

## **THERESA M. GLOMB**

The Toro Company-David M. Lilly Chair  
Department of Work and Organizations  
Carlson School of Management, University of Minnesota  
tglobm@umn.edu | (612) 624.4863

### **EDUCATION**

---

- 1998 Ph. D., University of Illinois at Urbana-Champaign  
Psychology (Social, Organizational, and Individual Differences Division)
- 1995 M. A., University of Illinois at Urbana-Champaign  
Psychology (Social, Organizational, and Individual Differences Division)
- 1993 B. A., DePaul University, Chicago, Illinois  
Psychology, Summa cum laude

### **EXPERIENCE**

---

- 2015-present The Toro Company-David M. Lilly Chair  
Department of Work and Organizations  
Carlson School of Management, University of Minnesota
- 2015-present Academic Director, Carlson School Leadership Practicum
- 2011-present Full Professor
- 2011-2015 McFarland Professor of Organizational Behavior
- 2005-2011 Curtis L. Carlson Professor of Human Resources and Industrial Relations
- 2008-2011 Director of Graduate Studies
- 2004-2011 Associate Professor
- 1998-2004 Assistant Professor
- Summer 2001 Visiting Professor  
Institut d'Administration des Entreprises  
Université Jean Moulin, Lyon, France
- 1994-1998 National Science Foundation Graduate Fellow  
University of Illinois at Urbana-Champaign, Department of Psychology

### **RESEARCH OVERVIEW**

---

My research program studies the role of mood and affect at work from a psychological orientation. Emotionally significant workplace events (i.e., affective events) experienced on the job as well as general work factors have direct and indirect influences on workplace affect, attitudes, behaviors, and performance. One stream of my research has focused largely on specific types of affective events—events associated with *workplace aggression* and *sexual harassment*. Although I continue to explore these specific areas, I have broadened my focus to include the study of *mood and affect at work* and its effects on attitudes, behaviors, and performance. In addition, I am exploring affect displayed on the job in accordance with role expectations or *emotional labor*. Finally, I study the *well-being of workers*, defined broadly to include psychological, physiological, and familial effects.

## PUBLICATIONS AND WORKS IN PROGRESS

---

### Journal Publications:

- Leroy, S. & Glomb, T. M. (in press). Tasks interrupted: The role of anticipated time pressure and planning in attention residue and performance on interrupting tasks. *Organizational Science*.
- Good, D. J., Lyddy, C. J., Glomb, T. M., Bono, J. E., Brown, K. W., Duffy, M. K. Baer, R. A., Brewer, J. A., & Lazar, S. W. (2016). Contemplating mindfulness at work: An integrative review. *Journal of Management*, 42, 114-142. (Review Issue)
- Bhave, D., & Glomb, T. M. (2016). The role of occupational emotional labor requirements on the surface acting-job satisfaction relationship. *Journal of Management*, 42, 722-741.
- Dahm, P. C., Glomb, T. M., Manchester, C. F., & Leroy, S. (2015). Work-family conflict, self-regulation, and self-discrepant time allocation at work. *Journal of Applied Psychology*, 100, 767-792.
- Kim, E., & Glomb, T. M. (2014) Victimization of High Performers: The Roles of Envy and Work Group Identification. *Journal of Applied Psychology*, 99, 619-634.
- Bono, J. E.,\* Glomb, T. M.,\* Shen, W., Kim, E., & Koch, A. (2013). Building positive resources: Effects of positive events and positive reflection on work-stress and health. *Academy of Management Journal*, 56, 1601-1627.  
\*Authors contributed equally.  
*Positive Organizational Scholarship Best Paper Award for 2015, Honorable Mention*
- Kim, E., Bhave, D. P., & Glomb, T. M. (2013). Emotion regulation in workgroups: The roles of demographic diversity and relational work context. *Personnel Psychology*, 66, 613-644
- Leslie, L., Snyder, M. & Glomb, T. M. (2013). Who gives? Employee demographics, workgroup diversity, and charitable giving. *Journal of Applied Psychology*, 98, 49-62.  
*Nominee, Parasuraman Award for Outstanding Gender & Diversity Publication*
- Bhave, D., Kramer, A., & Glomb, T. M. (2012). Pay satisfaction and work-family conflict across time. *Journal of Organizational Behavior*, 34, 698-713.
- Glomb, T. M., Duffy, M. K., Bono, J. E., & Yang, T. (2011). Mindfulness at work. *Research in Personnel and Human Resources Management*, 30, 115-157.  
\*Winner, 2012 Outstanding Author Contribution Award for Excellence
- Glomb, T. M., Bhave, D., Miner, A., & Wall, M. (2011). Doing good, feeling good: Examining the role of organizational citizenship behaviors in changing mood. *Personnel Psychology*, 64, 191-223.
- Kim, E. & Glomb, T. M. (2010). Get smarty pants: Cognitive ability, personality, and victimization. *Journal of Applied Psychology*, 95, 889-901.

- Glomb, T. M. (2010). Predicting workplace aggression: Reciprocal aggression, organizational, and individual antecedents. *International Journal of Organizational Theory and Behavior*, *13*, 249-291.
- Bhave, D., Kramer, A., & Glomb, T. M. (2010). Work-family conflict in work groups: Social information processing, support, and demographic dissimilarity. *Journal of Applied Psychology*, *95*, 145-158.
- Miner, A. G.\* & Glomb, T. M.\* (2010). State mood, task performance, and behavior at work: A within-persons approach. *Organizational Behavior and Human Decision Processes*, *112*, 43-57.  
\*Authors contributed equally.
- Bhave, D.\* & Glomb, T. M.\* (2009) Emotional labor demands, wages, and gender: A within-person, between-jobs study. *Journal of Occupational and Organizational Psychology*, *82*, 683-707. \*Authors contributed equally.
- Booth, J. E., Park, K. W., & Glomb, T. M. (2009). Employer-supported volunteering benefits: Gift exchange among employers, employees, and volunteer organizations. *Human Resource Management*, *48*, 227-249.
- 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. & Welsh, E. T. (2005). Can opposites attract?: Personality heterogeneity in supervisor-subordinate dyads as a predictor of subordinate outcomes. *Journal of Applied Psychology*, *90*, 749-757.
- Miner, A. G., Glomb, T. M., & Hulin, C. L. (2005). Experience sampling mood and its correlates at work. *Journal of Organizational and Occupational Psychology*, *78*, 171-193.
- Wanberg, C. R., Glomb, T. M., Song, Z., & Sorenson, S. (2005). Job-search persistence during unemployment: A 10-wave longitudinal study. *Journal of Applied Psychology*, *90*, 411-430.
- Glomb, T. M., Kammeyer-Muller, J. D., & Rotundo, M. (2004). Emotional labor demands and compensating wage differentials. *Journal of Applied Psychology*, *89*, 700-714.
- Glomb, T. M. & Tews, M. J. (2004). Emotional labor: A conceptualization and scale development. *Journal of Vocational Behavior*, *64*, 1-23.
- Glomb, T. M. & Liao, H. (2003). Interpersonal aggression in work groups: Social influence, reciprocal, and individual effects. *Academy of Management Journal*, *46*, 486-496.
- Glomb, T. M. (2002). Workplace anger and aggression: Informing conceptual models with data from specific encounters. *Journal of Occupational Health Psychology*, *7*, 20-36.

Wasti, S. A., Bergman, M. E., Glomb, T. M., & Drasgow, F. (2000). Test of the cross-cultural generalizability of a model of sexual harassment. *Journal of Applied Psychology*, 85, 766-778.

Glomb, T. M., Matt, L. J., Hulin, C. L., Bergman, M. E., & Drasgow, F. (1999). Structural equation models of sexual harassment: Longitudinal explorations and cross sectional generalizations. *Journal of Applied Psychology*, 84, 14-28.

Glomb, T. M., Richman, W. L., Hulin, C. L., Drasgow, F., Schneider, K. T., & Fitzgerald, L. F. (1997). Ambient sexual harassment: An integrated model of antecedents and consequences. *Organizational Behavior and Human Decision Processes*, 71, 309-328.

Glomb, T. M., & Hulin, C. L. (1997). Anger and gender effects in observed supervisor-subordinate dyadic interactions. *Organizational Behavior and Human Decision Processes*, 72, 281-307.

### **Book Chapters:**

Glomb, T. M., & Cortina, L. (2006). The experience of victims: Using theories of traumatic and chronic stress to understand individual outcomes of workplace abuse. In E. K. Kelloway, J. I. Barling, & J. J. Hurrell, Jr. (Eds.), *Handbook of Workplace Violence*. Thousand Oaks, CA: Sage.

Glomb, T. M., Steel, P. D. G., & Arvey, R. D. (2002). Office sneers, snipes, & stab wounds: Antecedents, consequences and implications of workplace violence and aggression. In R. Lord, R. Klimoski, & R. Kanfer (Eds.), *Emotions in the Workplace*, (pp. 227-259). San Francisco: Jossey-Bass.

Glomb, T. M., & Miner, A. G. (2002). Exploring patterns of aggressive behaviors in organizations: Assessing model-data fit. In J. M. Brett & F. Drasgow (Eds.), *The psychology of work: Theoretically based empirical research*, (pp. 235-252). Mahwah, NJ: Lawrence Erlbaum.

Richman-Hirsch, W. L. & Glomb, T. M. (2002). Are men affected by the sexual harassment of women? Effects of ambient sexual harassment on men. In J. M. Brett & F. Drasgow (Eds.), *The psychology of work: Theoretically based empirical research*, (pp. 121-140). Mahwah, NJ: Lawrence Erlbaum.

Hulin, C. L., & Glomb, T. M. (1999). Contingent employees: Individual and organizational considerations. In D. R. Ilgen & E. D. Pulakos (Eds.), *The changing nature of work performance: Implications for staffing, personnel actions, and development*, (pp. 87-118). San Francisco: Jossey-Bass.

### **Papers Under Review:**

Dahm, P. C., Kim, Yeonka S., Glomb, T. M., & Harrison, S. (*second round review*). The season of my success: Time related identity affirmation strategies of early achievers. *Academy of Management Journal*.

Dahm, P. C., & Glomb, T. M. (*under review*). Family-to-work conflict and enrichment effects on regulatory focus and networking. *Organizational Science*.

Dahm, P. C., Kim, Y. S., & Glomb, T. M. (under review) Leaning in and leaning out: Developing a work-life trade-offs scale. *Journal of Occupational Health Psychology*.

Booth, J. B., Shantz, A., Glomb, T. M., & Duffy, M. K. (*revision invited*). Supervisor Social Undermining and Shattered Assumptions: The Exacerbating Role of Core Self-Evaluations and Trust in Workplace Management. *Human Resource Management*.

Yang, T. & Glomb, T. M. (*revision invited*) The Moderating Role of Personal, Social, and Work Resources in the Efficacy of a Mindfulness Intervention. *Journal of Applied Psychology*.

Yoon, D.J., Yang, T., Bono, J. E., Lee, K., Glomb, T. M., & Duffy, M.K. (*under review*). A meta-analytic examination of affect balance: A key indicator of employee thriving. *Psychological Bulletin*.

### **Papers in Preparation:**

Adair, L. & Glomb, T. (in preparation). Being cherished by the cherubs: Effects of talking to kids about work on parental job attitudes.

Birkland, A. S., Foldes, H. J., Glomb, T. M., & Ones, D. S. (being revised for new submission). Wrongdoing at the Top: Taxonomy, Dimensionality, and Perceived Co-occurrence of Misbehaviors Observed among Senior Leaders.

Duffy, M. K., Glomb, T. M., Bono, J. E., & Yang, T. (in preparation). A qualitative study of the influence of mindfulness meditation on social relationships at work.

Giddings, D., Glomb, T. M., & Bono, J. (in preparation). For whom the good thing tolls: The role of personality in positive reflection interventions.

Glomb, T. M., Beal, D. J., Yang, T., & Bhave, D. P. (in preparation). Staying power: Emotional inertia as a moderator of event-affect relationships.

Glomb, T. M., Abraham, J. M., Yang, T., Bhave, D. P., & Kelly, E. (in preparation). The consequences of work and family demands and resources on employees' health and health behaviors.

Sorenson, S. & Glomb, T. M. (being revised for new submission). Examination of the trust process in newcomers: A longitudinal investigation

Yang, T., Glomb, T.M., & Giddings, D. (in preparation). Coping in work-family interface: Workgroup social influence, demographic dissimilarity, and social interaction.

Yang, T., Kammeyer-Mueller, J., & Glomb, T.M. (in preparation). Pay dispersion, pay standing, and employee health.

### **Published Technical Reports:**

Glomb, T. M., Abraham, J. M., Yang, T., Bhawe, D. P., & Kelly, E. (2013). *Unhealthy balance? The consequences of work and family demands and resources on employees' health and health behaviors*. Society for Human Resource Management Technical Report.

Booth, J. B., & Glomb, T. M. (2011). *Workplace victimization among healthcare workers in Minnesota*. Center for Urban and Regional Affairs (CURA) Reporter, Fall/Winter 2011, pp 37-47.

Arvey, R. D., Ben-Ner, A. & Glomb, T. M. (2002). Final Technical Report: Creating Healthy Organizations (CDC Grant U60/CCU515645). Submitted to Center for Disease Control and National Institute for Occupational Safety and Health.

Glomb, T. M., & Earles, J. A. (1996). *Air Force Officer Qualifying Test (AFOQT): Forms Q development, preliminary equating, and operational equating* (Technical Paper AL/HR-TP-1996-0036). Armstrong Laboratory, Manpower and Personnel Research Division, Human Resources Directorate, Brooks Air Force Base, San Antonio, Texas.

## **PROFESSIONAL HONORS**

---

Positive Organizational Scholarship Best Paper Award, Honorable Mention, 2015

Fellow, Society for Industrial and Organizational Psychology, 2013

Fellow, American Psychological Association, 2013

Carlson School of Management Award for Excellence in Research  
University of Minnesota, 2013

Outstanding Author Contribution Award for Excellence  
Emerald Literati Network Award for Excellence, 2012

Carlson School of Management Award for Excellence in Service  
University of Minnesota, 2006, 2015

Carlson School of Management Award for Excellence in Teaching  
University of Minnesota, 2003

National Science Foundation Graduate Fellowship Recipient, 1994-1998  
University of Illinois at Urbana-Champaign

Finalist, Campus Award for Excellence in Undergraduate Education, 1997  
University of Illinois at Urbana-Champaign

Department of Psychology graduate student nominee for the Campus  
Award for Excellence in Undergraduate Education, December 1997  
University of Illinois at Urbana-Champaign

Selected for campus-wide Incomplete List of Teachers Ranked as Excellent,  
University of Illinois at Urbana-Champaign, 1993, 1994, 1996, 1997

Research Associate, Air Force Office of Scientific Research, Human Resources Directorate  
Armstrong Laboratory, Brooks Air Force Base, San Antonio, Texas, Summer 1996

## REFEREED CONFERENCE PRESENTATIONS

---

- 2017 Adair, E. & Glomb, T. (2017). Chattering with Meaning: Influences of Talking about Work on Children's Admiration. In Baumann, H. & Kleshinski, C. (Chairs), *We're in This Together: The Influence of Employee's Work-Family Experiences on Other Individuals*. Showcase Symposium at the annual meeting of the Academy of Management, Atlanta, GA.
- 2016 Dahm, P. C., Kim, Yeonka S., Glomb, T. M., & Harrison, S. (2016). Resolving identity threat: Strategic social circles, substitutes and the looking glass self. In Schwind Wilson, K. & Dahm, P. C. (Chairs), *Family Matters: The Influence of Close Others on Employee Identity, Attitudes, and Well-being*. Symposium at the annual meeting of the Academy of Management, Anaheim, CA.
- Adair, E. & Glomb, T. (2016). Being cherished by the cherubs: Effects of talking to kids about work on parental job attitudes. In Schwind Wilson, K. & Dahm, P. C. (Chairs), *Family Matters: The Influence of Close Others on Employee Identity, Attitudes, and Well-being*. Symposium at the annual meeting of the Academy of Management, Anaheim, CA.
- Giddings, D., Glomb, T. M., & Bono, J. (2016). For whom the good thing tolls: The role of personality in positive psychology. In Lee, J. (Chair) *The Power of Reflection at Work*. Symposium at the annual meeting of the Academy of Management, Anaheim, CA.
- Yang, T. & Glomb, T. M. (2016). Agreeableness and Work Overload as Contingencies of Mindfulness Intervention-Performance Relationships. In Hülshager, U. (2016). *Promoting Mindfulness@Work: Effects on Performance, Health and Relational Outcomes*. Symposium at the Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
- 2015 Dahm, P. C., & Glomb, T. M. (2015). Dynamic effects of work-family conflict and enrichment on self-regulation and network investing. In Zheng, C. DeRue, D. S., Ashford, S. J. & Chen, G. (Chairs), *Time in the spotlight: Exploring the multiple approaches to the role of time in organizational behavior*. Symposium at the annual meeting of the Academy of Management, Vancouver, BC.
- Glomb, T. M., Yang, T., Kammeyer-Mueller, J. (2015). The interactive effects of pay hierarchy and pay standing on stress and health. In M. Mitchell & R. Vandenberg (Chairs), *The Diminishing Effects of Work: Theoretical and Empirical Advances on Employee Health*. Symposium at the annual meeting of the Academy of Management, Vancouver, BC.
- Yang, T. & Glomb, T. M. (2015) Effects of a micro mindfulness intervention on patient satisfaction. In T. Foulk & J. Bono (Chairs), *Putting the 'Positive' Back in Resources: A Discussion on Positive Resources*. Symposium at the annual meeting of the Academy of Management, Vancouver, BC.
- 2014 Duffy, M. K., Glomb, T. M., Bono, J.E., & Yang, T. (August 2014). A Qualitative Study of the Influence of Mindfulness Meditation on Social Relationships at Work. In T. Yang & M. K. Duffy (Chairs), *New Perspectives on Mindfulness at Work*. Symposium presented at the Academy of Management Meetings, Philadelphia, PA.

- Glomb, T. M. (2014). Work Hard, Have Fun, Choose Kind, Be Present. In U. Leicht-Deobald, C. F., Lam, D. McDaniel Sumpter, & P. Kipfelsberger (Chairs), *Thrive! Energizing ourselves and others as academics*. Professional Development Workshop presented at the Annual Meetings of the Academy of Management, Philadelphia, Pennsylvania.
- Dahm, P. C., Kim, Y. S., Glomb, T. M., & Harrison, S. (2014). Identity seasons: Making sense of work-family trade-offs. In Lenses, M. & Hollensbe, E. (Chairs), *With whom and what should I identify and when? Unpacking identification and identity processes*. Symposium presented at Academy of Management Meetings, Philadelphia, PA.
- Glomb, T. M., Beal, D. J., Yang, T., & Bhawe, D. P. (May 2014). Staying Power: Emotional Inertia as a Moderator of Event-Affect Relationships. In T. Yang & J. E. Bono (Chairs), *Novel and Dynamic Approaches to Research on Affect at Work*. Symposium presented at the Society for Industrial and Organizational Psychology Conference, Honolulu, HI.
- Yang, T., Lee, K., Bono, J. E., Yoon, D. J., Glomb, T. M., & Duffy, M. K. (May 2014). A Meta-Analytic Examination of Affect Balance. In T. Yang & J. E. Bono (Chairs), *Novel and Dynamic Approaches to Research on Affect at Work*. Symposium presented at the Society for Industrial and Organizational Psychology Conference, Honolulu, HI.
- Glomb, T. M., Abraham, J. M., Yang, T., Bhawe, D. P., & Kelly, E. (June 2014). The Consequences of Work and Family Demands and Resources on Employees' Health and Health Behaviors. In *Population Perspectives on Work, Family, and Health*. Symposium presented at the Work and Family Researchers Network Conference, New York City, NY.
- 2012 Abraham, J., Glomb, T. M., Yang, T., Bhawe, D. & Kelly, E. (August, 2012). Unhealthy Balance?: The Consequences of Work and Family Demands on Employees' Health and Health Care. In K. Schwind Wilson & T. Glomb (Chairs), *New Perspectives on the Study of Work-Life Processes and Health*. Symposium presented at the Academy of Management Meetings, Boston, Massachusetts.
- Methot, J., Lepak, D.P., Bowell, W.R., & Glomb, T. M. (August, 2012). Organizational Citizenship Behavior and Burnout: The Joint Role of Time and Group Dynamics. In J. Methot (Chair) *Linking Desirable Phenomena and Dysfunctional Outcomes across Contexts and Levels of Analysis*. Symposium presented at the Academy of Management Meetings, Boston, Massachusetts.
- Dahm, P., Manchester, C., & Glomb, T. M. (June, 2012). *The Mediating Role of Self-Discrepancy in Predicting Work-Family Conflict Outcomes: Why Being Untrue to Yourself Doesn't Pay*. Paper presented at the Work and Family Researchers Network Conference.
- 2011 Leslie, L., Snyder, M. & Glomb, T. M. (August, 2011). Who Gives? Employee Demographics, Workgroup Diversity, and Charitable Giving. In B. Crane & M. Thomas-Hunt (Chairs), *Managing Status Differentials in Demographically Diverse Groups*. Symposium presented at the Academy of Management Meetings, San Antonio, Texas.

- Bhave, D., Glomb, T. M., & Yang, T. (August, 2011). An Experience Sampling Study of Emotion Norms and Emotion Regulation. In Z. Song & D. Bhave (Chairs), *Affect at the Beeping Edge*. Symposium presented at the Academy of Management Meetings, San Antonio, Texas.
- Kim, E., Yoon, D., & Glomb, T. M. (April, 2011). Display of Positive Emotions and Well-Being: A Social Interaction Mode. In L. Petitta & J. Diefendorff (Chairs), *Advances in Understanding the Links of Emotions and Context*. Symposium presented at the Society for Industrial Organizational Psychology Conference, San Diego, CA.
- 2010 Kim, E., Bhave, D. P., & Glomb, T. M. (August, 2010). *Work Group Diversity, Social Context, and Emotional Regulation*. Paper presented at the Academy of Management Meetings, Montreal, Canada.
- Bono, J. E., Glomb, T. M.,\* Shen, W., Kim, E., & Koch, A. (August, 2010). *Work Events, Mood, and Employee Health: Testing the Effects of a Positive Refocusing Intervention*. Paper presented at the Academy of Management Meetings, Montreal, Canada.
- Booth, J. B., & Glomb, T. M. (August, 2010). The Effects of Leadership Relationship Quality and Differentiation on Victims Appraisals. In A. Cheshin & D. Efrat-Treister (Chairs), *Daring to Face Aggression, Caring to Understand It: Aggression in the Workplace*. Symposium presented at the Academy of Management Meetings, Montreal, Canada.
- Glomb, T. M., Bono, J. E., Duffy, M. K., & Shen, W. (June, 2010). *Emotions in Every Day Work Life*. Paper presented at the European Conference on Positive Psychology, Copenhagen, Denmark.
- Duffy, M. K., Glomb, T. M., Bono, J. E. (June, 2010). *The Mindful Workplace: Mindfulness and Integrative Employee Well Being*. Paper presented at the European Conference on Positive Psychology, Copenhagen, Denmark.
- Bono, J. E., Duffy, M. K., & Glomb, T. M. (June, 2010). *Affect Balance at Work: A Key Indicator of Employee Thriving*. Paper presented at the European Conference on Positive Psychology, Copenhagen, Denmark.
- Newman, D. A., Spain, S. M., Joseph, D., Fisher, C. D., Miner, A. G., & Glomb, T. M. (April 2010). Intrinsic Dynamic Regulation of Work Satisfaction and Mood. In P. J. Hanges & A. Fulmer, *New Developments in Modeling Longitudinal and Dynamic Data*. Symposium presented at the Society for Industrial Organizational Psychology Conference, Atlanta, GA.
- 2009 Kim, E. & Glomb, T. M. (April, 2009). Cognitive Ability, Victimization, and the Moderating Role of Victims' Personality. In S. M. Stewart & M. L. Gruys (Co-Chairs), *New Directions in Counterproductive Work Behavior Research*. Symposium presented at the Society for Industrial Organizational Psychology Conference, New Orleans, LA.
- Birkland, A., Connelly, B. S., Ones, D. S. & Glomb, T. M. (April, 2009). Dark Side Traits as Drivers of Senior Leader Misbehavior. In M. N. Deese, M. Wang, and R. R. Sinclair (Co-Chairs), *Destructive Leadership: Measurement, Antecedents, and Outcomes*. Symposium presented at the Society for Industrial Organizational Psychology Conference, New Orleans, LA.

- 2008 Glomb, T. M. (August, 2008). Emotion Management: Mood-Behavior Relationships. In M. Fugate, (chair), *The Experience, Management, and Implications of Emotions at Work*. Invited Professional Development Workshop presented at the Academy of Management Meetings, Anaheim, CA.
- Booth, J. B., Glomb, T. M., & Duffy, M. K., (August, 2008). Emotional Appraisals of Supervisors Social Undermining: A Subordinate Resource Conservation Study. In M. Bardes (Chair), *New Developments in Abusive Supervision*. Symposium presented at the Academy of Management Meetings, Anaheim, CA.
- Glomb, T. M. (May, 2008). *New Frontiers in Research on Aggression in Organizations*. In T. M. Glomb (Chair), *New Frontiers in Research on Aggression in Organizations*. Invited symposium at the Association for Psychological Science Meetings, Chicago, IL.
- Birkland, A., Glomb, T. M., Ones, D. S. (April, 2008). A cross cultural comparison of the structure of senior leader wrongdoing. In R. F. Piccolo, D. DiazGranados, & M. M. Harrell (Co-chairs), *Leading Destructively: A Theoretical and Empirical Examination of Destructive Leaders*. Symposium presented at the Society for Industrial Organizational Psychology Conference, San Francisco, CA.
- Booth, J. B., Glomb, T. M., Duffy, M. K., & Remington, J. (April, 2008). Workplace violence and aggression: Social support, cognitive appraisal, and coping processes. In M. S. Herscovis & T. Reich (Co-chairs), *Bringing the Relationship Into the Experience of Workplace Aggression*. Symposium presented at the Society for Industrial Organizational Psychology Conference, San Francisco, CA.
- 2007 Bhave, D. & Glomb, T.M. (August, 2007). *Emotional labor and job satisfaction: Operationalization of emotional labor and the moderating role of social support*. Paper presented at the Academy of Management Conference, Philadelphia, PA.
- Booth, J. E., Park, K. W., & Glomb, T. M. (May, 2007). *Gift Exchange Between the Employer and Volunteer Organization: Utilizing Employees as Intermediaries in Employer Sponsored Volunteering*. Paper presented at Research Advances in Organizational Behavior, Human Resources Management and Corporate Social Responsibility, Toulouse, France.
- 2006 Glomb, T. M., Bhave, D., Miner, A., & Wall, M. (August, 2006). What is the Nature of “The Pause That Refreshes”? Examining the Role of Discretionary Behaviors in Repairing a Negative Mood. In I. Fulmer & C. Barnes (Co-Chairs), *Examinations of Mood and Extra-Role Behavior*. Symposium presented at the meeting of the Academy of Management Meetings, Atlanta, Georgia.
- Sorenson, S. & Glomb, T. M. (August, 2006). Examination of the Trust Process in Newcomers: A Longitudinal Investigation. In M. Wilson (Chair), *Developing Roles and Relationships within Organization*. Paper session at the meeting of the Academy of Management Meetings, Atlanta.

- Bhave, D., Kramer, A., & Glomb, T. M. (May, 2006). *Work Family Conflict: Work Group Crossover and Work Group Similarity*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- 2005 Glomb, T. M. (April, 2005). Predicting Workplace Aggression: Reciprocal Aggression, Organizational and Individual Antecedents. In M. J. Gelfand & G. Shteynberg (Co-Chairs), *The Anatomy of Revenge: Recent Theoretical and Empirical Advances*. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Bhave, D. Glomb, T. M., Lefter, A. (April, 2005). *Emotional Labor, Gender, and Wages: A Longitudinal Study*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- 2004 Glomb, T. M. & Welsh, E. T. (April, 2004). *Can Opposites Attract?: Predicting Subordinate Outcomes Based Upon Personality Heterogeneity*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Glomb, T. M., Sorenson, S., & Davis, E. (April, 2004). *Effects of Service Climate, Attitudes, and Behaviors on the HR-Performance Relationship*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Wanberg, C. R., Song, Z., Glomb, T. M., & Sorenson, S. (April, 2004). Job-Search Persistence: A Time Series Investigation. In J. D. Kammeyer-Mueller (Chair), *Job Search: Tactics, Processes, and Outcomes*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- 2003 Glomb, T. M., Kammeyer-Mueller, J. D., Wanberg, C. R., Ahlburg, D., & Chaung, A. (April, 2003). Longitudinal Examination of Multiple Dimensions of Person-Environment Fit. In A. Ryan & L. J. Ramsay (Chairs), *Redefining Personality's Role in Fit Assessments*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Tews, M. J. & Glomb, T. M. (April, 2003). Emotional Labor and the Five-Factor Model of Personality. In M. A. Vey & T. M. Glomb (Chairs), *Individual Differences' Impact On Emotional Labor Antecedents, Processes, and Outcomes*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 2002 Glomb, T. M., & Liao, H. (August, 2002). Interpersonal Aggression in Work Groups: Social Influence, Reciprocal, and Individual Effects. In P. J. Moberg (Chair), *Workplace Abuse, Aggression, Bullying, and Incivility: Conceptual Integration and Empirical Insights*. Speaker session conducted at the meeting of the Academy of Management, Denver, CO.
- Kammeyer-Muller, J. & Glomb, T. M. (August, 2002). Emotional Labor and Compensating Wage Differentials. In *Emotions at Work: Types and Consequence*. Paper session conducted at the meeting of the Academy of Management, Denver, CO.

- Miner, A. G., Glomb, T. M., & Liao, H. (August, 2002). Structure of Work Withdrawal and Organizational Citizenship Across Time. In A. G. Miner (Chair), *Modeling Organizational Behavior Over Time: Experience Sampling and Longitudinal Research*. Speaker session conducted at the meeting of the Academy of Management, Denver, CO.
- Glomb, T. M., Miner, A. G., & Tews, M. J. (April, 2002). Experience Sampling Emotional Dissonance at Work. In T. M. Glomb & C. S. Daus (Chairs), *Emotional Labor: Emerging From Murky Waters With Multimethod, Multimeasure Approaches*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Miner, A. G., Glomb, T. M. & Hulin, C. L. (April, 2002). Using Experience Sampled Data to Investigate Relations Among Aggregated Work Mood, Job Satisfaction, and Behaviors. In C. S. Daus (Chair), *Social and Emotional Influences on Job Satisfaction: Complementary Puzzle Pieces*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- 2001 Miner, A. G., Glomb, T. M., Hulin, C. L. (April, 2001). *Correlates of Mood at Work: An Experience Sampling Study*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Miner, A. G., Glomb, T. M., Hulin, C. L. (April, 2001). Mood at Work: Experience Sampling Using Palmtop Computers, In H. M. Weiss (Chair), *Experience Sampling Methods in Organizational Research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- 2000 Glomb, T. M., & Miner, A. G. (August, 2000). Workplace Anger, Aggression, and Affect: Using Affective Events Theory as an Interpretive Framework. In T. M. Glomb (Chair), *Anger at Work: Conceptual and Methodological Extensions*. Symposium at the Second International Conference on Emotions in Organizational Life, Toronto, Canada.
- Miner, A. G., Glomb, T. M., Chan, M., Hulin, C. L. (August, 2000). An Experience Sampling Approach to Exploring the Prevalence and Antecedents of Anger at Work. In T. M. Glomb (Chair), *Anger at Work: Conceptual and Methodological Extensions*. Symposium held at the Second International Conference on Emotions in Organizational Life, Toronto, Canada.
- Tews, M. J., & Glomb, T. M. (August, 2000). *Emotional Labor Re-Operationalized: A New Scale Development*. Paper presented at the Second International Conference on Emotions in Organizational Life, Toronto, Canada.
- Glomb T. M. (April, 2000). *Workplace Aggression: A Qualitative Analysis of Employee Experiences*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Richman, W. L., & Glomb, T. M. (April, 2000). How Are Men Affected By the Sexual Harassment of Woman? Extending the Model of the Antecedents and Consequences of Ambient Sexual Harassment. In T. M. Glomb (Chair), *How Detrimental is Sexual Harassment?: Broadening the Boundaries of Research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- 1999 Glomb, T. M. (June, 1999). Workplace Aggression: The Effect of Expressed Emotion on Organizational Behavior. In H. M. Weiss (Chair), *Can thinking about emotions change the way we study behavior in organizations?* Invited symposium conducted at the meeting of the American Psychological Society, Denver, CO.
- Wasti, S. A., Bergman, M. E., & Glomb, T. M. (May, 1999). Generalizability of an Integrated Sexual Harassment Model: A Cross-Cultural Comparison. In T. M. Glomb (Chair), *Expanding conceptualizations of sexual harassment*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 1998 Glomb, T. M., & Miner, A. G. (August, 1998). *Exploring Patterns of Aggressive Behaviors in Organizations: Assessing Model-Data Fit*. Paper presented at the First International Conference on Emotions in Organizational Life, San Diego, CA.
- 1997 Glomb T. M., & Richman, W. L. (April, 1997). An Integrated Model of the Antecedents and Consequences of Bystander Sexual Harassment. In L. F. Fitzgerald (Chair), *Innovations in sexual harassment theory and methods: Old questions, new answers*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Saint Louis, MO.
- 1996 Glomb, T. M. (May, 1996). *The Effect of Supervisor, Subordinate, and Observer Gender on Perceptions of Supervisory Anger*. Paper presented at the meeting of the Midwestern Psychological Association, Chicago, IL.

## INVITED CONFERENCE ACTIVITIES

---

- Glomb, T. M. (2016). Work-life Balance (speaker/panelist). Organizational Behavior Division Doctoral Consortium at the Annual Meetings of the Academy of Management, Anaheim, CA.
- Glomb, T. M. (2015). Career Development and Career Choices (panelist). Human Resources Division Mid-Stage Doctoral Consortium at the Annual Meetings of the Academy of Management, Vancouver, Canada.
- Glomb, T. M. (2015). Work-life Balance (speaker/panelist). Organizational Behavior Division Doctoral Consortium at the Annual Meetings of the Academy of Management, Vancouver, Canada.
- Glomb, T. M. (2014). Work-life Balance (panelist). Organizational Behavior Division Doctoral Consortium at the Annual Meetings of the Academy of Management, Philadelphia, Pennsylvania.
- Glomb, T. M. (2013). Work-life Balance (panelist). Organizational Behavior Division Doctoral Consortium at the Annual Meetings of the Academy of Management, Orlando, Florida.
- Glomb, T. M. (2012). New Perspectives on the Study of Work-Life Processes and Health (co-chair with K. Schwind Wilson). Symposium presented at the Academy of Management Meetings, Boston, Massachusetts.
- Glomb, T. M. (2012) Early Career Success (panelist). Organizational Behavior Division Doctoral Consortium at the Annual Meetings of the Academy of Management, Boston, Massachusetts.
- Glomb, T. M. (2010). New Directions for Studying Individual Differences in Affect (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Glomb, T. M. (2010). Human Resources Junior Faculty Consortium (Co-chair). Annual Meetings of the Academy of Management, Montreal, Canada.
- Glomb, T. M. (2009) Early Career Success (panelist). Human Resources Division Doctoral Student Consortium at the Annual Meetings of the Academy of Management, Chicago, IL.
- Glomb, T. M. (2008) Early Career Success (panelist). Human Resources Division Doctoral Student Consortium at the Annual Meetings of the Academy of Management, Anaheim, CA.
- Glomb, T. M. (2007) Early Career Success (panelist). Human Resources Division Doctoral Student Consortium at the Annual Meetings of the Academy of Management, Philadelphia, PA.
- Glomb, T. M. (2006). Service With a Smile, Regardless...:" Emotions and Customer Service Work (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Glomb, T. M. (2005). Toward a Better Understanding of Emotion Regulation at Work (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Glomb, T. M. (2002). Negative Experiences in the Workplace: Discrimination, Harassment, and Aggression (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Glomb, T. M. (1999). The Theory of Reasoned Action: Explorations, Expansions, and Business Applications (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

## **INVITED ACADEMIC PRESENTATIONS**

---

University of Michigan, Ross School of Business, October 2017  
Cornell University, LIR School, June 2017  
TEDxUMN, University of Minnesota, May 2015  
University of Illinois at Urbana-Champaign. Psychology Department, March 2015  
London School of Economics, Department of Management, March 2014  
University of St. Thomas, Department of Management, April 2014  
University of British Columbia, Sauder School of Business, February 2014  
National University of Singapore, Department of Management and Organization, January 2014  
Singapore Management University, Lee Kong Chian School of Business, January 2014  
Wharton School, University of Pennsylvania, November 2013  
University of Mannheim, Department of Psychology, November 2013  
University of St. Gallen, Institute for Leadership and HRM, October 2013  
University of Minnesota, Department of Work and Organizations, December 2012  
University of Minnesota, Minnesota Population Center, November 2012  
Concordia University, John Molson School of Business, October 2012  
DePaul University, Psychology Department, April 2012  
Work, Family, and Time Workshop Series, University of Minnesota, January 2012  
University of Minnesota, Marketing Department, March 2012  
Center for the Study of the Individual and Society, University of Minnesota, February 2011  
Rutgers University, SMLR Colloquium Series, April 2009  
Center for the Study of the Individual and Society, University of Minnesota, March 2009  
Center for the Study of the Individual and Society, University of Minnesota, January 2007  
University of Florida, Warrington School of Business, December 2006  
Minnesota State University, Industrial/Organizational Colloquium Series, November 2005  
The Wharton School, University of Pennsylvania, Call Center Forum, May 2004  
Michigan State University, Industrial/Organizational Colloquium Series, October 2004  
Minnesota Professional Psychologists Applied to Work, February 2002  
University of Minnesota, Carlson School of Management, Spring 1998  
Central Michigan University, Department of Psychology, Spring 1998  
Grand Valley State University, Department of Psychology, Spring 1998  
University of Miami, School of Business Administration, Spring 1998  
Louisiana State University, Department of Psychology, Winter 1997  
Rice University, Department of Psychology, Spring 1998  
Kansas State University, Department of Psychology, Winter 1997

## **INVITED CORPORATE AND CONFERENCE SPEAKING ENGAGEMENTS**

---

3M, New Employee Speaker Series, 2016  
3M, Carlson School Alumni Day, 2017  
Accenture, HR Leadership Summit Keynote, 2016  
Best Buy, Human Resources Speaker Series, 2017  
C200 Conference, 2016  
Center for Positive Organizations, University of Michigan, 2017  
Co-Alliance, Staff Retreat Keynote, 2016  
Federal Reserve Board of Minneapolis, Employee Development Speaker Series, 2016  
Federal Reserve Board of Minneapolis, System-wide HR Retreat, 2016  
General Mills, Women Across Finance Retreat, 2017  
Google, PiLab Research Summit, 2013  
Health Partners, HR Leadership Team Retreat, 2017  
HR Tomorrow Conference, 2016  
Human Resources Executive Council Roundtable, 1999, 2002, 2017  
Land O Lakes, Human Resources Business Partner Retreat, 2016  
Land O Lakes, Strategic Talent Council, 2016  
Minneapolis Rotary Club, 2017  
Minnesota Professional Psychologists Applied to Work, 2002  
North Central Leadership Conference, Keynote, 2016  
Toro Corporation, Leadership Team Retreat, 2016  
Toro Corporation, Global HR Leadership Retreat, 2017  
Women's Leadership Conference, 2016  
University of Illinois, Keynote Extension Conference, 2017  
University of Missouri, Keynote Extension Summit, 2016  
University of Minnesota, Professional and Administrative Employees Speaker Series, 2016  
University of Minnesota, Carlson MBA Administration and Staff, 2016  
University of Minnesota, Executive Education Advisory Board, 2016  
University of Minnesota, Boynton Health Clinic Continuing Education Series, 2016  
University of Minnesota, Keynote Women's Faculty Cabinet Retreat, 2016  
University of Minnesota, Keynote Extension Staff Conference, 2016  
University of Minnesota, Keynote Extension Youth Statewide Conference, 2017  
University of Minnesota, Foundation Annual Retreat, 2017  
University of Minnesota, Carlson Master's Part Time Student Speaker Series, 2017

## RESEARCH FUNDING

---

- 2015 Carlson School of Management Dean's Small Research Grant  
Research grant: Cherishing the Cherubs: The Effects of Talking to Kids about Work on Parental Job Attitudes
- 2014 Carlson School of Management Dean's Small Research Grant  
Research grant: Investigation of Work-related Effects of Micro Well-being Interventions
- 2010 Society for Human Resource Management Foundation  
Research grant: Unhealthy Balance?: The Consequences of Work and Family Demands and Resources on Employees' Health and Health Care Consumption (co-PIs: J. Abraham, E. Kelly)
- 2010 Carlson School of Management Dean's Small Research Grant  
Research grant: Unhealthy Balance?: The Consequences of Work and Family Demands and Resources on Employees' Health and Health Care Consumption (co-PI: J. Abraham)
- 2009 Carlson School of Management Dean's Small Research Grant  
Research grant: Creating Minnesota Futures (co-PIs: L. Leslie, C. Manchester)
- 2007-2009 Institute for Advanced Study University Symposium Grant, University of Minnesota  
Research grant: Time Heals All: An Experimental Study Aimed at Speeding Up Recovery from Stressful Work Events (co-PI: J. Bono)
- 2007 Carlson School of Management Dean's Small Research Grant  
Research grant: A Positive Intervention to Reduce the Health Effects of Stressful Work Events (co-PI: J. Bono)
- 2006-2008 Center for Urban and Regional Affairs New Initiatives Grant, University of Minnesota  
Research grant : "Securing Nurse and Patient Safety: Examining the Social Support – Cognitive Appraisal – Coping Processes in Workplace Violence and Aggression" (co-PI: J. Booth & J. Remington)
- 2002 McKnight-Business and Economic Research Grant, University of Minnesota  
Research grant: "Repeated Measures Investigation of Job-Search Behavior" (co-PI: C. Wanberg)
- 2001-2002 The Alfred P. Sloan Foundation Food Industry Center, University of Minnesota  
Research grant: "Supermarket Workplace Experiences Study: Human Resources Practices, Employee Satisfaction, and Service Climate" (co-PI: E. Davis)
- 2000-2001 Grant-In-Aid of Research, Artistry and Scholarship, University of Minnesota  
Research grant: "Exploring Emotional Experiences, Workplace Aggression, and Emotional Labor"

- 2000 Faculty Summer Research Fellowship, University of Minnesota  
Research grant: “Examining Workplace Aggression, Emotional Labor, and Affect in a Health Care Setting”
- 1998-2000 Center for Human Resource Management, University of Illinois  
Research grant: “What do HR Practices Do? Multi-method Studies of the Effects of Human Resource Practices on Work Events and Job Outcomes” (co-PIs: C. Hulin and A. Miner)
- 1999 Alternate, Faculty Summer Research Fellowship, University of Minnesota  
Research grant: “Affective experiences and emotions at work: A test of affective events theory”
- 1996-1998 Center for Human Resource Management, University of Illinois  
Research grant: “Anger and Aggression in Organizations: Antecedents, Characteristics, and Consequences” (co-PI: C. Hulin)
- 1994-1996 Center for Human Resource Management, University of Illinois  
Research grant: “The Effect of Supervisor, Subordinate, and Observer Gender on Perceptions of Supervisory Anger” (co-PI C. Hulin)

## **PROFESSIONAL SERVICE**

---

### **Service Awards**

Carlson School of Management Award for Excellence in Service  
University of Minnesota, 2006, 2015

### **Editorial Boards**

Academy of Management Journal, 2004-2013  
Journal of Applied Psychology, 2008-2013  
Journal of Management, 2010-present  
Personnel Psychology, 2017-2019  
Organizational Behavior and Human Decision Processes, 2007-2013

### **Executive Committee**

Academy of Management Human Resources Division, 2007-2010

### **Committees Chaired**

Academy of Management Awards Committee Co-chair, Academy of Management Human Resources Division, 2008, 2009  
Academy of Management Junior Faculty Consortium Co-Chair, Academy of Management Human Resources Division, 2010  
VP of Meetings, Minnesota Professionals for Psychology Applied to Work, 1998-2001

### **Committee Memberships**

Academy of Management Professional Development Workshop Program Committee, Human Resources Division, 2010  
SIOP Early Career Award Selection Committee, 2008  
Academy of Management Best Paper Committee, Organizational Behavior Division, 2004  
Academy of Management Liaison Committee, Human Resources Division, 2004

### **Selected Ad-hoc Reviewing Activities**

Academy of Management Review  
Organization Science  
Personnel Psychology  
Journal of Occupational Health Psychology  
Journal of Occupational and Organizational Psychology  
Program Committee, Society of Industrial Organizational Psychology Conference  
Program Committee, Academy of Management Conference  
Program Committee, International Conference on Emotions in Organizational Life

### **Professional Affiliations**

Society for Industrial and Organizational Psychology (Fellow)  
Academy of Management  
American Psychological Association (Fellow)  
Association for Psychological Science

## **UNIVERSITY OF MINNESOTA SERVICE**

---

### **University Service**

University Senate, Carlson School Representative (elected), 2014-2017

Project Director, Pulse University-wide Employee Survey, 2003-2014

Strategic Positioning Task Force (University Culture Committee), 2005-06

Task Force on Work Environment Condition Assessment, 2003

Presidential Distinguished Faculty Mentor, University of Minnesota, 2000-02

### **Carlson School of Management (CSOM) Service**

Carlson School Executive Education Advisory Board, 2015-2016

Carlson School Women's Initiative Steering Committee, 2014-15

Carlson School MBA Curriculum Revision Leadership Area Advisor, 2014-2015

Carlson School MBA Teaching Excellence Project, Spring 2013

Carlson School Research Advisory Committee, 2012-2013

Carlson School Faculty Consultative Committee (elected), Spring 2006, 2007-2011

Carlson School Tenure and Promotions Reading Committees, 2005, 2006, 2007 (K. Vohs), 2011 (K. Vohs; C. Torelli), 2012 (S. Leroy; C. Torelli), 2014 (J. Kammeyer-Mueller), 2015 (Y. Ren), 2017 (J. Redden)

Carlson School Curriculum Committee, 2001-2004

### **Department of Work and Organizations [formerly the Industrial Relations Center (IRC) and Human Resources and Industrial Relations (HRIR)] Service**

People Analytics Committee, 2015-16

Faculty Search Committees, 2000-01; 2001-02; 2005-06; 2012-2013 (chair)

Curriculum Committee, 2001-02; 2002-03; 2003-04; 2004-05

M.A. Admissions Committee, 2004-05; 2005-06; 2007-08; 2008-09; 2009-2010; 2010-2011

Ph.D. Admissions Committee, 2004-2005; 2007-08

Human Resources Research Institute Organizing Committee, 2011

Strategic Staffing Committee, 2004

Executive Committee, 2005-06

Strategic Planning Committee, 2000-01; 2002-03

Workshop Committee, 1998-99 (Chair); 1999-00; 2001-02

Alumni Association Institute Planning Committee, 1998-99

## **TEACHING AND ADVISING**

---

### **Teaching Awards**

Carlson School of Management Award for Excellence in Teaching  
University of Minnesota, 2003

### **Graduate Level Teaching**

Academic Director, Carlson School Leadership Practicum  
Leading Self, Leading Others, Leading Organizations  
University of Minnesota, Fall 2015-present

Flourish: A Positive Organizational Scholarship Approach to Understanding Happiness and Well-being at Work (Doctoral Seminar)  
University of Minnesota, Spring 2012, Spring 2015

Organization Theory and Behavior Seminar (Doctoral seminar)  
University of Minnesota, Fall 1999, Fall 2002, Spring 2005, Fall 2010

Leadership and Personal Development (Master's level)  
University of Minnesota, Spring 2013, Fall 2014, Fall 2015,

Motivation and Work Behavior in Contemporary Organizations (Master's level)  
University of Minnesota, Spring 1999, Spring 2000, Fall 2001, Fall 2002, Fall 2004, Spring 2008, Fall 2012, Spring 2013

Employee Development: Creating a Competitive Advantage (Master's level)  
University of Minnesota, Fall 2002, Spring 2006, Fall 2007, Spring 2008

Organizational Development, Metrics, and the Balanced Scorecard (Master's level)  
University of Minnesota, Spring 2006

Staffing, Training, and Development (Master's level)  
University of Minnesota, Fall 1998, Winter 1999, Spring 2000-05, Fall 2007, Fall 2008, Fall 2009, Fall 2010, Fall 2012, Spring 2015

### **Undergraduate Level Teaching**

Introduction to Industrial/Organizational Psychology  
University of Illinois at Urbana-Champaign, 1996-1997

Introduction to Social Psychology  
University of Illinois at Urbana-Champaign, 1993-1994

### **International Teaching**

Culture Shock: Managing Employees in a Global Marketplace (Master's level)  
University Jean Moulin Lyon 3, Lyon, France, Summer 2001

### **Executive Education**

CFO Leadership Program, University of Minnesota, Fall 2017  
Leadership Acceleration Program, Spring 2015, Fall 2015  
Talent Management Strategies, University of Minnesota, Spring 2007, Spring 2008

## **GRADUATE STUDENT COMMITTEES**

---

### **Doctoral Student Advisees**

Tao Yang (Work and Organizations Department)

Indiana University-Purdue University, Fort Wayne

Honorable Mention, S. Rains Wallace Dissertation Award, SIOP

Winner, Society of Industrial Organizational Psychology Benjamin Schneider Award

Winner, Carlson School of Management Excellence in Teaching Award

Patricia Dahm (Work and Organizations Department)

California Polytechnic State University, Department of Management and Human Resources

Winner, SHRM Foundation/AOM HR Division Dissertation Grant Award

Winner, Carlson School of Management Excellence in Teaching Award

Eugene Kim (Human Resources and Industrial Relations Department)

Georgia Tech, Department of Organizational Behavior

Honorable Mention, Ralph Alexander Best Dissertation Award

Winner, University of Minnesota Dissertation Award

Winner, SHRM Foundation/AOM HR Division Dissertation Grant Award

Winner, SIOP Graduate Student Scholarship Award

Jonathan Booth (Human Resources and Industrial Relations Department)

London School of Economics, Department of Management

Winner, Carlson School of Management Excellence in Teaching Award

Devasheesh Bhawe (Human Resources and Industrial Relations Department)

Singapore Management University, Department of Human Resources and Organizational Behavior

Winner, SHRM Foundation/AOM HR Division Dissertation Grant Award

Finalist, Juran Dissertation Award

Adib Birkland (Human Resources and Industrial Relations Department)

The New School, Parsons School of Design

Sarah Sorenson (Human Resources and Industrial Relations Department)

Northern Iowa University, Management Department

### **Member of Doctoral Committees**

Yeonka Kim (Department of Work and Organizations)

Lingtao Yu (Department of Work and Organizations)

Laura Wallace (Psychology Department)

Lalitha Urs (Psychology Department)

Amanda Kruen (Psychology Department)

Laura Johnson (Psychology Department)

KiYoung Lee (Department of Work and Organizations)

David Yoon (Department of Work and Organizations)

Erica Waldera Diehn (Department of Work and Organizations)

Amanda Koch (Psychology Department)

Roulian Fang (Human Resources and Industrial Relations Department)  
Yingchun Wang (Human Resources and Industrial Relations Department)  
Brian Connelly (Psychology Department)  
Zhen Zhang (Human Resources and Industrial Relations Department)  
Sanghamitra Chaudhuri (Human Resources Development Department)  
Robert Smith (Human Resources Development Department)  
Hannah Jackson (Psychology Department)  
Stephan Dilchert (Psychology Department)  
Freyr Halldorsson (Human Resources and Industrial Relations Department)  
Elizabeth Welsh (Human Resources and Industrial Relations Department)  
Dave Kopfer (Human Resources and Industrial Relations Department)  
Hui Liao (Human Resources and Industrial Relations Department)  
Janean Kleist (Human Resources and Industrial Relations Department)  
Zhaoli Song (Human Resources and Industrial Relations Department)  
Heather Mortenson (Psychology Department)  
Ann Swanson (Psychology Department)  
Michael Cullen (Psychology Department)  
Roxanne Laczko (Psychology Department)  
Meredith Vey (Psychology Department)  
Kathy Tuzinski (Psychology Department)  
Monica Tuttle (Human Resources Development Department)

### **Master's Level**

Served on Master's Committees and/or supervised Master's papers of over 70 M.A. students

### **Undergraduate Level**

Senior Honor Thesis Advisor  
Grace Bredeson (Carlson School, 2013)  
Jacob Weldon (Carlson School, 2016)  
Senior Honor Thesis Reader  
Four undergraduate psychology students