John D. Kammeyer-Mueller
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Education

Ph.D., Human Resources and Industrial Relations, University of Minnesota, 2002 B.A., Psychology, University of St. Thomas, St. Paul, Minnesota, 1995

Professional Experience

August, 2013-Present: Associate Professor (with tenure), University of Minnesota Department of Work and Organizations

August 2012-May 2013: Co-director, Human Resources Research Center, University of Florida Department of Management

August, 2008-May 2013: Associate Professor (with tenure), University of Florida Department of Management

August, 2002-July, 2008: Assistant Professor, University of Florida Department of Management September 2001-July 2002: Researcher, University of Minnesota Human Resources Research Initiative

December 2000-November 2002: Database manager and consultant, UNCI Consulting June 1997-March 1998: Compensation analyst, Amherst H. Wilder Foundation

Journal Publications

- Kammeyer-Mueller, J. D., Simon, L. S., & Judge, T. A. (in press). A head start or step behind: Understanding how dispositional and motivational resources influence emotional exhaustion. *Journal of Management*.
- Kammeyer-Mueller, J. D., Wanberg, C. R., Rubenstein, A. L., & Song, Z. (in press). Support, undermining, and newcomer socialization: Fitting in during the first 90 days. *Academy of Management Journal*.
- Kammeyer-Mueller, J. D., Rubenstein, A. L., Long, D. M., Odio, M. A., Buckman, B. R., Zhang, Y., & Halvorsen-Ganepola, M. D. K. (2013). A meta-analytic structural model of dispositional affectivity and emotional labor. *Personnel Psychology*, 66, 47-90.
- Judge, T. A., & Kammeyer-Mueller, J. D. (2012). On the value of aiming high: The causes and consequences of ambition. *Journal of Applied Psychology*, 97, 758-775.
- Kammeyer-Mueller, J.D., Simon, L.S., & Rich, B. L. (2012). The psychic cost of doing wrong: Socialization, ethical conflict, and burnout. *Journal of Management*, *38*, 784-808.

- Judge, T. A., & Kammeyer-Mueller, J. D. (2012). Job attitudes. *Annual Review of Psychology*, 63, 341–367.
- Judge, T. A., & Kammeyer-Mueller, J. D. (2012). General and specific measures in organizational behavior research: Considerations, examples, and recommendations for researchers. *Journal of Organizational Behavior*, *33*, 161-174.
- Kammeyer-Mueller, J.D., Livingston, B.A., & Liao, H. (2011). Perceived similarity, proactive adjustment, and organizational socialization. *Journal of Vocational Behavior*, 78, 225-236.
- Judge, T. A., & Kammeyer-Mueller, J. D. (2011). Happiness as a societal value. *Academy of Management Perspectives*, 25, 30-41.
- Judge, T. A., & Kammeyer-Mueller, J.D. (2011). Implications of core self-evaluations for a changing organizational context. *Human Resource Management Review*, 21, 331-341.
- Kammeyer-Mueller, J.D., Steel, P. D. G., & Rubenstein, A. (2010). The other side of method bias: The perils of distinct source research designs. *Multivariate Behavioral Research*, 45, 294-321.
- Goeddeke, F.X., & Kammeyer-Mueller, J.D. (2010). Perceived support in a dual organizational environment: Union participation in a university setting. *Journal of Organizational Behavior*, *31*, 65-83.
- Kammeyer-Mueller, J.D., Judge, T.A., & Scott, B.A. (2009). The role of core self-evaluations in the coping process. *Journal of Applied Psychology*, *94*, 177-195.
- Steel, P.D.G., & Kammeyer-Mueller, J.D. (2009). Using a meta-analytic perspective to enhance job component validation. *Personnel Psychology*, 62, 533-552.
- Kammeyer-Mueller, J.D., & Judge, T.A. (2008). A quantitative review of mentoring research: Test of a model. *Journal of Vocational Behavior*, 73, 269-283.
- Kammeyer-Mueller, J.D., Judge, T.A., & Piccolo, R.F. (2008). Self-esteem and extrinsic career status: Test of a dynamic model. *Applied Psychology: An International Review*, *57*, 204-224.
- Steel, P.D.G., & Kammeyer-Mueller, J.D. (2008). Bayesian variance estimation for metaanalysis: Quantifying our uncertainty. *Organizational Research Methods*, 11, 54-78.
- Wanberg, C.R., Welsh, E., & Kammeyer-Mueller, J.D. (2007). Protégé and mentor self-disclosure: Levels and outcomes within formal mentoring dyads in a corporate context. *Journal of Vocational Behavior*, 70, 398-412.
- Kammeyer-Mueller, J.D., & Liao, H. (2006). Workforce reduction and job-seeker attraction: Examining job seekers' reactions to firm workforce reduction policies. *Human Resource Management*, 45, 585-603.

- Wanberg, C.R., Kammeyer-Mueller, J.D., & Marchese, M. (2006). Mentor and protégé predictors and outcomes of mentoring in a formal mentoring program. *Journal of Vocational Behavior*, 69, 410-423.
- Steel P.D.G., Huffcutt A.I., Kammeyer-Mueller J. (2006). From the work one knows the worker: A systematic review of the challenges, solutions, and steps to creating synthetic validity. *International Journal of Selection and Assessment*, 14, 16-36.
- Kammeyer-Mueller, J.D., Wanberg, C. R., Glomb, T. M. & Ahlburg, D. (2005). The role of temporal shifts in turnover processes: It's about time. *Journal of Applied Psychology*, 90, 644-658.
- Glomb, T.M., Kammeyer-Mueller, J.D., & Rotundo, M. (2004). Emotional labor and compensating wage differentials. *Journal of Applied Psychology*, 89, 700-714.
- Judge, T.A., Kammeyer-Mueller, J.D., & Bretz, R.D. (2004). A Longitudinal Model of Sponsorship and Career Success: A Study of Industrial-Organizational Psychologists. *Personnel Psychology*, *57*, 271-303.
- Kammeyer-Mueller, J.D., & Wanberg, C.R. (2003). Unwrapping the Organizational Entry Process: Disentangling Multiple Antecedents and Their Pathways to Adjustment. *Journal of Applied Psychology*, *5*, 779-794.
- Stellmack, A.L., Wanberg, C.R., & Kammeyer-Mueller, J.D. (2003). Transitions off welfare: An examination of demographic, socioeconomic, and motivational predictors. *Industrial Relations*, 42, 623-649.
- McCall, B.P., Horwitz, I.B., Kammeyer-Mueller, J.D. (2003). Have health conditions associated with latex increased among health care workers since the Issuance of Universal Precautions? *American Journal of Public Health*, *93*, 599-604.
- Steel, P.D., & Kammeyer-Mueller, J.D. (2002). Comparing meta-analytic moderator estimation techniques under realistic conditions. *Journal of Applied Psychology*, 87, 96-111.
- Horwitz, I.B., & Kammeyer-Mueller, J.D. (2002). Natural rubber latex allergy workers' compensation claims: Washington State healthcare workers 1991-1999. *Applied Occupational and Environmental Hygiene*, 17, 267-275.
- Horwitz, I. B., & Kammeyer-Mueller, J. D. & McCall, B.P. (2002). Workers' compensation claims related to natural rubber latex gloves among Oregon healthcare employees from 1987-1998. *BMC Public Health*, 2.
- Wanberg, C.R., & Kammeyer-Mueller, J.D. (2000). Predictors and outcomes of proactivity in the socialization process. *Journal of Applied Psychology*, 85, 373-385.

Work in progress

Kammeyer-Mueller, J. D., Leite, W., & Gurel, S. (working paper). Predictors and outcomes of early career attrition of public school teachers: Demands, autonomy, and support.

Rubenstein, A. L., Kammeyer-Mueller, J. D., & Wang, M. Exploring individual-level predictors of voluntary and involuntary employee turnover.

Santoro, J. M., Zhou, L., Wang, M., Kammeyer-Mueller, J. D., & Halvorsen-Ganepola, M. D. Mood moderates the indirect relationship between interviewing self-efficacy and performance.

Steel, P. D. G., Nguyen, B., & Kammeyer-Mueller, J. D. Removing meta-analytic bias: Bayesian variance estimation with an informed prior.

Steel, P.D. G., Taras, D., Ponak, A., & Kammeyer-Mueller, J. D. Justice delayed is justice denied: The role of procrastination in arbitrators' time until decision.

Koopmann, J. M., Kammeyer-Mueller, J. D., & Wang, M. Test of an interactionist model of newcomer socialization.

Book Chapters

- Kammeyer-Mueller, J.D., Schilpzand, P. & Rubenstein, A. L. (2013). Dyadic Fit and the Process of Organizational Socialization. In J. Billsberry & A. Kristof-Brown (Eds.), *New Directions in Organizational Fit*, (pp. 50-73). Wiley-Blackwell.
- Hurst, C., Kammeyer-Mueller, J.D., & Livingston, B. A. (2012). The Odd One Out: How Newcomers Who Are Different Become Adjusted. In C. Wanberg (Ed.), *Frontiers of Organizational Socialization*, (pp. 115-138). NY: Oxford University Press.
- Judge, T.A., & Kammeyer-Mueller, J.D. (2008). Affect, satisfaction, and performance. In Neal Ashkanasy & C. Cooper (Eds.), *Research Companion to Emotion in Organizations*. Thousand Oaks, CA: Sage.
- Wanberg, C.R., & Kammeyer-Mueller, J.D. (2008). Successful navigation of career transitions: Implications from motivation theory (pp. 443-470). In R.Kanfer, G.Chen, & R.Pritchard (Eds), *Work Motivation: Past, Present, and Future*. New York: Routledge.
- Kammeyer-Mueller, J.D. (2007). The dynamics of newcomer adjustment: Dispositions, context, interaction, and fit. In C. Ostroff & T. Judge (Eds.), *Perspectives on Organizational Fit*, (pp. 99-122). Greenwich: CT: Information Age Publishing.
- Judge, T.A., & Kammeyer-Mueller, J.D. (2007). Personality and Career Success. In M. Peiperl & H. Gunz (Eds.), *Handbook of Career Studies*, (pp. 59-78). Thousand Oaks, CA: Sage.
- Kammeyer-Mueller, J.D. (2006). Socialization: Employee proactive behaviors. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*, (pp. 744-747). Thousand Oaks, CA: Sage.

- Kammeyer-Mueller, J.D. (2006). Job choice. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*, (pp. 386-391). Thousand Oaks, CA: Sage.
- Judge, T.A., & Kammeyer-Mueller, J.D. (2004). Core Self-Evaluations, Aspirations, Success, and Persistence: An Attributional Model. In M. Martinko (Ed.), *Advances in Attribution Theory*, (pp. 111-132). Greenwich: CT: Information Age Publishing.
- Kammeyer-Mueller, J.D., Liao, H., & Arvey, R. D. (2001). Downsizing and organizational performance: A review of the literature from a stakeholder perspective. In G.R. Ferris (Ed.), *Research in Personnel and Human Resources Management*, (Vol. 20, pp. 269-329). Stamford CT: JAI Press.
- Wanberg, C.R., Kammeyer-Mueller, J.D., & Shi, K. (2001). Job loss and the experience of unemployment: International research and perspectives. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *International Handbook of Work and Organizational Psychology* (Vol. 2, pp. 253-269). London, UK: Sage.

Conference and Invited Presentations

- Santoro, J. M., Zhou, L., Wang, M., Kammeyer-Mueller, J. D., Halvorsen-Ganepola, M. D., & Grass, S. S. (April, 2013). Mood moderates the indirect relationship between interviewing self-efficacy and performance. Session conducted at the Society for Industrial and Organizational Psychology Conference in Houston, TX.
- Steel, P., Nguyen, B., & Kammeyer-Mueller, J. D. (April, 2013). Removing meta-analytic bias: Bayesian variance estimation with an informed prior. Session conducted at the Society for Industrial and Organizational Psychology Conference in Houston, TX.
- Hurst, C., Kammeyer-Mueller, J.D., & Livingston, B. A. (August, 2012). The Odd One Out: How Newcomers Who Are Different Become Adjusted. In C. Wanberg and Yongjun Choi (Chairs) Organizational Socialization: Taking the Next Steps. Session conducted at the meeting of the Academy of Management Conference in San Boston, MA.
- Kammeyer-Mueller, J.D., Judge, T. A., & Simon, L. S. (August, 2011). A head start or a step behind? Emotional exhaustion and motivational resources through the work day. Session conducted at the meeting of the Academy of Management Conference in San Antonio, TX.
- Kammeyer-Mueller, J.D. (August, 2011). Discussant. In S. Nurmohamed (Chair) Accept the New: Directions for Research on Socialization and Newcomers. Session conducted at the meeting of the Academy of Management Conference in San Antonio, TX.
- Kammeyer-Mueller, J.D., Schilpzand, P., & Rubenstein, A. L., (August, 2011). Dyadic Fit and the Process of Organizational Socialization. In J. Bilsberry, (Chair) New Directions in Organizational Fit. Session conducted at the meeting of the Academy of Management Conference in San Antonio, TX.
- Kammeyer-Mueller, J.D., Wanberg, C.R., Song, Z., & Rubenstein, A. L., (August, 2010). Support, Undermining, and the Newcomer Adjustment Process. In A. L. Rubenstein and J.D. Kammeyer-Mueller (Co-Chairs), Socialization Content and Context: New Directions. Session conducted at the meeting of the Academy of Management Conference in Montreal, QC, Canada.
- Livingston, B.A., Kammeyer-Mueller, J. D., & Liao, H. (August, 2009). Proactive Newcomer Adjustment Behavior and Work Group Diversity. In S. Nurmohamed and S. Ashford (Co-Chairs), Proactivity: Benefits, Costs and Temporal Dynamics. Session conducted at the meeting of the Academy of Management Conference in Chicago, IL.
- Kammeyer-Mueller, J. D. (August, 2009). Adjustment in Organizations: Ethics, Diversity, and Proactive Behavior. Invited Presentation, National University of Singapore.
- Bussman, M., Schilpzand, P., Lee, T.W., & Kammeyer-Mueller, J. D. (August, 2008). Jumping through Hoops: How Selection Process Intensity Impacts Applicant Attitudes and Cognitions. Session conducted at the meeting of the Academy of Management Conference in Anaheim, CA.

- Schilpzand, P., & Kammeyer-Mueller, J. D. (August, 2008). A Qualitative Investigation of Dyadic Relationships in the Workplace. Session conducted at the meeting of the Academy of Management Conference in Anaheim, CA.
- Livingston, B.A., Kammeyer-Mueller, J. D., & Liao, H. (April, 2008). Perspectives on group socialization from established members and newcomers. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in San Francisco, CA.
- Simon, L.S., Kammeyer-Mueller, J.D., & Rich, B.L., (April, 2008). Socialization, Ethical Conflict, and Stress: An Empirical Investigation. In L.S. Simon and J.D. Kammeyer-Mueller (Co-Chairs), Ethics in Organizations: Context and Authority Effects on Employees. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in San Francisco, CA.
- Livingston, B.A., Kammeyer-Mueller, J. D., & Liao, H. (August, 2007).Odd Man (or Woman) Out: Demographic Dissimilarity and the Socialization of Newcomers. Session conducted at the meeting of the Academy of Management Conference in Philadelphia, PA.
- Kammeyer-Mueller, J.D. (April, 2007). Data report on the stress levels of transition lawyers. Session conducted at the Florida Bar Retreat on Young Lawyers and Their Transition into Practice in Tampa Bay, FL.
- Kammeyer-Mueller, J. D., Judge, T. A., & Miliffe, K. A. (April, 2005). Changes in Self-Concept as a Function of Personal and Situational Characteristics. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Los Angeles, CA.
- Kammeyer-Mueller, J. D., Judge, T.A., & Piccolo, R.F. (April, 2004). Self-Esteem and Career Success: Examining Reciprocal Effects. In R. F. Piccolo (Chair), Reconsidering the Outcomes of a Positive Self-Concept. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Chicago, IL.
- Kammeyer-Mueller, J.D. (April, 2004). Chair, Job-Search: Tactics, Processes, and Outcomes. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Chicago, IL.
- Wanberg, C.R., Kammeyer-Mueller, J.D., & Marchese, M.C. (April, 2004). Antecedents and Outcomes of Formal Mentoring Quality. In T.D. Allen (Chair), Reconsidering the Outcomes of a Positive Self-Concept. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Chicago, IL.
- Kammeyer-Mueller, J. D., & Steel, P.D. (August, 2003). Controlling Instability and Method Variance when Estimating Predictor Importance:Siphoning the Bathwater Away from the Baby. Presentation at the Academy of Management Conference in Seattle, WA.

- Steel, P.D., & Kammeyer-Mueller, J. D. (August, 2003). The iterative homogeneity of variance index. Presentation at the Academy of Management Conference in Seattle, WA.
- Glomb, T. M., Kammeyer-Mueller, J. D., Wanberg, C. R., Ahlburg, D. A., & Chuang, A. (April, 2003). Longitudinal examination of multiple dimensions of person-environment fit. In A. M. Ryan & L. J. Ramsay (Chairs), Redefining Personality's Role in Fit Assessments. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Orlando, FL.
- Steel, P.D., & Kammeyer-Mueller, J. D. (April, 2003). Determining the heterogeneity of metaanalytic variance: Going beyond straws. Presentation at the Society for Industrial and Organizational Psychology Conference in Orlando, FL.
- Kammeyer-Mueller, J.D. (August, 2002). The Well-Adjusted Newcomer: Personality, Pre-Entry Knowledge, Perceived Mobility and Socialization. Presentation at the Academy of Management Conference in Denver, CO.
- Kammeyer-Mueller, J.D., & Glomb, T.M. (August, 2002). Emotional Labor and Compensating Wage Differentials. Presentation at the Academy of Management Conference in Denver, CO.
- Steel, P.D., & Kammeyer-Mueller, J.D. (April, 2001). Comparing meta-analytic moderator estimation techniques under realistic conditions. Presented at the Society for Industrial and Organizational Psychology Conference in San Diego, CA.
- Wanberg, C.R., & Kammeyer-Mueller, J.D. (April, 1999). Predictors and outcomes of proactivity in the socialization process. Presented at the Society for Industrial and Organizational Psychology Conference in Atlanta, GA.

Teaching and Advisory Activities

Courses taught

- Organizational behavior
- Human resource management
- Organizational staffing
- Doctoral seminar in organizational staffing

Dissertation committees

- Alex Rubenstein (Chair)
- David Long (Member)
- Ryan Klinger (Co-chair)
- Lauren Simon (Member)
- Beth Livingston (Co-chair)
- Charlice Hurst (Member)
- Ronald Piccolo (Member)
- Francis X. Goeddeke (Chair)
- Bruce Louis Rich (Member)

Professional Activities

Editorial Board Appointments

- Journal of Applied Psychology
- Personnel Psychology
- Journal of Vocational Behavior

Professional service activities:

- Former representative-at-large, Research Methods Division, Academy of Management
- Ad-hoc reviewer
 - Academy of Management Journal
 - o Applied Psychology: An International Review
 - o International Journal of Selection and Assessment
 - o Journal of Applied Social Psychology
 - Journal of Economics and Management Strategy
 - Journal of Management Studies
 - Journal of Occupational and Organizational Psychology
 - Journal of Occupational Health Psychology
 - Journal of Personality
 - o Organizational Behavior and Human Decision Processes
 - Organization Science
- Reviewed and provided comments for the Society for Human Resource Management Effective Practice Guidelines: Evidence Based Retention Management manuscript

University Service Activities

- 2009-2012 Representative for University Faculty Senate
- 2008-2010 Representative for Warrington College Undergraduate Committee
- 2009- Representative, Warrington College Faculty Advisory Committee

Grants and Awards

2000-2003: Co-Principal Investigator, Factors Predictive of Dyadic Mentor Relationship Quality SHRM grant with Connie Wanberg and Marc Marchese