects of Earlier Family Environment on Genetic Influences on Entrepreneurship*. Part of the symposium: *Disentangling gene-environment interplay on work-related outcomes: Evidence from behavioral and molecular genetic studies*, Z. Song & W-D. Li (Chairs), paper presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.
- Ilies, R., Dimotakis, N., & Wang, L. *Job Demands and Strain: Persistent Effects and Moderating Processes*. Part of the symposium: *Job Demands and Worker Well-Being*, J. Diefendorff, & A. Gabriel (Chairs), presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
- Dimotakis, N., Judge, T., & Ilies, R. *Individual and Occupational Predictors of Multidimensional Well-Being: A Longitudinal Examination*. Paper presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
- Ilies, R., Dimotakis, N., & Wang, L. *Within-Individual Effects of Recovery Processes on Mood and Citizenship Behavior*. Part of the symposium: *Between- and Within-People Investigations of Affect and Behavior at Work*, S. Parker & N. Dimotakis (Chairs), presented at the 2010 Society for Industrial and Organizational Psychology National Conference, Atlanta, GA.
- Conlon, D., Dimotakis, N., & Ilies, R. *The Mind and Heart (literally) of the Negotiator: Personality and Contextual Determinants of Cardiac Arousal and Tangible and Intangible Outcomes in Negotiation*. Part of the symposium: *All Revved Up: Causes, Consequences, and Construal of Physiological Arousal in Negotiation*, A. Brown (Chair), presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.
- Dimotakis, N., Spitzmuller, M., & Ilies, R. *Leaders' Emotional Expressiveness and Relational Authenticity: Effects on Followers*. Part of the symposium: *The Impact of Emotions in the Leadership Process: A Follower-Centric Perspective*, M. B. Eberly and C. T. Fong (Chairs), presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

## CONFERENCE PRESENTATIONS (continued)

- Ilies, R. *What Makes a Happy Day in a Worker's Life?* Part of the symposium: *A Day in the Life of a Happy Worker*, D. Despoina Xanthopoulou, & A. B. Bakker (Chairs), presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Ilies, R. *Distinguished Early Career Contributions Award: Personal and Workplace Influences on Employee Well-Being*. Invited Session at the 2009 Society for Industrial and Organizational Psychology National Conference, New Orleans, LA.
- Dimotakis, N., & Ilies, R. *Within-Individual Effects of Goals and Persistence on Task Performance*. Part of the symposium: *Goal Setting, Self-Efficacy and Performance: New Research Directions*, R. Ilies, and N. Dimotakis (Chairs), presented at the 2009 Society for Industrial and Organizational Psychology National Conference, New Orleans, LA.
- Ilies, R., Dimotakis, N., & Watson D. *On the Independence of Positive and Negative Affect: Evidence from Mood at Work*. Paper presented at the 6<sup>th</sup> International Conference on Emotions and the Organizational Life, 2008, Fontainebleau, France.
- Dimotakis, N., Conlon, D., Sinclair, J., & Ilies, R. *Negotiation and Distress: A Preliminary Examination*. Paper presented at the 20<sup>th</sup> Conference of the International Association for Conflict Management, 2008, Chicago, IL.
- Wagner, D. T., Schwind, K. M., & Ilies, R. *Nice, But do You Mean it? Customer Reactions to Employee Affective Display during Service Encounters*. Part of the Symposium: *What Makes Customers Tick...and Ticked Off? Affect, Justice, and Emotions in Customer Service*, D. T. Wagner and R. Ilies (Chairs), presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.
- Simon, L., Judge, T. A., & Ilies, R. *Implications of the U-Index for Satisfaction, Helping Behavior, and Stress*. Part of the Symposium: *Multi-stakeholder Perspectives on Work-life Well-being*, A. McCarthy and J.A. Cleveland (Chairs), presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.
- Nahrgang, J. D., Morgeson, F. P., & Ilies, R. *How Critical Are the Early Stages of the LMX Relationship?* Part of the Symposium: *Novel Questions (and Answers!) Concerning Leader-Member Exchange*, J. D. Nahrgang and C. C. Rosen (Chairs), presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. *Transformational Leadership of Teams: Understanding Affective, Motivational and Performance Outcomes*. Part of the Symposium: *Leadership in Groups and Teams: How and Why It Matters*, F. P. Morgeson and D. T. Wagner (Chairs), presented at the 2008 Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

## CONFERENCE PRESENTATIONS (continued)

- Ilies, R., & Fandre, J. *Contributions of Work-Family Interpersonal Capitalization on Positive Work Events to Employee Well-being*. Part of the symposium: *Explanatory Mechanisms Linking Positive Work Experiences to Behavior and Well-Being*, R. Ilies, & J. Fandre (Chairs), presented at the 2008 Society for Industrial and Organizational Psychology National Conference, San Francisco, CA.
- Huth, M. L., Ryan, A-M., Ilies, R., & Dimotakis, N. *School Staff Job Demands, Stress and Work Family Conflict- An Experience Sampling Study*. Paper presented at the 7<sup>th</sup> International Work, Stress, and Health Conference, Washington, DC, 2008.
- Ilies, R., Johnson, M., Judge, T. A., & Fandre, J. *Affective Reactions to Interpersonal Conflict at Work: Dispositional and Situational Moderators*. Paper presented at the 20<sup>th</sup> Conference of the International Association for Conflict Management, Budapest, Hungary.
- Ilies, R., Schwind, K. M., & Wagner, D. T. *Job Satisfaction Extending over the Work-Family Boundary: Spillover to Satisfaction and Mood at Home*. Paper presented at the 2007 Academy of Management National Conference, Philadelphia, PA.
- Ilies, R., & Dimotakis, N. *Psychological and Physiological Responses to Work Demands: The Role of Coping*. Part of the symposium: *Effects of work demands on employee health and well-being*, R. Ilies, & N. Dimotakis (Chairs), presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Le, H., & Ilies, R., & Holland, E. V. *Too Much of a Good Thing? Curvilinearity between Emotional Stability and Performance*. Part of the symposium: *Too Much, Too Little, Too Unstable: Optimizing Personality Measure Usefulness*, D. S. Ones (Chair), presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Ilies, R. *Goal Regulation across Time*. Paper presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Winner of the S. Rains Wallace Dissertation Research Award
- Humphrey, S. E., Summers, J. K., Morgeson, F. P., & Ilies, R. *Team Composition, Role Negotiation, and Information Exchange: Creating and Developing a Context for Information Exchange in Teams*. Part of the symposium: *Information Exchange in Teams*, S. E. Humphrey (Chair), to be presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.
- Schwind, K. M., Ilies, R., & Heller, D. *Employee Well-being: A Multi-Level Model Linking Work and Family Domains*. Paper presented at the 2007 Society for Industrial and Organizational Psychology National Conference, New York, NY.

## CONFERENCE PRESENTATIONS (continued)

- Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. *Intraindividual Antecedents and Outcomes of Work-Family Conflict: Workload, Affect, and Social Behavior*. Paper presented at the 3<sup>rd</sup> International Forum CRITEOS, 2006, Lisbon, Portugal.
- Barnes, C. S., Ilies, R., Hollenbeck, J. R., Nahrgang, J. D., & Schwind, K. M. *Happy to Help or Help to be Happy? Moderators in the Causal Relationships between Positive Affect and Altruism*. Part of the symposium: *Examination of Mood and Extra-Role Behavior*, I. S. Fulmer and C. S. Barnes (Chairs), presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- Spitzmuller, M., Fulmer, I. S., Ilies, R., & Johnson, M. *Personality and Citizenship Behavior: The Role of Affect and Satisfaction*. Part of the symposium: *Examination of Mood and Extra-Role Behavior*, I. S. Fulmer and C. S. Barnes (Chairs), presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- Wagner, D. T., Ilies, R., & Schwind, K. M. *A Dynamic Analysis of Need Fulfillment and Well-Being at Work and Home*. Part of the symposium: *Dynamic Models of Work Processes and Well-Being: Testing Affective Events Theory with Experience Sampling Designs*, R. Ilies and D. T. Wagner (Chairs), presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- Wagner, D. T., & Ilies, R. *Making Sense of Motivational Leadership: The Trail from Transformational Leaders to Motivated Followers*. Paper presented at the 2006 Academy of Management National Conference, Atlanta, GA.
- Ilies, R., & Schwind, K. M. *The Influence of Work Overload on Well-Being: A Dynamic Work-Family Study*. Part of the symposium: *Processes Linking Work and Family Domains: Taking a Dynamic Approach*, R. Ilies, & K. M. Schwind (Chairs), presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Wagner, D. T., Ilies, R., & Morgeson, F. P. *Emotional Transfer in Teams: Antecedents, Processes, and Outcomes*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Nahrgang, J. D., Ilies, R., & Morgeson, F. P. *Leader-Member Exchange and Citizenship Behaviors: A Meta-Analysis*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Johnson, M., Morgeson, F. P., & Ilies, R. *Identifying with the Workgroup: Implications for Task and Contextual Performance*. Part of the symposium: *Social Identity Theory: Implications for I/O Psychology*, M. Johnson and van Knippenberg (Chairs), presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.

## CONFERENCE PRESENTATIONS (continued)

- Heller, D., & Ilies, R. *Memories of Satisfaction: Prospective vs. Retrospective Job Satisfaction Ratings*. Part of the symposium: *Time and Job Satisfaction*, D. A. Newman (Chair), presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Seo, M., & Ilies, R. *The Role of Affect and Judgment in Goal Regulation*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Schwind, K. M., & Ilies, R. *Core Self-Evaluations and Psychological Well-Being: Further Validation Using Multiple Methodologies and Rating Perspectives*. Part of the symposium: *New Directions in Core Self-Evaluations Research*, D. Heller and L. Ferris (Chairs), presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Scott, B., Judge, T. A., & Ilies, R. *Work-Family Conflict, Emotions, and Satisfaction: Effects at Work and Home*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Zhang, Z., Ilies, R., & Arvey, R. D. *Gene-Environment Effects on Leadership Emergence: Examining Interactions*. Paper presented at the 2006 Society for Industrial and Organizational Psychology National Conference, Dallas, TX.
- Ilies, R., Arvey, R. D., & Bouchard, T. J., Jr. *Darwinism, Behavioral Genetics and Organizational Behavior: A Review and Agenda for Future Research*. Paper presented at the 2005 Academy of Management National Conference, Honolulu, HI.
- Judge, T. A., Scott, B. A., & Ilies, R. *Hostility, Job Attitudes, and Workplace Deviance: Test of a Multi-Level Model*. Paper presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.
- Ilies, R., Johnson, M., & Judge, T. A. *Interpersonal Interactions at Work: Their Influence on Employee Well-Being and Organizational Outcomes*. Part of the symposium: *Work-Related Social Interactions and Mood: Tests of Affective Events Theory*, R. Ilies and M. Johnson (Chairs), presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.
- Ilies, R., Morgeson, F. P., Humphrey, S., & DeRue, D. S. *Leader-Follower Emotional Contagion in Small Teams: A Longitudinal Study of Team Formation and Performance*. Part of the symposium: *Leadership, Affect, and Emotions*, D. van Knippenberg (Chair), presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.
- Bono, J. E., & Ilies, R. *Linking Leader Emotions to Follower Responses: Alternative Explanations?* Part of the symposium: *Leadership, Affect, and Emotions*, D. van Knippenberg (Chair), presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.

## CONFERENCE PRESENTATIONS (continued)

- DeRue, D. S., Morgeson, F. P., Ilies, R., & Humphrey, S. *Changes in Person-Team Fit as a Function of Positive Affect: A Longitudinal Study of Fit in the Team Context*. Part of the symposium: *Evolutions of Fit: Theoretical and Empirical Examinations of Person-Environment Fit over Time*, A. Van Vianen and A. Kristof-Brown (Chairs), presented at the 2005 Society for Industrial and Organizational Psychology National Conference, Los Angeles, CA.
- Ilies, R., & Judge, T. A. *Performance Feedback and Goal Regulation: Mediating Processes and Dispositional Moderating Influences*. Paper presented at the 2004 Academy of Management National Conference, New Orleans, LA.
- Ilies, R., & Morgeson, F. P. *Authentic Leadership and Eudaemonic Well-Being: Understanding Leader-Follower Outcomes*. Paper presented at the 2004 Gallup Leadership Institute Summit, Omaha, NE.
- Zhang, Z., Ilies, R., & Arvey, R. A. *Born to be Made: The Impact of Gene-Environment Interactions on Leadership Emergence*. Paper presented at the 2004 Gallup Leadership Institute Summit, Omaha, NE.
- Ilies, R., de Pater, I. E., & Judge, T. A. *Affective Reactions to Performance Feedback: The Role of Self-Esteem*. Paper presented at the 2004 Society for Industrial and Organizational Psychology National Conference, Chicago, IL.
- Scott, B., Ilies, R., & Judge, T. A. *The Influence of Personal Traits and Experienced States on Satisfaction with Job, Marriage, and Life*. Part of the symposium: *Positive I-O Psychology: A Discussion of Approaches and Directions*, M. Gerhardt (Chair), presented at the 2004 Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Heller, D., Watson, D., & Ilies, R. *The Role of Person versus Situation in Life Satisfaction: A Critical Examination*. Part of the symposium: *Positive I-O Psychology: A Discussion of Approaches and Directions*, M. Gerhardt (Chair), presented at the 2004 Society for Industrial and Organizational Psychology National Conference, Chicago, IL.
- Ilies, R., & Judge, T. A. *An Experience-Sampling Measure of Job Satisfaction*. Paper presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.
- Ilies, R., & Judge, T. A. *Modeling the Influence of Individual Differences in Stimulus Sensitivity on Emotional Reactions in Multilevel Analyses: Using Cross-Level Interactions*. Part of the symposium: *Multilevel Perspectives on Emotions in Organizations*, N. Ashkanasy (Chair), presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.
- Bono, J., & Ilies, R. *A Multi-level Examination of Emotional Links between Leaders and Followers*. Part of the symposium: *Multilevel Perspectives on Emotions in Organizations*, N. Ashkanasy (Chair), presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

## CONFERENCE PRESENTATIONS (continued)

Piccolo, R., Judge, T. A., & Ilies, R. *The Ohio State Studies: Consideration and Initiating Structure Revisited*. Paper presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

Ilies, R., & Judge, T. A. *How to Conduct Research over the Internet*. Invited presentation at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

Colbert, A., Judge, T. A., & Ilies, R. *A Meta-Analysis of the Relationship between Intelligence and Leadership*. Part of the symposium: *The Determinants of Leadership: The Role of Personality, Cognitive Ability, and Genetics*, M. Rotundo, & R. Arvey (Chairs), presented at the 2003 Society for Industrial and Organizational Psychology National Conference, Orlando, FL.

Ilies, R., Judge T. A., & Werner, M. *Individual Differences in Leadership Emergence: Integrating Meta-Analytic Findings and Behavioral Genetics Estimates*. Paper presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

- Winner of the John C. Flanagan Award for Outstanding Student Contribution

Mount, M. K., Johnson, E., Ilies, R., & Barrick, M. A. *Process Model Explaining How Personality Influences Work Performance*. Paper presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

Ilies, R., & Judge T. A. *On the Heritability of Job Satisfaction*. Part of the symposium: *Dispositional Effects on Work Attitudes*, R. Ilies and T. A. Judge (Chairs), presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

Bono, J. E., & Ilies R. *Transformational Leadership and Emotions: The Effect on Followers*. Part of the symposium: *Leadership and Emotions*, J. E. Bono (Chair), presented at the 2002 Society for Industrial and Organizational Psychology National Conference, Toronto, ON.

Judge T. A., & Ilies, R. *Personality, Affect, and Job Satisfaction: An Experience Sampling Study*. Part of the symposium: *Modeling Organizational Behavior over Time: Experience Sampling and Longitudinal Research*, A. Miner (Chair), presented at the 2002 Academy of Management National Conference, Denver, CO.

Schmidt, F. L., & Ilies, R. *The Multifaceted Nature of Measurement Error: An Empirical Examination*. Part of the symposium: *Measurement Error and Reliability*, Schmidt, F. L. (Chair), presented at the 2001 American Psychological Association National Convention, San Francisco, CA.



## CONFERENCE PRESENTATIONS (continued)

Judge, T. A., Bono, J. E., Ilies, R., & Werner, M. *Trait Theory of Leadership: An Appraisal of the Literature*. Part of the symposium: *Emerging Trends in Personality and Leadership*, Costa, P. T. (Chair), presented at the 2001 Academy of Management National Conference, Washington, DC.

Ilies, R., & Hauserman, N. *Reported Incidence Rates of Sexual Harassment in the Workplace: Using Meta-Analysis to Explain Reported Rate Disparities*. Paper presented at the 2001 Academy of Management National Conference, Washington, DC.

Judge, T. A., & Ilies, R. *Relevance of Experience Sampling to the Dispositional Source of Job Satisfaction: The Role of Personality and Mood*. Part of the symposium: *Experience Sampling Methods (ESM) in Organizational Research*, Weiss, H. M. (Chair), presented at the 2001 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.

Bono, J. E., & Ilies, R. *Using Web-based Technology in the Management of Complex, Multi-level Data*. Technology showcase presentation at the 2001 Society for Industrial and Organizational Psychology National Conference, San Diego, CA.

Boles, T., & Ilies, R. *Reference Point Conflict and Judgment: The Influence of Mood*. Paper presented at the 2000 Society for Judgment and Decision National Conference, New Orleans, LA.

## TECHNICAL REPORTS

Schmidt, F. L., Le, H., & Ilies, R. (2001). *Development and Validation of an Employee Selection Instrument for Iowa Department of Personnel*. Iowa City, Iowa.

Brown, K. G., Le, H., & Ilies, R. (2001). *Technology Skill and Attitude Assessment for Iowa Health Care System*. Iowa City, Iowa.

Ilies, R., Kumar, K., Werner, M., & Brown, K. G. (2000). *Customer Contact Training Program (CCTP) Continuous Improvement Project: Phase I Needs Assessment in Cooperation with Toyota Financial Services*. Iowa City, Iowa.

Schmidt, F. L., & Ilies, R. (2000). *Validity of ePredix Power Screens*. Iowa City, Iowa.

## RESEARCH INTERESTS

Emotions, affect, attitudes, work-family balance and well-being

Affective and attitudinal spillover across life domains

Dispositions, personality and behavioral genetics

Motivation and self-regulation

Leadership and group processes

## GRADUATE STUDENT COMMITTEES

Nikos Dimotakis, Ph.D., Management, 2011 (Chair), at Georgia State University  
Kelly M. Schwind, Ph.D., Management, 2009 (Chair); at Purdue University  
David T. Wagner, Ph.D., Management, 2009 (Chair); at Singapore Management University  
Jessica Fandre, M.S., Psychology, 2009 (co-Chair)  
Gordon Schmidt, Ph.D., Psychology, ongoing  
Portia Dyrenforth, Ph.D., Psychology, 2010  
Ruchi Sinha, Ph.D., Psychology, 2010  
Chi Dang, Ph.D., Psychology, 2009  
Dustin Jundt, Ph.D., Psychology, 2009  
Jennifer Nahrgang, Ph.D., Management, 2009  
Jason Huang, M.S., Psychology, 2009  
Kimdy Lee, Ph.D., Psychology, 2009  
Alyssa Friede, Ph.D., Psychology, 2008  
Hannah-Hanh Nguyen, Ph.D., Psychology, 2006  
Michael D. Johnson, Ph.D., Management, 2006  
Brendan Baird, Ph.D., Psychology, 2006  
Christopher Meyer, Ph.D., Management, 2005

## TEACHING EXPERIENCE

*Seminar in Advanced Quantitative Research Methods (Ph.D.)*, National University of Singapore.  
*Organizational Research Methods (doctoral seminar)*, Michigan State University.  
*Leadership Development (Weekend MBA course)*, Michigan State University.  
*Creativity and Innovation (Weekend MBA module)*, Michigan State University.  
*Leadership and Team Management (MBA elective course)*, Michigan State University.  
*Management Capstone (undergraduate course)*, Michigan State University.  
*Training and Individual Development (undergraduate course)*, Michigan State University.  
*Organizational Behavior (undergraduate course)*, University of Florida.  
*Introduction to Management (undergraduate course)*, University of Iowa.

## PROFESSIONAL ACTIVITIES

- Guest (co)-editor: *Journal of Organizational Behavior*, special issue, to be published in 2011: "Intraindividual Processes Linking Work and Employee Well-Being"  
*Human Relations*, special issue, to be published in 2012: "The Life of a Happy Worker: Examining Short-Term Fluctuations in Employee Happiness and Well-Being"
- Editorial board member: *Journal of Applied Psychology*, 2006 – present  
*Journal of Management*, 2008 - present  
*Journal of Organizational Behavior*, 2007 – present  
*Leadership Quarterly*, 2006 – present  
*Personnel Psychology*, 2010 – present  
*Psihologia Resurselor Umane*, 2007 – present
- Chair: Early Career Achievement Award Committee, *Human Resources Division of the Academy of Management*, 2011.
- Committee member: S. Rains Wallace Award, *Society for Industrial and Organizational Psychology*, 2007-2008  
Distinguished Early Career Contributions Award, *Society for Industrial and Organizational Psychology*, 2009-2010  
Cummings Scholarly Achievement Award, recognizing an early- to mid-career scholar, *Organizational Behavior Division of the Academy of Management*, 2009-2010  
2009 Outstanding Publication in Organizational Behavior Award, *Organizational Behavior Division of the Academy of Management*, 2010
- Assistant program chair: *Academy of Management, Human Resources Division, Washington, DC*, 2001
- Program committee member: *Academy of Management, Human Resources*, 2002-2005, 2009  
*Academy of Management, Organizational Behavior*, 2001-2004, 2009  
*American Psychological Association*, 2001  
*Southern Management Association*, 2002  
*Society for Industrial and Organizational Psychology*, 2005
- Ad-hoc reviewer: *Administrative Science Quarterly*  
*Academy of Management Journal*  
*Applied Psychology: An International Review*

## **PROFESSIONAL ACTIVITIES (continued)**

Ad-hoc reviewer: *European Journal of Work and Organizational Psychology*  
*European Psychologist*  
*Human Performance*  
*Human Relations*  
*The Israel Science Foundation*  
*International Journal of Selection and Assessment*  
*Journal of Applied Social Psychology*  
*Journal of Business Venturing*  
*Journal of Managerial Psychology*  
*Journal of Occupational and Organizational Psychology*  
*Journal of Occupational Health Psychology*  
*Journal of Personality*  
*Journal of Personality and Social Psychology*  
*Journal of Research in Personality*  
*Organization Science*  
*Organizational Behavior and Human Decision Processes*  
*Organizational Research Methods*  
*Personality and Individual Differences*  
*Personnel Psychology*  
*Psychological Science*  
*Research Grants Council of Hong Kong*  
*Sex Roles: A Journal of Research*  
*Social Science and Medicine*  
*Social Sciences and Humanities Research Council of Canada*

## **PROFESSIONAL AFFILIATIONS**

Academy of Management  
American Psychological Association  
American Psychological Society  
European Association for Work and Organizational Psychology  
Society for Industrial and Organizational Psychology  
Society for Occupational Health Psychology  
Society for Personality and Social Psychology

## **UNIVERSITY SERVICE**

Doctoral Programs Committee, 2010-2011

OB/HR Recruiting Committee, Chair, 2009

HR Professor of Practice Committee, 2008

Graduate Student Selection Committee, Member, 2007-2009

University Committee on Faculty Tenure and Promotion, Member, 2005-2008

OB/HR Recruiting Committee, Chair, 2006

University Grievance Office, Appeal Panel Member, 2006