

## **DANIEL B. TURBAN**

### **ADDRESS**

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Department of Management  
University of Missouri  
Columbia, MO 65211  
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[turban@missouri.edu](mailto:turban@missouri.edu)

### **EDUCATION and CERTIFICATIONS**

Ph.D., University of Houston, Industrial Organizational Psychology, July 1989.

M.A., University of Houston, Industrial Organizational Psychology, December 1985.

B.A., University of Hawaii, Manoa, Psychology, May 1980, with distinction.

### **ACADEMIC EXPERIENCE**

Emma S. Hibbs/Harry Gunnison Brown Chair of Business and Economics, Fall, 2015  
Chair, Department of Management January 1, 2007 to August 31, 2012;  
Stephen Furbacher Professor of Organizational Change, Fall, 2003 to 2015;  
Professor, Fall, 2001;  
Associate Professor, Fall, 1995;  
Assistant Professor, Fall, 1989; Department of Management; University of Missouri; Columbia,  
Missouri 65211

Visiting Professor, Semester One, 2003, Department of Management and Organisation, National  
University of Singapore

Visiting Professor, Semester One, 2000, Department of Organisational and Labour Studies,  
University of Western Australia

Research Fellow, Winter 1997, Chinese University of Hong Kong

Visiting Professor, Spring 1996, Hong Kong Executive MBA Program, Southern Illinois  
University

### **BUSINESS/PROFESSIONAL EXPERIENCE**

Change Management Project, 1999

**University Health Science Center.** Interviewed employees and presented synthesized feedback as part of an initial diagnosis of unit.

Retreat Facilitator, 1996

**Department of Family and Community Medicine, University of Missouri.** Facilitated a 2-day retreat for faculty and staff focusing on organizational improvement.

Recruitment and Company Image Survey, 1994

**Texaco, Inc..** Directed a research team that designed, administered and analyzed results from a survey assessing Texaco's recruitment processes and its image as an employer. The survey was sent to over 1800 students and 800 faculty at 8 different universities.

Performance Appraisal Training, 1992

**Department of Economic Development, State of Missouri.** Trained managers in the development and use of performance objectives for employees.

Recruitment Processes Surveys, 1987-1989

**Dow Chemical Company.** Worked as a member of a team that examined applicants' reactions to recruitment processes used by the Freeport plant. Helped in designing and administering the survey, analyzing the data, and preparing a written and oral reports.

Personnel Research Intern, 1985-1987

**Personnel Research, Shell Oil Company.** Assisted full-time staff in personnel research and employee opinion surveys by developing items, analyzing data, writing reports, etc.

Selection Interviewing Training Facilitator, 1984-1989

**Personnel Psychology Services Center, University of Houston.** Served as group leader in interviewing training programs facilitating group feedback of video-taped interviews and conducting small group discussion on interviewing and questioning techniques.

## **PUBLICATIONS**

### **Peer reviewed journal articles (specify: learning and pedagogical research, contributions to practice, and/or discipline-based scholarship)**

1. Gupta, V. K., Mortal, S., Chakrabarty, B. Guo, X. Turban, D. B. (in press). CFO gender and financial statement irregularities. *Academy of Management Journal*.
2. Georgiou, K., Nikolaou, I., & Turban, D. B. (in press). The Impact of a Training Intervention Developing Psychological Capital on Job Search Success. *Journal of Career Development*.
3. Gupta, V. K., Wieland, A. M., Turban, D. B. (2019). Gendered Characterizations in Entrepreneurship: A Multi-Level Investigation of Sex-Role Stereotypes about High-Growth, Commercial and Social Entrepreneurs. *Journal of Small Business Management*, 57: 131-153.

4. Gupta, V. K., Mortal, S. C., Silveri, S., Sun, M. & Turban, D. B. (in press). You're fired!: Gender disparities in CEO dismissal. *Journal of Management*.
5. Da Motta Veiga, S. P. & Turban, D. B. (2018). Insight into job search self-regulation: The effects of employment self-efficacy and perceived progress on job search intensity. *Journal of Vocational Behavior*, 108, 57-66.
6. Da Motta Veiga, S. P., Turban, D. B., Gabriel, A. S. & Chawla, N. (2018). From the unfolding process to self-regulation in job search: Integrating between- and within-person approaches. *Research in Personnel and Human Resource Management*, 36, 243-274.
7. Gupta, V., Han, S., Mortal, S., Silveri, S. & Turban, D. B. (2018). Do Women CEOs Face Greater Threat of Shareholder Activism Compared to Male CEOs? A Role Congruity Perspective. *Journal of Applied Psychology*, 103, 228-236.

Gupta, Mortal, and Turban posted a summary on the *Harvard Law School Forum on Corporate Governance and Financial Regulation*. (11-7-2017)  
<https://corpgov.law.harvard.edu/2017/11/07/do-women-ceos-face-greater-shareholder-activism-compared-to-male-ceos-a-role-congruity-perspective/>

Gupta, V. K., Mortal, S. & Turban, D. B. (1-22-18). Research: Activist investors are more likely to target female CEOs. *Harvard Business Review online*:  
<https://hbr.org/2018/01/research-activist-investors-are-more-likely-to-target-female-ceos>

8. Turban, D. B., Moake, T. R., Wu, S. Y. H., & Cheung, Y. H. (2017 accepted January 7, 2016). Linking extraversion and proactive personality to career success: The role of mentoring received and organizational knowledge. *Journal of Career Development*, 44, 20-33.
9. Turban, D. B., & Wan, Y. (2016). Relationship of eudaimonia and hedonia with work outcomes. *Journal of Managerial Psychology*, 31, 1006 - 1020.
10. Heslin, P. A. & Turban, D. B. (2016). Enabling career success. *Organizational Dynamics*, 45, 155-164.
11. Van Hoye, G. & Turban, D. B. (2015). Applicant-employee fit in personality: Testing predictions for similarity-attraction theory and trait activation theory. *International Journal of Selection and Assessment*, 23, 210 - 223.
12. da Motta Veiga, S. P. & Turban, D. B. (2014). Are affect and stress detrimental or beneficial to job seekers? The role of learning orientation in job search self-regulation. *Organizational Behavior and Decision Human Processes*, 125, 193-203.

13. Slaughter, J. E., Cable, D. M., & Turban, D. B. (2014). Changing job seekers' image perceptions during recruitment visits: The moderating role of belief confidence. *Journal of Applied Psychology, 99*, 1146 - 1158.
14. Turban, D. B., Lee, F. K., da Motta Veiga, S. P., Haggard, D. L., & Wu, S. Y. (2013). Be happy, don't wait: The role of trait affect in job search. *Personnel Psychology, 66*, 483-514.
15. Gupta, V. K., Turban, D. B., & Pareek, A. (2013). Differences between men and women in opportunity evaluation as a function of gender stereotypes and stereotype activation. *Entrepreneurship Theory and Practice, 37*, 771 – 788.
16. Gupta, V. K. & Turban, D. B. (2012). Evaluation of new business ideas: Do gender stereotypes play a role? *Journal of Managerial Issues, 14*, 140-156.
17. Wu, S. Y., Turban, D. B., & Cheung, Y. H. (2012). Social skill in workplace mentoring relationships. *Journal of Organizational Culture, Communications and Conflict, 16*, 51-62.
18. Haggard, D. L. & Turban, D. B. (2012). The mentoring relationship as a context for psychological contract development. *Journal of Applied Social Psychology, 42*, 1904-1931.
19. Longo, D. R., Katerndahl, D. A., Turban, D. B., Griswold, K., Ge, B. Hewett, J. E., Dougherty, T. W., Schubert, S. (2011). The research mentoring relationship in family medicine: Findings from the Grant Generating Project. *Family Medicine, 43(4)*, 240 – 247.
20. Haggard, D. L., Dougherty, T. W., Turban, D. B., & Wilbanks, J. E. (2011). Who is a mentor: A review of evolving definitions and implications for research. *Journal of Management, 37*, 280-304.
21. Lee, F. K. & Turban, D. B. (2010). Managing the process: How extraversion, neuroticism, and natural rewards influence performance. *Journal of Applied Social Psychology, 40*, 2267-2294.
22. Turban, D. B., Stevens, C. K., Lee, F. K. (2009) Effects of conscientiousness and extraversion on new labor market entrants' job search: The mediating role of meta-cognitive activities and positive emotions. *Personnel Psychology, 62*, 553-573.
23. Gupta, V. K., Turban, D. B., Wasti, S. A., & Sikdar, A. (2009). The role of gender stereotypes in perceptions of entrepreneurs and intentions to become an entrepreneur. *Entrepreneurship Theory and Practice, 33*, 397-417.

24. Wu, P. C., Foo, M.D. & Turban, D. B. (2008). The role of personality on relationship closeness, developer assistance and career success. *Journal of Vocational Behavior*, 73, 440-448.
25. Gupta, V. K., Turban, D. B., Bhawe, N.M. (2008). The effect of gender stereotype activation on entrepreneurial intentions. *Journal of Applied Psychology*, 93, 1053-1061.
26. Turban, D. B., Tan, H. H., Brown, K.G. & Sheldon, K. M. (2007). Antecedents and outcomes of perceived locus of causality: An application of self-determination theory. *Journal of Applied Social Psychology*, 37, 2376-2404.
27. McAllister, D. M., Kamdar, D., Morrison, E. W., & Turban, D. B. (2007). Disentangling role perceptions: How perceived role breadth, discretion, instrumentality and efficacy relate to helping and taking charge. *Journal of Applied Psychology*, 92, 1200-1211.
28. McCulloch, M. C. & Turban, D. B. (2007). Using person-organization fit to select employees for high-turnover jobs. *International Journal of Selection and Assessment*, 15, 63-71.
29. Kamdar, D., McAllister, D. M., & Turban, D. B. (2006). 'All in a day's work': How follower individual differences and justice perceptions predict OCB role definitions and behavior. *Journal of Applied Psychology*, 91, 841-855.
30. Sheldon, K. M., Kasser, T., Houser-Marko, L., Jones, T., & Turban, D. B. (2005). Doing one's duty: Chronological age, felt autonomy, and subjective well-being. *European Journal of Personality*, 19, 97-115.
31. Cable, D. M. & Turban, D. B. (2003). The value of organizational image in the recruitment context: A brand equity perspective. *Journal of Applied Social Psychology*, 33, 2244-2266.
32. Sheldon, K. M., Turban, D. B., Brown, K. G., Barrick, M. R. & Judge, T. A. (2003). Applying self-determination theory to organizational research. *Research in Personnel and Human Resources Management*, 22, 357-393.
33. Turban, D. B. & Cable, D. M. (2003) Firm reputation and applicant pool characteristics. *Journal of Organizational Behavior*, 24, 733-751.
34. Lee, F. K., Sheldon, K. M. & Turban, D. B. (2003). Personality and the goal striving process: The influence of achievement goal patterns, goal level, and mental focus on performance and enjoyment. *Journal of Applied Psychology*, 88, 256-265.
35. Turban, D. B., Dougherty, T. W., & Lee, F. K. (2002). Gender, race, and perceived similarity effects in developmental relationships: The moderating role of relationship duration. *Journal of Vocational Behavior*, 61, 240-262.

36. Howard, L. W., Turban, D. B., & Hurley, S. K. (2002). Cooperating teams and competing reward strategies: Incentives for team performance and final productivity. *Journal of Behavioral and Applied Management*, 3, 248-263.
37. Cable, D. M. & Turban, D. B. (2001). Establishing the dimensions, sources and value of job seekers' employer knowledge during recruitment. *Research in Personnel and Human Resources Management*, 20, 115-163.
38. Turban, D. B., Lau, C. M., Ngo, N. Y., Chow, I. H. S., & Si, S. (2001). Organizational attractiveness of firms in the People's Republic of China: A person-organization fit perspective. *Journal of Applied Psychology*, 86, 194-206.
39. Turban, D. B. (2001). Organizational attractiveness as an employer on college campuses: An examination of the applicant population. *Journal of Vocational Behavior*, 58: 293-312.
40. Lee, F.K., Dougherty, T.W., & Turban, D.B. (2000). The role of personality and work values in mentoring programs. *Review of Business*, 21, 33-37.
41. Greening, D. W. & Turban, D. B. (2000). Corporate social performance as a competitive advantage in attracting a quality workforce. *Business & Society*, 39, 254-280. (Re-published in 2007 in A. Crane & D. Matten, [Eds.], *Corporate Social Responsibility Volume 2: Managing and Implementing Corporate Social Responsibility*. Sage Publications.)
42. Callister, R.R., Kramer, M.W., & Turban, D.B. (1999). Feedback seeking following career transitions. *Academy of Management Journal*, 42, 429-438.
43. Bluedorn, A. C., Turban, D. B., Love, M. S. (1999). The effects of stand-up and sit-down meeting formats on meeting outcomes. *Journal of Applied Psychology*, 84, 277-285.
44. Ngo, H. Y., Turban, D. B., Lau, C. H., & Lui, S. Y. (1998). Human resource practices and firm performance of multi-national corporations: Influences of country origin. *The International Journal of Human Resource Management*, 9, 632-652.
45. Turban, D.B., Forret, M.L., & Hendrickson, C. (1998). Applicant attraction to firms: Influences of organization reputation, job attributes, and recruiter behaviors. *Journal of Vocational Behavior*, 52, 24-44.
46. Turban, D. B. & Greening, D. W. (1997). Corporate social performance and organizational attractiveness to prospective employees. *Academy of Management Journal*, 40, 658-672.
47. Dougherty, T.W., Turban, D.B., Olson, D., Dwyer, P.D, & LaPreze, M.W. (1996). Factors affecting perceptions of workplace sexual harassment. *Journal of Organizational Behavior*, 17, 489-501.

48. Johnson, D.S., Turban, D.B., Pieper, K.F., & Ng, Y.M. (1996). Exploring the role of normative- and performance-based feedback in motivational processes. *Journal of Applied Social Psychology, 26*, 973-992.
49. Forret, M. L., Turban, D. B., & Dougherty, T. W. (1996). Issues facing organizations when implementing formal mentoring programs. *Leadership and Organizational Development Journal, 17*(3), 28-31.
50. Forret, M. L. & Turban, D. B. (1996). Implications of the elaboration likelihood model for interviewer decision processes: A research agenda. *Journal of Business and Psychology, 19*, 415-428.
51. Turban, D.B., Campion, J.E., & Eyring, A.R. (1995). Factors related to job acceptance decisions of college recruits. *Journal of Vocational Behavior, 47*, 193-213.
52. Kramer, M. K., Callister, R. R., & Turban, D. B. (1995). Information-receiving and information-giving during job transitions. *Western Journal of Communication, 59*, 151-170.
53. Dougherty, T.W., Turban, D.B., & Callender, J.C. (1994). Confirming first impressions in the employment interview: A field study of interviewer behavior. *Journal of Applied Psychology, 79*, 659-665.
54. Turban, D.B. & Dougherty, T.W. (1994). The role of protégé personality in receipt of mentoring and career success. *Academy of Management Journal, 37*, 688-702.
55. Turban, D.B. & Keon, T.L. (1993). Organizational attractiveness: An interactionist perspective. *Journal of Applied Psychology, 78*, 184-193.
56. Turban, D.B., Eyring, A.R., & Campion, J.E. (1993). Job attributes: Preferences compared with reasons given for accepting and rejecting job offers. *Journal of Occupational and Organizational Psychology, 66*, 71-81.
57. Turban, D.B., & Dougherty T.W. (1992). Influences of campus recruiting on applicant attraction to the firm. *Academy of Management Journal, 35*, 739-765.
58. Turban, D.B, Campion, J.E., & Eyring, A.R. (1992). Factors relating to relocation decisions of research and development employees. *Journal of Vocational Behavior, 41*, 183-199.
59. Turban, D.B., Jones, A.P., & Rozelle, R.M. (1990). Influences of supervisor liking of a subordinate and the reward context on the treatment and evaluation of that subordinate. *Motivation and Emotion, 14*, 215-233.

60. Turban, D.B., Sanders, P.A., Francis, D.J., & Osburn, H.G. (1989). Construct equivalence as an approach to replacing validated cognitive ability selection tests. *Journal of Applied Psychology*, 74, 62-71.
61. Turban, D.B., & Jones, A.P. (1988). Supervisor-subordinate similarity: Types, effects and mechanisms. *Journal of Applied Psychology*, 73, 228-234.

**Research Monographs (teaching/pedagogical, practice/applied and/or discipline-based research)**

**Peer reviewed proceedings from teaching/pedagogical meetings, professional/practice meetings, and/or scholarly meetings**

1. Jiang, L., Clark, B., & Turban, D. B. *Creating breakthroughs: The role of interdisciplinary idea networking behavior and organizational contexts*. Paper presented at the Annual Academy of Management Meetings, Vancouver, Canada and published in the best paper *Proceedings of the 2015 Academy of Management Meeting*.
2. Gupta, V. K., & Turban, D. (2009). The effect of gender stereotypes on evaluation of new entrepreneurial ventures. Paper accepted for presentation at the *Babson Entrepreneurship Research Conference*, Boston (MA). Paper summary published in *Frontiers of Entrepreneurship Research*, Official Proceedings of the Babson Conference.
3. Wu, S. Y., Turban, D. B., & Cheung, Y. H. (2007). Examining the antecedents and consequences of mentoring relationships. Paper presented at the Annual Academy of Management Meetings, Philadelphia, PA and published in the *Best Paper Proceedings*.
4. Gupta, V. K., Turban, D. B., Wasti, S. A., & Sikdar, A. (2005). Entrepreneurship and stereotypes: Are entrepreneurs from Mars or Venus? Paper presented at the Annual Academy of Management Meeting, Honolulu, HI and published in the *Best Paper Proceedings*.
5. Turban, D. B., Dougherty, T. W., & Lee, F. K. (1999). The impact of demographic diversity and perceived similarity on mentoring outcomes: The moderating effect of time. Paper presented at the Annual Academy of Management Meeting, Chicago, IL and published in the *Best Paper Proceedings*.
6. Turban, D.B. & Dougherty, T.W. (1991). Influences of the campus interview on applicant attraction to the organization. Paper presented at the 51st Annual Academy of Management Convention, Miami, FL and published in the *Best Paper Proceedings*.

**Non-peer reviewed journals (learning and pedagogical, contributions to practice, and/or discipline-based scholarship). School must provide substantive support for quality**

Yan, W. & Turban, D. (2009). Book Review of P. Warr *Work, Happiness, and Unhappiness*. *Journal of Positive Psychology*, 4: 193–195.



**Books (textbooks, professional/practice/trade, and/or scholarly)**

**Chapters in books (textbooks, professional/practice/trade, and/or scholarly)**

1. Okker, P., Emerich, D. W., Turban, D. B., Borduin, C. M. (accepted 2-17-15, 2015). *Issues in graduate student training and development*. In A. Strathman and J. Spain (Eds.), *The Pursuit of Teaching Excellence: Lessons from the University of Missouri Kemper Teaching Fellows*, pp. 199 – 213. Columbia, MO: University of Missouri Press.
2. da Motta Veiga, S. P. & Turban, D. B. (in press, June 2014). Who is searching for whom? Integrating applicant attraction and job search research. In E. A. J. van Hooft and U. C. Klehe (Eds.), The Oxford Handbook of Job Loss and Job Search. New York: Oxford University Press.
3. Turban, D. B. & Lee, F. K. (2007). *The role of personality in mentoring relationships: Formation, dynamics, and outcomes*. In B. R. Ragins & K. E. Kram (Eds.), The Handbook of Mentoring, pp. 21-50. Thousand Oaks, CA: Sage Publications.
4. Dougherty, T.W., Turban, D. B., & Haggard, D. L. (2007). *Naturally occurring mentoring relationships involving workplace employees*. In T. D. Allen and L. T. Eby (Eds.), The Blackwell Handbook of Mentoring: A Multiple Perspective Approach, pp. 139-158. Malden, MA: Blackwell Publishing.
5. Turban, D. B. (2006). *Recruitment*. In J. H. Greenhaus & G. A Callanan (Eds.), Encyclopedia of Career Development, pp. 675-679. Thousand Oaks, CA: Sage Publications.
6. Dougherty, T. W. & Turban, D. B. (1999). *Behavioral confirmation of interviewer expectations*. In R. W. Eder & M. M Harris (Eds.), The Employment Interview Handbook (Revised Edition). Thousand Oaks, CA: Sage Publications.

**Others (peer reviewed cases with instructional materials, instructional software, publicly available material describing the design and implementation of new curricula or courses, technical reports related to funded projects, publicly available research working papers, etc. please specify)**

**Unpublished Submissions**

**Research in Progress**

Gabriel, A. S., da Motta Veiga, S. P., Butts, M. M., Turban, D. B., Chawla, N., & Green, J. D. *Feeling Positive, Negative or Both? The Value of Emotional Complexity in Job Search*. Revise and resubmit at *Organization Science*.

Jiang, L., Clark, B., & Turban, D. B. *Making Explorers More Productive: How Decompartmentalization of Internal Communication Increases the Effect of Exploratory Search on Individual Inventive Performance*. Submitted to the *Long Range Planning*.

Da Motta Veiga, S. P., Sun, S., Turban, D. B., & Foo, M.D (author ordership may change). *Within-Person Effects of Affect on Job Search Effort: Role of Affect Pleasantness, Affect Activation, and Core Self-Evaluations*. Being revised.

Shaffer, A. S., Turban, D. B., & Sheldon, K. M. *Fundamental Psychological needs in energy at work: Does self-determination theory tell the whole story?*. Submitted to *Journal of Business and Psychology*.

Georgiou, K., Nikolaou, I. & Turban, D. B. *The Impact of a Training Intervention developing Psychological Capital on Job Search Success*. Submitted to the *European Journal of Work and Organizational Psychology*.

## PRESENTATIONS

### **Peer reviewed paper presentations at teaching/pedagogical meetings, professional/practical meetings, and/or academic meetings**

1. Turban, D. B. (2018, August). Facilitator in *Careers in the Rough: A Research Development Workshop*. Conducted at the Annual Academy of Management Meetings, Chicago, IL.
2. Turban, D. B. (2018, August). Presenter at HR Research Roundtable Forum. Conducted at the Annual Academy of Management Meetings, Chicago, IL.
3. Patel, A. S., Turban, D. B. (2018, August). The role of exercise for broadening one's thought-action repertoire at work. In A.S. Patel, T. Watkins, (co-chairs) *Engaging in Physical activity: The interplay with work*. Symposium presented at the Annual Academy of Management Meetings, Chicago, IL.
4. Steele, C. & Turban, D. B. (April, 2018). The effect of organizational citizenship behavior on male and female evaluations. Paper presented at the Society for I/O Psychology Conference, Chicago, IL.
5. Shaffer, A., Turban, D., & Steele, C. (2017). *Fundamental Psychological Needs in Energy at Work: Does Self-determination Theory Tell the Whole Story?* Paper presented at Southern Management Association Meetings, St. Pete Beach, FL.
6. Gupta, V., Han, S., Mortal, S., Silveri, S., Turban, D. (2017). *Do Women CEOs Face Greater Threat of Shareholder Activism Compared to Male CEOs? A Role Congruity Perspective*. Paper presented at Southern Management Association Meetings, St. Pete Beach, FL.

7. Turban, D. B. (2017, August). Facilitator in *Careers in the Rough: A Research Development Workshop*. Conducted at the Annual Academy of Management Meetings, Atlanta, GA.
8. Turban, D. B. (2016, August). Facilitator in *Careers in the Rough: A Research Development Workshop*. Conducted at the Annual Academy of Management Meetings, Anaheim, CA.
9. Shaffer, A. S., Turban, D. B., & Sheldon, K. M. (2016, April). *Psychological need fulfillment associated with exerting extra effort at work*. Paper presented at the Society for I/O Psychology Conference, Anaheim, CA.
10. Turban, D. B. (2015, August). Facilitator in *Careers in the Rough: A Research Development Workshop*. Conducted at the Annual Academy of Management Meetings, Vancouver, Canada.
11. Jiang, L., Clark, B., & Turban, D. B. *Creating breakthroughs: The role of interdisciplinary idea networking behavior and organizational contexts*. Paper presented at the Annual Academy of Management Meetings, Vancouver, Canada and published in the best paper *Proceedings of the 2015 Academy of Management Meeting*.
12. da Motta Veiga, S. P., & Turban, D. B. (2015, August). The Role of Activated/deactivated Affect and Core Self-Evaluations in Job Search Self-Regulation. In S. J. Golden and L. Van Dyne (co-chairs), *Challenging the Status Quo: Advances in Behavior Change Research*. Symposium conducted at the Academy of Management Conference, Vancouver, Canada.
13. Turban, D. B. (2015, May). *A broader conceptualization of well-being at work: Eudaimonic well-being*. Presented at the 17<sup>th</sup> European Association of Work and Organizational Psychology (EAWOP) Congress, Oslo, Norway.
14. Turban, D. B. (2014). Facilitator in *Careers in the Rough: A Research Development Workshop*. Conducted at the Annual Academy of Management Meetings, Philadelphia, PA.
15. Turban, D. B. (2014). Discussant for paper session, *New Directions in Employer Branding Research: Managing Organizations' Image as an Employer*, chaired by Greet Van Hove and Jerel Slaughter. Conducted at the Annual Academy of Management Meetings, Philadelphia, PA.
16. Gupta, V., Wieland, A. M., Turban, D. B. (2014, June). *The road less travelled: Gender stereotypes and perceived suitability of men and women for different entrepreneurial roles*. Paper presented at the 2014 Diana International Research Conference, Stockholm, Sweden.

17. Turban, D. B. & Moake, T. (2014, May). Presenter in *Research Incubator: Nurturing Emergent Themes in Mentoring*, chaired by K. O. Brien. Presented at the Society for I/O Psychology Conference, Honolulu, HI.
18. da Motta Veiga, S. P., & Turban D. B. (2014, May). *The role of activated and deactivated affect in job search*. Paper presented at the Society for I/O Psychology Conference, Honolulu, HI.
19. Turban, D. B., & Yan, W. (2013, August). Eudaimonic and hedonic effects on job attitudes and behaviors. Paper presented at the Annual American Psychological Conference, Honolulu, HI.
20. da Motta Veiga, S. P., & Turban D. B. (2013, April). *Self-efficacy, progress, and intensity: Examining competing predictions in job search*. Paper presented at the Society for I/O Psychology Conference, Houston, TX.
21. da Motta Veiga, S. P., & Turban, D. B. (2012, August). Who is searching for whom? Integrating applicant attraction and job search. In S. P. da Motta Veiga and L. Kuron (co-chairs), *New directions in job search: The importance of self-efficacy, goals, and applicant attraction*. Symposium conducted at the Academy of Management Conference, Boston, MA.
22. Slaughter, J., Cable, D. M., Turban, D.B. (April, 2012). Antecedents and consequences of belief confidence during recruitment. In J. Slaughter, (chairs), *New Directions in Research on Recruitment in Organizations*. Symposium conducted at the Annual Conference of the Society for Industrial Organizational Psychology, San Diego, CA.
23. Byrd, T., Turban, D. B., Jones, D. (April, 2012). Presenter/facilitator at the *Corporate Social Responsibility* Community of Interest at the Annual Conference of the Society for Industrial Organizational Psychology, San Diego CA.
24. Turban, D. B., Lee, F. K., Haggard, D. L., & Wu, S. Y. (August, 2011). Be happy and don't worry: The role of affectivity in the job search. In S. P. da Motta Veiga (chair), *A Self-Regulatory Approach to Job Search intensity and Effort*. Symposium conducted at the Annual Meeting of the Academy of Management, San Antonio, TX.
25. da Motta Veiga, S. P. & Turban, D. B. (2011, August). Influence of changes in affect on job search intensity and outcomes. In S. P. da Motta Veiga (chair), *A Self-Regulatory Approach to Job Search intensity and Effort*. Symposium conducted at the Annual Meeting of the Academy of Management, San Antonio, TX.
26. Turban, D. B., (2011, August). Panelist in *How to Negotiate your (First) Job Offer*. A Professional Development Workshop (R. R. Callister, Organizer) at the Annual Meeting of the Academy of Management, San Antonio, TX.

27. Van Hoye, G., & Turban, D. B. (2011, April). *Organizational attraction: A person-person fit perspective*. Paper presented at the 26th Annual Conference of the Society for Industrial & Organizational Psychology, Chicago, IL.
28. Gupta, V. K., Turban, D., & Pareek, A. (2010). *The effect of gender stereotype activation on opportunity evaluation*. Paper presented at Southern Management Association Conference, Florida
29. Van Hoye, G., & Turban, D. B. (2010, October). *Applicant-employee fit in personality: Effects on organizational attraction*. Paper presented at the 5th Dutch-Flemish Research Meeting on Personnel Selection and Recruitment, Ghent, Belgium.
30. Turban, D. B. (2010). Discussant for paper session, *Recruitment: What attracts applicants to organizations?*, chaired by T. C. Darnold and conducted at the Annual Academy of Management Meetings, Montreal, Canada.
31. Yan, W. & Turban, D. B. (2010). Eudaimonic orientation and broad role definition: Pursuing the best self. In D. Bergeron & G. Sharma (co-chairs), *Rethinking Role Breadth: Relationships to Antecedents and Outcomes*. Symposium conducted at the 25<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Atlanta, GA.
32. Turban, D. B. (2010). Presenter in symposium, organized by M. Barrick, *Current Advances in Employer Interview Research*, presented at the 2010 Southwest Academy of Management Annual Meeting, Dallas Texas.
33. Wu, S. Y. & Turban, D. B. (2009). Social skill in the workplace: What is social skill and what are its sub-skills? Paper presented at the Southern Management Association Meeting, Asheville, NC.
34. Gupta, V. K., & Turban, D. (2009). The effect of gender stereotypes on evaluation of new entrepreneurial ventures. Paper accepted for presentation at the *Babson Entrepreneurship Research Conference*, Boston (MA). Paper summary published in *Frontiers of Entrepreneurship Research*, Official Proceedings of the Babson Conference.
35. Grant, A. (Chair), Rupp, D. E. (co-chair), Turban, D. B. (co-chair) (2009). Symposium *The science and practice of CSR: What I-O psychologists can contribute*. Session conducted at the 24<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, New Orleans, LA.
36. Turban, D. B. (2009). Chair for poster session *Public engagement: Service learning projects in the classroom* conducted at the 24<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, New Orleans, LA.

37. Cable, D. M. & Turban, D. B. (2008). Modifying job applicants' organizational image beliefs. Paper presented at the Annual Academy of Management Meetings, Anaheim, CA.
38. Haggard, D. L., Turban, D. B., & Dougherty, T. W. (2008). Who is a mentor? An in-depth examination of the way mentoring is defined. Paper presented at the Annual Academy of Management Meetings, Anaheim, CA.
39. Wu, P. C., Foo, M. D., Turban, D. B., & Teo, K. (2008). Perceived emotions and trustworthiness: Influences on developmental assistance and career success. Paper presented at the Annual Academy of Management Meetings, Anaheim, CA.
40. Turban, D. B. (2008). Discussant for Symposium, *Self-Determination Theory in the Workplace*, chaired by L. Ferris and conducted at the 23<sup>rd</sup> Annual Convention of the Society for Industrial Organizational Psychologists, San Francisco, CA.
41. Turban, D. B. (2008). Discussant for Symposium, *The Role of Employer Image on Recruitment Processes and Outcomes*, chaired by C. M. Harold and conducted at the 23<sup>rd</sup> Annual Convention of the Society for Industrial Organizational Psychologists, San Francisco, CA.
42. Wu, P. C., Foo, M. D., Turban, D. B., & Sim, S. Y. Y. (2007). Personality and career: The role of career developmental relationships and developers' assistance. Paper presented at the Annual Academy of Management Meetings, Philadelphia, PA.
43. Wu, S. Y., Turban, D. B., & Cheung, Y. H. (2007). Examining the antecedents and consequences of mentoring relationships. Paper presented at the Annual Academy of Management Meetings, Philadelphia, PA and published in the *Best Paper Proceedings*.
44. Gupta, V. K., Turban, D. B., Bhawe, N. (2007). The effect of gender stereotype assimilation on entrepreneurial intentions. Paper presented at the Annual Academy of Management Meetings, Philadelphia, PA.
45. Lee, F. K. & Turban, D. B. (2007). Extraversion and Performance: Natural Rewards as a Self-Management Strategy. Paper presented at the 22<sup>nd</sup> Annual Convention of the Society for Industrial Organizational Psychologists, New York, NY.
46. Turban, D. B. & Lee, F. K. (2006). The role of personality in mentoring relationships: Formation, dynamics, and outcomes. In Ragins, B. R. & Kram, K. (Chairs), *Pushing the Boundaries of Mentoring Theory and Research*. All-Academy Symposium presented at the Annual Academy of Management Meeting Atlanta, Georgia.
47. Turban, D. B. (2006). Discussant for Symposium, *Toward an Understanding of the Antecedents of Initial Organizational Attraction*, chaired by C. M. Harold & M. Horvath and conducted at the 21<sup>st</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Dallas, TX

48. Turban, D. B., Wu, S. Y., Lee, F. K., & Haggard, D. L. (2006). The Role of Goal Orientation in the Job Search Using the 2 x 2 Framework. In S. Wu and D. Turban (Chairs) *Intentions, Goal Orientations, and Social Networks in the Job Search*. Symposium conducted at the 21<sup>st</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Dallas, TX.
49. Turban, D. B., Tan, H. H., Brown, K.G. & Sheldon, K. M. (2005). Antecedents and outcomes of perceived locus of causality: An application of self-determination theory. Paper presented at the Annual Academy of Management Meeting, Honolulu, HI.
50. Gupta, V. K., Turban, D. B., Wasti, S. A., & Sikdar, A. (2005). Entrepreneurship and stereotypes: Are entrepreneurs from Mars or Venus? Paper presented at the Annual Academy of Management Meeting, Honolulu, HI and published in the *Best Paper Proceedings*.
51. Turban, D. B. (2005). Discussant for Symposium, *Benefits of Mentoring for Mentors: New Directions in Research*, chaired by L.E. Eby & J. R. Durley and conducted at the 20<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Los Angeles, CA.
52. Kamdar, D. McAllister, D. M., & Turban, D. B. (2004). Individual differences, procedural justice and role definitions predicting OCB. Paper presented at the 19<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Chicago, IL.
53. Haggard, D. L., Turban, D. B., & Stevens, C. K. (2004). Effects of extraversion and conscientiousness on job search tactics and outcomes. In J. D. Kammeyer-Mueller (Chair), *Job search: Tactics, processes and outcomes*. Symposium conducted at the 19<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Chicago, IL.
54. Shayne, L., Brown, K. G., Turban, D. B., & Wirzberger, K. (2004). The 2 x 2 goal orientation framework: A study of its predictive validity and causal mechanisms. In B. Bell (Chair), *Advances in research on individual difference effects in training contexts*. Symposium conducted at the 19<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Chicago, IL.
55. Marrs, M.B & Turban, D. B. (2002). The impact of verbal aggression on job satisfaction, organizational commitment, and organizational citizenship behaviors. Paper presented at the Annual Academy of Management Meeting, Denver, CO.
56. Stark, J.B. & Turban, D. B. (2002). Trust in peer to peer delegation: The role of ability, benevolence and integrity. In D. J. McAllister & K. T. Dirks (Chairs), *Integrating trust perspectives: Foundations for a revised integrative model of organizational trust*. Symposium conducted at the Annual Academy of Management Meeting, Denver, CO.

57. McCulloch, M.C. & Turban, D.B. (2002). Comparing person-organization fit and cognitive ability in a selection battery. Paper presented at the 17<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Toronto, Canada.
58. Burns, C. & Turban, D. B. (2001). Developing a recent alumni advisory board. Paper presented at AACSB International 2001 Continuous Improvement Symposium, *The Scholarship of Teaching*, October, St. Louis, MO.
59. Lee, F. K., Sheldon, K. M. & Turban, D. B. (2001). The relationship between personality and work outcomes: The mediating role of goal orientation and self-regulation strategies. In F. Lee (Chair). *New Directions for Personality Research in Organizations*. Symposium conducted at the Annual Academy of Management Meeting, Washington, DC.
60. Stevens, C. K. & Turban, D. B. (2001). Impact of job seekers' search strategies and tactics on search success. In S. Highhouse (Chair), *New Approaches to Research on Job Search and Job Choice*. Symposium conducted at the 16<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, San Diego, CA.
61. McCulloch, M.C. & Turban, D.B. (2001). Using person-organization fit to predict job departure in call centers. Paper presented at the 16<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, San Diego, CA.
62. Howard, L. W., Hurley, S. K., & Turban, D. B. (2000). Cooperating teams and competing rewards: Incentives for team performance and firm productivity. Paper presented at the 8<sup>th</sup> Annual Institute of Behavioral and Applied Management Conference, San Diego, CA.
63. Cable, D. M. & Turban, D. B. (2000). *The value of organizational reputation in a recruitment context*. Paper presented at the 15<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, New Orleans, LA.
64. Turban, D. B., Dougherty, T. W., & Lee, F. K. (1999). *The impact of demographic diversity and perceived similarity on mentoring outcomes: The moderating effect of time*. Paper presented at The Annual Academy of Management Meeting and published in the Best Paper Proceedings of the Academy of Management, Chicago, IL.
65. Marrs, M. B. & Turban, D. B. (1999). Toward an understanding of the relationship between verbal aggression in the workplace and organizational citizenship behaviors. In C. Stamper (Chair), *Exploring the relationship between organizational citizenship behavior and deviant workplace behavior*. Symposium conducted at the Annual Academy of Management Meeting, Chicago, IL.
66. Marrs, M.B., Greening, D.W., & Turban, D.B. (1999). *A cross-cultural study of the antecedents and outcomes of verbal aggression in the workplace: Employees as critical*



*stakeholders*. Paper presented at the 10th annual meeting of the International Association of Business and Society, Paris, France.

67. Turban, D. B. (1999). Discussant for Symposium, *False Issues and New Perspectives: Realigning Recruiting Research for the 21<sup>st</sup> Century*, chaired by M. L. Connerly and conducted at the 14<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Atlanta, GA..
68. Turban, D.B., Lau, C. M., Chow, I. H. S., Ngo, H. Y., & Si. S. X. F. (1999). Person-organization fit in the People's Republic of China. In J. R. Rentsch (Chair), *Person-Environment Fit: Alternative Conceptualizations at Different Phases of Organizational Entry*. Symposium conducted at the 14<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Atlanta, GA.
69. Turban, D.B., Lau, C. M., Chow, I. H. S., Ngo, H. Y., & Si. S. X. F. (1998). Recruiting college graduates in the People's Republic of China. In K. Schneider & W. H. Mobley (Chairs), *Applications of Industrial/Organizational Psychology in a Global Marketplace*. Practitioner Forum presented at the 13<sup>th</sup> Annual Convention of the Society for Industrial Organizational Psychologists, Dallas, TX.
70. Turban, D. B., Dougherty, T. W., & Love-Stuart, M. S. (1997). *Mentor demographic, relational demographic, and perceived similarity effects in developmental relationships*. Paper presented at the 57th Annual Academy of Management Convention, Boston, MA.
71. Bluedorn, A. C., Turban, D. B., Love-Stuart, M. S. (1997). *Should we stand for this? The effects of stand-up and sit-down meeting formats on meeting outcomes*. Paper presented at the 57th Annual Academy of Management Convention, Boston, MA.
72. Stevens, C. K., Tirnauer, D. C., & Turban, D. B. (1997). A qualitative study of job seekers' decision processes. In C. K. Stevens & A. M. Saks (Chairs), *Job search and choice: Research and practice for the 21st century*. Symposium conducted at the 57th Annual Academy of Management Convention, Boston, MA.
73. McCulloch, M. C. & Turban, D. B. (1997). *Candidate and hiring manager reactions toward overt integrity tests*. Paper presented at the 12th Annual Convention of the Society for Industrial Organizational Psychologists, St. Louis, MO.
74. Turban, D. B. Forret, M. L., & O'Dell, S. (1996). *Factors related to firm attractiveness as an employer*. Paper presented at the 11th Annual Convention of the Society for Industrial Organizational Psychologists, San Diego, CA.
75. Marrs, M. E., Turban, D. B., Dougherty, T. W., & Roberts, R. (1996). *Applicant attraction to demographically diverse firms: A person-organization fit perspective*. Paper presented at the 11th Annual Convention of the Society for Industrial Organizational Psychologists, San Diego, CA.

76. Greening, D. W. & Turban, D. B. (1996). *Corporate social performance and organizational attractiveness to prospective employees*. Paper presented at the 7th Annual Meeting of the International Association for Business and Society, Sante Fe, New Mexico.
77. Roberts, R. W., Marrs, M. B., Turban, D. B., & Dougherty, T. W. (1995). *Applicant attraction to culturally diverse firms: A person-organization fit perspective*. Paper presented at the 80th annual meeting of the American Accounting Association, Orlando, Florida.
78. Turban, D. B. & Greening, D. W. (1995). *Corporate social performance and organizational attractiveness to prospective employees*. Paper presented at the 55th annual Academy of Management Convention, Vancouver, Canada.
79. Callister, R.R., Kramer, M.W., & Turban, D.B. (1995). *Feedback seeking following career transitions*. Paper presented at the 55th annual Academy of Management Convention, Vancouver, Canada.
80. Turban, D. B. & Campion, J. E. (1995). Recruiting in the petrochemical industry: What influences site visit and job offer decisions. In M. McCulloch (Chair), *Recruiter's nightmare: Why the qualified applicant rejects the job*. Symposium conducted at the 10th Annual Convention of the Society for Industrial Organizational Psychologists, Orlando, Florida.
81. Rentsch, J. R., Turban, D. B., Hissong, A. A., Jenkins, N. M., & Marrs, M. B. (1995). *Development of the cultural diversity beliefs scale*. Paper presented at the 10th Annual Convention of the Society for Industrial Organizational Psychologists, Orlando, Florida.
82. Forret, M. L. & Turban, D. B. (1994). *The leader-member exchange model: A review and directions for future research*. Paper presented at the 54th annual Academy of Management Convention, Dallas, Texas.
83. Kramer, M. K., Callister, R. R., & Turban, D. B. (1994). *Communication strategies for information exchange during job transitions*. Paper presented at the SCA Convention, New Orleans, Louisiana.
84. Callister, R. R., Kramer, M. K., & Turban, D. B. (1994). *Career transitions of newcomers and transferees: Antecedents and outcomes of the socialization process*. Paper presented at the 35th annual Western Academy of Management Conference, Sante Fe, New Mexico.
85. Turban, D.B., Forret, M.L., & Hendrickson, C.L. (1993). *Influences of organization reputation, job attributes, and recruiter behaviors on applicant attraction to firms: A comparison of structural models*. Paper presented at the 53rd annual Academy of Management Convention, Atlanta, Georgia.

86. Callister, R.R., Kramer, M.W., & Turban, D.B. (1993). *Proactive behaviors in organizational transition*. Paper presented at the 53rd Annual of Academy of Management Convention, Atlanta, Georgia.
87. Alliger, G.M., Janak, E.A., Streeter, D.A., Byrne, D. & Turban, D.B. (1993). *Psychological similarity effects on personnel decisions and work relations: A meta-analysis*. Paper presented at the 8th Annual Convention of the Society for Industrial Organizational Psychologists, San Francisco, California.
88. Turban, D.B., Eyring, A.R. & Campion, J.E. (1993). *Influences of the site visit on job offer decisions*. Paper presented at the 8th Annual Convention of the Society for Industrial Organizational Psychologists, San Francisco, California.
89. Dougherty, T.W., Turban, D.B., & Forret, M.L. (1993). *Relationship of applicant background and interview perceptions with recruiter evaluations*. Paper presented at the 8th Annual Convention of the Society for Industrial Organizational Psychologists, San Francisco, California.
90. Turban, D.B., & Dougherty, T.W. (1992). *Protégé personality, mentoring and career success*. Paper presented at the 52nd Annual Academy of Management Convention, Las Vegas, Nevada.
91. Johnson, D.S., Pieper, K.F. & Turban, D.B. (1992). *Attributional style, self-esteem, and feedback sign effects on self-efficacy, self-set goals and performance*. Paper presented at the 52nd Annual Academy of Management Convention, Las Vegas, Nevada.
92. Dougherty, T.W., Turban, D.B., & Callender, J.C. (1992). *Expectancy confirmation behavior of employment interviewers*. Paper presented at the 7th Annual Convention of the Society for Industrial Organizational Psychologists, Montreal, Canada.
93. Dougherty, T.W., Turban, D.B., Olson, D., Dwyer, P.D., & LaPreze, M.W. (1992). *Factors affecting perceptions of workplace sexual harassment*. Paper presented at the 7th Annual Convention of the Society for Industrial Organizational Psychologists, Montreal, Canada.
94. Eyring, A.R., Campion, J.E., Turban, D.B. (1992). *The impact of timing of the campus interview on actual job offer and site visit decisions*. Paper presented at the 7th Annual Convention of the Society for Industrial Organizational Psychologists, Montreal, Canada.
95. Johnson, D.S., Turban, D.B., & Ng, Y.M. (1992). *Effects of feedback sign, strength and controllability on intrinsic motivation, self-efficacy, self-set goals, and performance*. Paper presented at the 7th Annual Convention of the Society for Industrial Organizational Psychologists, Montreal, Canada.
96. Turban, D.B. & Dougherty, T.W. (1991). *Influences of the campus interview on applicant attraction to the organization*. Paper presented at the 51st Annual Academy of

Management Convention and published in the Best Paper Proceedings of the Academy of Management, Miami, Florida.

97. Turban, D.B., Campion, J.E., & Eyring, A.R. (1991). *Factors influencing college recruits' job offer intentions and actual decisions*. Paper presented at the 6th Annual Convention of the Society for Industrial Organizational Psychologists, St. Louis, Missouri.
98. Turban, D.B. & Keon, T.L. (1991). *Organizational attractiveness: An interactionist perspective*. Paper presented at the 6th Annual Convention of the Society for Industrial Organizational Psychologists, St. Louis, Missouri.
99. Eyring, A.R., Turban, D.B., Campion, J.E., & Francis, D.J. (1990). *Factors influencing job choice decisions: A comparison of alternative structural models*. Paper presented at the 50th Annual Academy of Management Convention, San Francisco, California.
100. Turban, D.B., Eyring, A.R., & Campion, J.E. (1990). *An investigation of factors influencing a relocation decision*. Columbia, MO: University of Missouri. (ERIC Document Reproduction Service No. ED328816). Paper presented at the 98th Annual Convention of the American Psychological Association, Boston, Massachusetts.
101. Turban, D.B., Eyring, A.R., & Campion, J.E. (1990). *Employment decision of college recruits: A comparison of factors influencing the accept and reject decision*. Paper presented at the 5th Annual Convention of the Society for Industrial Organizational Psychologists, Miami, Florida.
102. Turban, D.B., Jones, A.P., & Rozelle, R.M. (1990). *Influences of supervisor affect towards the subordinate on interactions with and evaluations of the subordinate*. Paper presented at the 5th Annual Convention of the Society for Industrial Organizational Psychologists, Miami, Florida.
103. Campion, J.C., Turban, D.B., Kendrick, K.L., & Batten, D.B. (1989). *Applicant perceptions of recruitment and placement: Influences on site visit and job offer decisions*. Paper presented at the 4th Annual Convention of the Society for Industrial Organizational Psychologists, Boston, Massachusetts.
104. Turban, D.B., Sanders, P.A., Francis, D.J., & Osburn, H.G. (August, 1987). *Investigating the construct generalization of employment tests with structural modeling*. Paper presented at the 95th Annual Convention of the American Psychological Association, New York, New York.
105. Sanders, P.A., Turban, D.B., & Osburn, H.G. (August, 1986). *A construct generalization approach to test substitution*. Paper presented at the 94th Annual Convention of the American Psychological Association, Washington, DC.
106. Turban, D.B., & Jones, A.P. (1985). *Influences of leader-subordinate similarity on performance and pay decisions*. Houston, Texas: University of Houston. (ERIC

Document Reproduction Service No. ED267341). Paper presented at the 93rd Annual Convention of the American Psychological Association, Los Angeles, California.

**Faculty Research Seminar (teaching/pedagogical, practice oriented, and/or discipline-based research seminar)**

Guest Scholar at the *Workshop on Research Advances in Organizational Behavior and Human Resources Management* in University of Paris--Dauphine, May 2016

*Psychological need fulfillment and work energy: An organismic perspective.* Presented to the Department of Management & Organisation, National University of Singapore, Singapore, February, 2016.

Presented to Department of Management at Catolica Lisbon School of Business & Economics, April 2016

Presented to Department of Human Resource Management, Ghent University May 2016)

*Are there universal psychological determinants of engagement?* Invited talk presented to the Community of Organisational Psychology in Singapore (COPS), February 16, 2016.

*Employee engagement.* Invited talk presented to the Department of Management, Lingnan University March, 2015.

*Considering a broader conceptualization of work well-being.* Invited talk presented to the Department of Management, Hong Kong Baptist University, March 2015.

Invited Lecture: *People management challenges and focus areas in contemporary American organisations.* University of Western Cape, Cape Town, South Africa on March 27, 2014).

Featured Speaker, *Motivation and Meaning at Work*, for the Entrepreneurship Scholars Retreat hosted by the Deming Center for Entrepreneurship (University of Colorado). Boulder, CO, October 20, 2012.

*Examining Affect in the Job Search Process.* Research presentation at 3 universities in Taiwan in March 2012: National Chung Cheng University, National Changhua University of Education, and National Chengchi University.

*Can a Business School Professor be Positive? Or, at least contribute to positive psychology and positive organizational scholarship?* Invited lecture at Marquette University in April 2010.

*High Performance Human Resource Management Systems.* Lecture presented at Chongqing University and Three Gorges College in June 2009.

*Enterprise Performance Management.* Workshop presented as part of the 2009 China Chongqing International Human Resources Management Seminar and to Personnel Bureau of Kai County in June 2009.

*Self-determination theory: Is it relevant for organizational research?* Department of Management & Organisation Brown Bag Seminar Series, National University of Singapore, Singapore in February, 2003.

*Dyadic relationships and applicant attraction to firms: Two streams of research.* Department of Management & Organisations Brown Bag Seminar Series, National University of Singapore, Singapore in January 2003.

*The moderating effect of time on the relationships of demographic and perceived similarity with mentoring outcomes,* School of Management Research Presentation Series, University of Queensland, Brisbane, Australia, in April, 2000; Department of Organisational and Labour Studies, University of Western Australia, Perth, Australia in May, 2000.

*The moderating effect of time on the relationships of demographic and perceived similarity with mentoring outcomes,* Department of Psychology, University of Missouri-Columbia, Social-Psychological Psychology Research Seminar Series, Fall, 1999.

*Mentor demographic, relational demographic, and perceived similarity effects in developmental relationships,* Department of Management, Hong Kong University of Science and Technology (February, 1997) and the Chinese University of Hong Kong (March, 1997), Hong Kong.

*Influences of Campus Recruiting on Applicant Attraction to the Firm,* Department of Management, University of Missouri-Columbia, Research Seminar Series, October 1991.

*Factors Influencing Job Offer Decisions of Recent College Graduates,* Department of Psychology, University of Missouri-St. Louis, Industrial-Organizational Seminar Series, St. Louis, December 1990.

### **Other**

### **PROFESSIONAL MEMBERSHIPS/COMMITTEES/OFFICES**

Academy of Management -- Careers, Human Resources, Organizational Behavior, and Research Methods Divisions  
American Psychological Association  
Society for Industrial Organizational Psychology—Fellow

### **PROFESSIONAL ACTIVITIES**

#### **Editor**

#### **Editorial Board Membership**

*Academy of Management Journal* (1997-2001; 2004 - current),  
*Journal of Applied Psychology* (1999-2001; 2008 - current),  
*Personnel Psychology* (2004 - current);  
*Journal of Management* (2008 - 2016);

*Journal of Organizational Behavior* (2011 – 2015)

### **Reviewer**

Ad-Hoc Reviewer for *Academy of Management Review*, *Psychological Bulletin*, *Organizational Behavior and Human Decision Processes*, *Journal of Organizational Behavior*, *Journal of Management*, *Journal of Occupational and Organizational Psychology*, *Journal of Applied Social Psychology*, *Motivation & Emotion*, *International Journal of Selection and Assessment*, *Applied Psychology: An International Journal*, *Asia-Pacific Journal of Management*, *National Science Foundation*.

### **Prof. Development/Training**

#### **Other**

Faculty Fellow/Presenter for OB Junior Faculty Workshop at 2008 Academy of Management Meetings

Chair of Society for Industrial Organizational Psychology (SIOP) Awards Committee, 2003-2005.

Chair, William A. Owens Scholarly Achievement Award Committee, 2000 - 2002

Chair, Human Resources Division Award Committee, 2002-2003

Chair, Human Resources Scholarly Achievement Award Committee, 2001 Award

Elected Member of Human Resources Division Executive Committee, 2001 - 2003

Program Committee Member for the Society for Industrial Organizational Psychologists Annual Convention 1991 - 1994, 1996 – 2001, 2003.

Program Planning Committee Member for the Society for Industrial Organizational Psychologists Annual Convention, 1998

Human Resources Scholarly Achievement Award Committee Member, 1995

Human Resources Management Division Best Conference Paper Committee Member, 1998

Outstanding Publication in Organizational Behavior Award Committee Member, 1998

Presenter for Doctoral Consortium at the Midwest Academy of Management Program, 1998

Presenter for HR Division Doctoral Consortium at the Annual Academy of Management Program, 1998, 1999

Presenter at the New Doctoral Student Consortium at the Annual Academy of Management Meetings, 2001

### **GRANTS**

#### **TEACHING**

##### **Undergraduate**

Job Search Strategies (1 credit hour)

Professional Development in Business

Human Resource Management

Organizational Behavior

Professional Management Internship

## Selected Problems in Human Resource Management

### Graduate

#### **Doctoral level**

Seminar in Human Resource Management  
Seminar in Organizational Behavior  
Advanced Research Methodology  
Current Topics Seminar in Management

#### **MBA Level**

Organizational Behavior and Management  
Human Resource Management

### Dissertation Committees

#### Chair

Mary Beth Marrs, 1999  
John Stark, 2001  
Felissa Lee, 2004  
Dana Haggard, 2006  
Sharon Wu 2008  
Wan Yan 2011  
Serge P. da Motta Veiga 2013  
Timothy Moake 2017

#### Member

Thomas Slocombe, 1991  
Charles Malone, Michael Blum, 1992  
Larry Howard, 1993  
Monica Forret, 1995  
Ronda Callister, Steve Cox, Jacqueline Reck, 1996  
Charles Baker, Christine Winkler, 1997  
Po-chien Li, 1999  
Regina Waters, 2000  
Don Larsen, 2001  
Holly Savoy, 2003  
Clay Routledge (Master Thesis in 2003 and PhD in 2005)  
William Reed, Cathy Chou (Master Thesis) 2006  
Yuna Ferguson, Kara Krautter (Master Theses) 2007  
Kyle Williams (Master Thesis) 2008  
Chuck Nichols (Master Thesis) 2009  
Matt Vess (2010)  
Yuna Ferguson (2010)  
Justin Abdelkhalik (Master Thesis) 2010  
Kenneth E. Vail III (Master Thesis) 2010, (Dissertation) 2013

### Other



Co-facilitator for Freshmen Interest Group (FIG) 1997 - 2013

Faculty Sponsor of *Career Preparation Workshops Series: From Student to Professional*. Coordinated with Recent Alumni Advisory Board and College's Career Services Office to present 6 workshops dealing with aspects of the job search process. I developed and conducted two of these workshops: Interviewee Skills, and Site Visits and Conversational Skills.

Developed and taught, with Karen Shelton, a new 1-credit hour management course, *Job Search Strategies*, in the Fall of 2002.

Developed new internship course, Management 390 *Professional Management Internship* and served as internship coordinator in 1998, 1999, 2002.

McNair Faculty Mentor in the Ronald E. McNair Achievement Program to Cheryl Hendrickson, 1990-1991, and to Kris Johnson, 1994-1995; Kimberly Johnson-Anderson 2010-2011

Honors Thesis Advisor to Brenda Paszkiewicz, 1990-1991, Kris Johnson, 1994-1995, Sinmyoung Lee, 1995-1996, N. Kathleen Burns, 1996-1997.

Conducted interviewee skills workshops (with Karen Shelton) sponsored by the College of Business Administration Placement Center, February 1990 to present.

## **UNIVERSITY ACTIVITIES**

Member, University of Missouri Graduate School Dean Search Committee (2013-2014)

Member, Honors College Council

Chair, Career Center Review Committee (2013)

Member, Advisory Committees for the Presidential Awards for Innovative Teaching; Inter-Campus Collaboration; and for Student Entrepreneur of the Year (2012 – 2014).

Co-Chair, College of Business AACSB Reaffirmation of Accreditation Committee, 2000-2002.

Chair, Strategic Management Search Position, 2004-2005, 2005 - 2006

Co-Chair, Leggett & Platt Information Systems Professorship Search Committee, 1999

Chair, College of B&PA Associate Dean Search Committee, 1998

Chair, College Affirmative Action Committee, 1995-1996.

Member (and served as chair some years) of College of Business PhD Policy Committee, 1992-2003

Faculty advisor to College of Business Student Council, 1990 to 2007.

Faculty advisor to Recent Alumni Advisory Board (2000 to 2012)

PhD Program Coordinator, Department of Management, 1990 to 2002.

Numerous miscellaneous ad-hoc committees

## **AWARDS AND RECOGNITIONS**

Recipient of the Trulaske College, Distinguished Research Achievement Award, 2012-2013

Recipient of the Teacher of the Year Award from the St. Louis College of Business Alumni Association, 2010-2011.

Recipient of the Governor's Award for Excellence in Teaching, 2005

Recipient of the MU Excellence in Education Award, 2002 (with \$100 award)

Recipient of the MU Alumni Association Faculty/Alumni Award, 2002

Recipient of the College of Business Outstanding Faculty Service Award, 2002, 2006

Recipient of the William T. Kemper Fellowship for Teaching Excellence, 2001 (with \$10,000 award)

Recipient of the MU Excellence in Advising Award, 2001 (with \$1000 award)

Recipient of the College of Business Harry Hall Trice Faculty Research Award, 2001

Recipient of the B&PA Distinguished Research Fellowship Award, 1997-1998

Recipient of the Teacher of the Year award from the St. Louis Trulaske College of Business Alumni association chapter, 2011

Recipient of the Kansas City Business and Public Administration Alumni Association Professor of the Year Award, 1994

Recipient of the College of Business and Public Administration Harry Hall Trice Faculty Research Award, 1992.

Recipient of Excellent Reviewer Award from *Academy of Management Journal*, 1996-1997

Recipient of Fastest Highest Quality Reviewer Award from *Academy of Management Journal*, 1999-2000

Received an Alumni Association Faculty Incentive Award (\$500) and a Research Council Grant (\$3000) in 1996 and a Small Research Council Grant (\$786) in 2000

**OTHER**