

Curriculum Vitae

Nathan A. Bowling

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Open Science Framework : <https://osf.io/3khqp/>

Education

Ph.D. **Central Michigan University**, 2005

Department of Psychology

Dissertation Title: *Dispositional approach to satisfaction with social facets of work*

Dissertation Advisor: Dr. Terry A. Beehr

M.A. **Central Michigan University**, 2003

Department of Psychology

Thesis Title: *Opponent process theory and negative affectivity (NA): An integrated approach to the stability of job satisfaction*

Thesis Advisor: Dr. Terry A. Beehr

B.A. **Ohio University**, 1999

Department of Psychology

Phi Beta Kappa, Cum Laude

Academic Appointments

December, 2022-Present, *Associate Professor* (with tenure), Department of Psychology, College of Sciences, University of Central Florida (Orlando, Florida).

September, 2012-December, 2022, *Professor* (with tenure), Department of Psychology, College of Science and Mathematics, Wright State University (Dayton, Ohio).

September, 2010-August, 2012, *Associate Professor* (with tenure), Department of Psychology, College of Science and Mathematics, Wright State University (Dayton, Ohio).

August, 2005-August, 2010, *Assistant Professor*, Department of Psychology, College of Science and Mathematics, Wright State University (Dayton, Ohio).

Professional Honors

Included in (2022) Research.com *Best Scientists Ranking* (among psychology researchers); <https://research.com/>

International Stress Management Association Federation International Award (2021); https://www.isma.org.in/index.php?option=com_sppagebuilder&view=page&id=59

Included in (2020) *Database of World's Most Cited Scientists* (top 2% most cited among Business and Management researchers for both career and for 2019; see Ioannidis, Boyack, and Baas [2020]; <https://doi.org/10.1371/journal.pbio.3000918>).

Among the top 2% of *Most Cited Authors in Popular Industrial and Organizational Psychology Textbooks* (see Aguinis et al. [2017]; <https://hermanaguinis.com/pdf/IOPtextbooks.pdf>).

Fellow, Association for Psychological Science (elected in 2020).

Fellow, Society for Industrial and Organizational Psychology (elected in 2020).

Outstanding Psychology Graduate Student Research Award (2004), Department of Psychology, Central Michigan University.

Outstanding Psychology Graduate Student Teaching Award (2004), Department of Psychology, Central Michigan University.

Leadership Positions

Associate Director, Industrial and Organizational Psychology Ph.D. Program, Department of Psychology, University of Central Florida (2023-present). Example duties:

- Lead Annual I-O Program Assessment (i.e., compile results from previous years and create plans for subsequent years)
- Represent I-O Program at various events and meetings (e.g., student recruitment events)
- Advise Weekly I-O Speaker Series
- Assist with Alumni Survey Project
- Mentor junior I-O faculty

Chair, Faculty Development Committee, Department of Psychology, Wright State University (2015-2016, 2021-2022). Example duties:

- Prepared annual performance feedback letters for associate professors, assistant professors, lectures, and instructors
- Assisted junior faculty with P&T process
- Led review of sabbatical requests
- Represented Department of Psychology at College-Level P&T Committee meetings

Industrial and Organizational Psychology Area Leader, Department of Psychology, Wright State University (2012-2015). Example duties:

- Led Annual Student Performance Review Process
- Represented I-O Ph.D. Area at events and meetings (e.g., student recruitment events)
- Advised Psychology Ph.D. Program Newsletter
- Organized Department of Psychology Weekly Speaker Series
- Led Human Factors/I-O Ph.D. Alumni Survey Project

Total Citation Count

[Google Scholar](#): Total Citations = 15,597
 h-index = 46
 i10-index = 73

EVIDENCE OF SUSTAINED PERFORMANCE ACROSS CAREER

As I detail below, I have a career total of 67 peer-referred journal publications. Note that my publication record reflects a sustained level of high scholarly performance throughout my career. To illustrate this sustained level of performance, I have divided my career into three roughly equal-sized periods: (a) 2004 to 2010, (b) 2011 to 2017, and (c) 2018 to present. I have maintained a uniformly high level of productivity across these three periods:

- 2004 to 2010 (7 years) – 26 peer-reviewed publications = 3.71 publications per year
- 2011 to 2017 (7 years) – 21 peer-reviewed publications = 3.00 publications per year
- 2018 to present (6.58 years) – 22 peer-reviewed publications = 3.34 publications per year

Peer-Refereed Journal Articles (N = 69)

*graduate student coauthor; **undergraduate student coauthor

For each article, order of authorship was determined by size of contribution (i.e., first author contributed the most, second author contributed the second most, etc.)

69. *Ramsey, M. C., **Bowling, N. A.**, & Menke, P. S. (in press). Evaluating the construct validity of instructional manipulation checks as measures of careless responding. *Applied Psychological Measurement*.

Accepted for publication: 14 July 2024.

68. **Bowling, N.A.**, Michel, J. S., *Islam, M. R., Rotch, M. A., Wagner, S. H., & Zelazny, L. (in press). What's holding you back? Development of the Multi-Facet Organizational Constraints Scale (MOCS). *Journal of Business and Psychology*.

Accepted for publication: 21 May 2024.

67. *Ramsey, M. C., & **Bowling, N. A.** (in press). Building a bigger toolbox: The construct validity of existing and proposed measures of careless responding to cognitive ability tests. *Organizational Research Methods*.
Accepted for publication: 11 December 2023.
66. Huang, J. L., **Bowling, N. A.**, McLarty, B. D., Kluemper, D. H., & Wang, Z. (in press). Confounding effects of insufficient effort responding across survey sources: The case of personality predicting performance. *Organizational Research Methods*.
Accepted for publication: 22 October 2023.
65. **Bowling, N. A.**, Eschleman, K. J., Zelazny, L., & Burns, G. N. (2023). Are curmudgeon personality scales resistant to response distortion? *International Journal of Selection and Assessment*, 31(1), 163-174. doi: 10.1111/ijsa.12406
64. **Bowling, N. A.**, Huang, J. L., *Brower, C. K., & Bragg, C. B. (2023). The quick and the careless: The construct validity of page time as a measure of insufficient effort responding to surveys. *Organizational Research Methods*, 26(2), 323-352.
63. **Bowling, N. A.**, Gibson, A. M., & DeSimone, J. A. (2022). Stop with the questions already! Does data quality suffer for scales positioned near the end of a lengthy questionnaire? *Journal of Business and Psychology*, 37(5), 1099-1116. doi: 10.1007/s10869-021-09787-8
62. **Bowling, N. A.**, & Zelazny, L. (2022). Measuring general job satisfaction: Which is more construct valid—global scales or facet-composite scales? *Journal of Business and Psychology*, 37, 91-105. doi: 10.1007/s10869-021-09739-2
61. Islam, M. R., & **Bowling, N. A.** (2022). Extraversion and emotional expressiveness: Moderators of the relationship between curmudgeon personality and workplace incivility. *Personality and Individual Differences*, 197, 111793.
60. Lyons, B. D., & **Bowling, N. A.**, & Burns, G. N. (2022). Accentuating dark triad behavior through low organizational commitment: A study on peer reporting. *Ethics & Behavior*, 32, 32-43.
59. Wang, Q., Burns, G. N., Narayan, A., Lin, M. A., & **Bowling, N. A.** (2022). A cross-cultural examination of the relationships between job attitudes and workplace deviance. *Asia Pacific Journal of Management*, 39, 249-272. doi: 10.1007/s10490-020-09721-1
58. Michel, J. S., Rotch, M. A., Carson, J. E., **Bowling, N. A.**, & Shifrin, N. V. (2021). Flattening the latent growth curve? Explaining within-person changes in employee well-being during the COVID-19 pandemic. *Occupational Health Science*, 5(3), 247-275.
57. King, M., **Bowling, N. A.**, & Eschleman, K. J. (2021). The degree of spuriousness within the job satisfaction-organizational citizenship behavior relationship. *Journal of Theoretical Social Psychology*, 5, 162-182. doi: 10.1002/jts5.84
56. **Bowling, N. A.**, *Gibson, A. M., Houpt, J. W., & *Brower, C. K. (2021). Will the questions ever end? Person-level increases in careless responding during questionnaire completion. *Organizational Research Methods*, 24, 718-738. doi: 10.1177/1094428120947794

55. **Bowling, N. A.**, & Schumm, J. A. (2021). The COVID-19 Pandemic: A source of posttraumatic growth? *Industrial and Organizational Psychology: Perspectives on Science and Practice, 14*, 184-188. doi: 10.1017/iop.2021.31
54. **Bowling, N. A.**, Wang, M., Matthews, R. A., Shi, J., & Wang, Q. (2020). Experienced aggression and target-perpetrated deviance: Is the relationship linear or non-linear? *Occupational Health Science, 4*, 287-304. doi: 10.1007/s41542-020-00060-7
53. Eschleman, K. J., **Bowling, N. A.**, & Zelazny, L. (2020). Getting a grip on the gripers: Curmudgeon personality's relationships with job attitudes and employee well-being. *Personality and Individual Differences, 167*, 1-7.
52. **Bowling, N. A.**, Lyons, B. D., & Burns, G. N. (2020). Staying quiet or speaking out: Does peer reporting depend on the type of counterproductive work behavior witnessed? *Journal of Personnel Psychology, 19*, 14-23. doi: 10.1027/1866-5888/a000238.
51. *Gibson, A. M., & **Bowling, N. A.** (2020). The effects of questionnaire length and behavioral consequences on careless responding. *European Journal of Psychological Assessment, 36*, 410-420. doi: 10.1027/1015-5759/a000526.
50. Wang, Q., **Bowling, N. A.**, Tian, Q, Alarcon, G. M., Kwan, H. K. (2018). Workplace harassment intensity and revenge: Mediation and moderation effects. *Journal of Business Ethics, 151*, 213-234. doi: 10.1007/s10551-016-3243-2
49. **Bowling, N. A.**, Wagner, S. W., & Beehr, T. A. (2018). *The Facet Satisfaction Scale: An effective affective measure of job satisfaction facets. Journal of Business and Psychology, 33*, 383-403. doi: 10.1007/s10869-017-9499-4
48. Bragg, C. B., & **Bowling, N. A.** (2018). Not all forms of misbehavior are created equal: Differential personality facet-counterproductive work behavior relations. *International Journal of Selection and Assessment, 26*, 27-35. doi: 10.1111/ijsa.12200
47. Lyons, B. D., & **Bowling, N. A.** (2017). On the effectiveness of peer reporting policies: A person-situation perspective. *Journal of Managerial Psychology, 32*, 547-560. doi: 10.1108/JMP-04-2017-0147. **Highly Commended 2018 Emerald Literati Award Winner.**
46. **Bowling, N. A.**, *Khazon, S., Alarcon, G. M., *Blackmore, C. E., *Bragg, C. B., *Hoepf, M. R., Barelka, A., Kennedy, K., Wang, Q., & Li, H. (2017). Building better measures of role ambiguity and role conflict: The validation of new role stressor scales. *Work & Stress, 31*, 1-23. doi: 10.1080/02678373.2017.1292563
45. **Bowling, N. A.**, Huang, J. L., *Bragg, C. B., *Khazon, S., Liu, M., & *Blackmore, C. E. (2016). Who cares and who is careless? Insufficient effort responding as a reflection of respondent personality. *Journal of Personality and Social Psychology, 111*, 218-229. doi: 10.1037/pspp0000085

44. **Bowling, N. A.**, & Beehr, T. A. (2016). Opponent process theory can help explain some effects of resilience. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *9*, 486-490. doi: 10.1017/iop.2016.44
43. Wang, Q., & **Bowling, N. A.** (2016). A comparison of general and work-specific personality measures as predictors of organizational citizenship behavior. *International Journal of Selection and Assessment*, *24*, 172-188. doi: 10.1111/ijsa.12139
42. Eschleman, K. J., **Bowling, N. A.**, & LaHuis, D. M. (2015). The moderating effects of personality on the relationship between change in work stressors and change in counterproductive work behaviors. *Journal of Occupational and Organizational Psychology*, *88*, 656-678. doi: 10.1111/joop.12090
41. **Bowling, N. A.**, Alarcon, G. M., *Bragg, C., & *Hartman, M. (2015). A meta-analytic examination of the potential correlates and consequences of workload. *Work & Stress*, *29*, 95-113. doi: 10.1080/02678373.2015.1033037
40. Eschleman, K. J., **Bowling, N. A.**, & Judge, T. A. (2015). The dispositional basis of attitudes: A replication and extension of Hepler and Albarracín (2013). *Journal of Personality and Social Psychology*, *108*, e1-e15. doi: 10.1037/pspp0000017
39. Huang, J. L., Liu, M., & **Bowling, N. A.** (2015). Insufficient effort responding: Examining an insidious confound in survey data. *Journal of Applied Psychology*, *100*, 828-845. doi: 10.1037/a0038510
38. **Bowling, N. A.**, & Burns, G. N. (2015). Sex as a moderator of the relationships between Predictor variables and counterproductive work behavior. *Journal of Business and Psychology*, *30*, 193-205. doi: 10.1007/s10869-013-9342-5
37. **Bowling, N. A.**, *Khazon, S., Meyer, R. D., & Burrus, C. (2015). Situational strength as a moderator of the relationship between job satisfaction and job performance: A meta-analytic examination. *Journal of Business and Psychology*, *30*, 89-104. doi: 10.1007/s10869-013-9340-7
36. **Bowling, N. A.**, & Lyons, B. D. (2015). Not on my watch: Facilitating peer reporting through employee job attitudes and personality traits. *International Journal of Selection and Assessment*, *23*, 80-91. doi: 10.1111/ijsa.12097
35. Huang, J. L., **Bowling, N. A.**, Liu, M., & Li, Y. (2015). Detecting insufficient effort responding with an infrequency scale: Evaluating validity and participant reactions. *Journal of Business and Psychology*, *30*, 299-311. doi: 10.1007/s10869-014-9357-6
34. Eschleman, K. J., **Bowling, N. A.**, Michel, J. S., & Burns, G. N. (2014). Perceived intent of supervisor as a moderator of the relationships between abusive supervision and counterproductive work behaviors. *Work & Stress*, *28*, 362-375. doi: 10.1080/02678373.2014.961183
33. *Kalinowski, Z., Steele-Johnson, D., *Peyton, E., *Leas, K. A., *Steinke, J., & **Bowling, N. A.** (2013). A meta-analytic evaluation of diversity training. *Journal of Organizational Behavior*, *34*, 1076-1104. doi: 10.1002/job.1839

32. Alarcon, G., **Bowling, N. A.**, & *Khazon, S. (2013). Great expectations: A meta-analytic examination of optimism and hope. *Personality and Individual Differences, 54*, 821-827. doi: 10.1016/j.paid.2012.12.004

31. Michel, J. S., & **Bowling, N. A.** (2013). Does dispositional aggression feed the narcissistic response? The role of narcissism and aggression in the prediction of job attitudes and counterproductive work behaviors. *Journal of Business and Psychology, 28*, 93-105. doi: 10.1007/s10869-012-9265-6

30. **Bowling, N. A.**, *Wang, Q., & Li, H. Y. (2012). The moderating effect of core self-evaluations on the relationships between job attitudes and organizational citizenship behavior. *Applied Psychology: An International Review, 61*, 97-113. doi: 10.1111/j.1464-0597.2011.00458.x

29. **Bowling, N. A.**, & Michel, J. S. (2011). Why do you treat me badly? The role of attributions regarding the cause of abuse in relation to subordinates' responses to abusive supervision. *Work & Stress, 25*, 343-354. doi: 10.1080/02678373.2011.634281

28. **Bowling, N. A.**, Burns, G. N., Stewart, S. M., & Gruys, M. L. (2011). Conscientiousness and agreeableness as moderators of the relationship between neuroticism and counterproductive work behaviors: A constructive replication. *International Journal of Selection and Assessment, 19*, 320-330. doi: 10.1111/j.1468-2389.2011.00561.x

27. *Eschleman, K. J., & **Bowling, N. A.** (2011). A construct validation of the Neutral Objects Satisfaction Questionnaire (NOSQ). *Journal of Business and Psychology, 26*, 501-515. doi: 10.1007/s10869-010-9206-1

26. *Eschleman, K. J., **Bowling, N. A.**, & Alarcon, G. (2010). A meta-analytic examination of hardiness. *International Journal of Stress Management, 17*, 277-307. doi: 10.1037/a0020476

25. Gruys, M. L., Stewart, S. M., & **Bowling, N. A.** (2010). Choosing to report: Characteristics of employees who report the counterproductive work behavior of others. *International Journal of Selection and Assessment, 18*, 439-446. doi: 10.1111/j.1468-2389.2010.00526.x

24. **Bowling, N. A.**, *Eschleman, K. J., & *Wang, Q. (2010). A meta-analytic examination of the relationship between job satisfaction and subjective well-being. *Journal of Occupational and Organizational Psychology, 83*, 915-934. doi: 10.1348/096317909X478557

23. **Bowling, N. A.**, Burns, G. N., & Beehr, T. A. (2010). Productive and counterproductive attendance behavior: An examination of early and late arrival to and departure from work. *Human Performance, 23*, 305-322. doi: 10.1080/08959285.2010.501048

22. **Bowling, N. A.**, *Eschleman, K. J., *Wang, Q., *Kirkendall, C., & *Alarcon, G. (2010). A meta-analysis of the predictors and consequences of organization-based self-esteem. *Journal of Occupational and Organizational Psychology, 83*, 601-626. doi: 10.1348/096317909X454382

21. *Wang, Q., **Bowling, N. A.**, & *Eschleman, K. J. (2010). A meta-analytic examination of work and general locus of control. *Journal of Applied Psychology, 95*, 761-768. doi: 10.1037/a0017707
20. **Bowling, N. A.**, Beehr, T. A., Bennett, M. M., & Watson, C. P. (2010). Target personality and workplace victimization: A prospective analysis. *Work & Stress, 24*, 140-158. doi: 10.1080/02678373.2010.489635
19. **Bowling, N. A.**, & Burns, G. N. (2010). A comparison of work-specific and general personality measures as predictors of work and non-work criteria. *Personality and Individual Differences, 49*, 95-101. doi: 10.1016/j.paid.2010.03.009
18. **Bowling, N. A.**, *Wang, Q., Tang, H. Y., & **Kennedy, K. (2010). A comparison of general and work-specific measures of core self-evaluations. *Journal of Vocational Behavior, 76*, 559-566. doi: 10.1016/j.jvb.2010.01.008
17. Beehr, T. A., **Bowling, N. A.**, & Bennett, M. M. (2010). Occupational stress and failures of social support: When helping hurts. *Journal of Occupational Health Psychology, 15*, 45-59. doi: 10.1037/a0018234
16. **Bowling, N. A.**, & *Eschleman, K. J. (2010). Employee personality as a moderator of the relationships between work stressors and counterproductive work behavior. *Journal of Occupational Health Psychology, 15*, 91-103. doi: 10.1037/a0017326
15. **Bowling, N. A.**, & Gruys, M. L. (2010). Overlooked issues in the conceptualization and measurement of counterproductive work behavior. *Human Resource Management Review, 20*, 54-61. doi: 10.1016/j.hrmr.2009.03.008
14. Burns, G. N., & **Bowling, N. A.** (2010). Dispositional approach to customer satisfaction and behavior. *Journal of Business and Psychology, 25*, 99-107. doi: 10.1007/s10869-009-9129-x
13. **Bowling, N. A.** (2010). Effects of job satisfaction and conscientiousness on extra-role behaviors. *Journal of Business and Psychology, 25*, 119-130. doi: 10.1007/s10869-009-9134-0
12. Beehr, T. A., LeGro, K., Porter, K., **Bowling, N. A.**, & Swader, W. M. (2010). Required volunteers: Community volunteerism among students in college classes. *Teaching of Psychology, 37*, 276-280. doi: 10.1080/00986283.2010.510965
11. *Alarcon, G., *Eschleman, K. J., & **Bowling, N. A.** Relationship between personality variables and burnout: A meta-analysis. (2009). *Work & Stress, 23*, 244-263. doi: 10.1080/02678370903282600
10. **Bowling, N. A.**, **Boss, J., *Hammond, G. D., & **Dorsey, B. (2009). Susceptibility of job attitudes to context effects. *Journal of Career Assessment, 17*, 298-311. doi: 10.1177/1069072708330507
9. **Bowling, N. A.**, Hendricks, E. A., & Wagner, S. H. (2008). Positive and negative affectivity and facet satisfaction: A meta-analysis. *Journal of Business and Psychology, 23*, 115-125. doi: 10.1007/s10869-008-9082-0

8. **Bowling, N. A.** (2008). Does the relationship between student ratings of course easiness and course quality vary across schools? The role of school academic rankings. *Assessment & Evaluation in Higher Education*, *33*, 1-12. doi: 10.1080/02602930701562965
7. **Bowling, N. A., & *Hammond, G. D.** (2008). A meta-analytic examination of the construct validity of the Michigan Organizational Assessment Questionnaire Job Satisfaction Subscale. *Journal of Vocational Behavior*, *73*, 63-77. doi: 10.1016/j.jvb.2008.01.004
6. **Bowling, N. A.** (2007). Is the job satisfaction-job performance relationship spurious? A meta-analytic examination. *Journal of Vocational Behavior*, *71*, 167-185. doi: 10.1016/j.jvb.2007.04.007
5. **Bowling, N. A., Beehr, T. A., & Lepisto, L. R.** (2006). Beyond job satisfaction: A five-year prospective analysis of the dispositional approach to work attitudes. *Journal of Vocational Behavior*, *69*, 315-330. doi: 10.1016/j.jvb.2006.04.004
4. **Bowling, N. A., & Beehr, T. A.** (2006). Workplace harassment from the victim's perspective: A theoretical model and meta-analysis. *Journal of Applied Psychology*, *91*, 998-1012. doi: 10.1037/0021-9010.91.5.998
3. **Bowling, N. A., Beehr, T. A., Wagner, S. H., & Libkuman, T. M.** (2005). Adaptation-level theory, opponent process theory, and dispositions: An integrated approach to the stability of job satisfaction. *Journal of Applied Psychology*, *90*, 1044-1053. doi: 10.1037/0021-9010.90.6.1044
2. **Bowling, N. A., Beehr, T. A., & Swader, W. M.** (2005). Giving and receiving social support at work: The roles of personality and reciprocity. *Journal of Vocational Behavior*, *67*, 476-489. doi: 10.1016/j.jvb.2004.08.004
1. **Bowling, N. A., Beehr, T. A., Johnson, A. L., Semmer, N. K., Hendricks, E. A., & Webster, H.** (2004). Explaining potential antecedents of workplace social support: Reciprocity or attraction? *Journal of Occupational Health Psychology*, *9*, 339-350. doi: 10.1037/1076-8998.9.4.339

Edited Books (N = 3)

3. **Bowling, N. A., Shoss, M. K., & Zhou, Z. E.** (under contact). *How to Conduct and Publish High-Quality Research in Industrial-Organizational Psychology*. Northampton, MA: Elgar. ISBN: TBA
2. Sessa, V. I., & **Bowling N. A.** (2020). *Essentials of Job Attitudes and Other Workplace Psychological Constructs*. New York: Routledge. ISBN: 978-0367344283
1. **Bowling, N. A., Hershcovis, M. S.** (2017). *Research and Theory on Workplace Aggression*. New York: Cambridge University Press. ISBN: 1108132669, 9781108132664

Book Chapters (N = 16)

16. **Bowling, N. A.**, & *Rivera, M. (in press). Doing what matters: How to select a compelling research topic. In N. A. Bowling, M. K. Shoss, & Z. E. Zhou (Eds.), *How to Conduct and Publish High-Quality Research in Industrial-Organizational Psychology*. Northampton, MA: Elgar.
15. **Bowling, N. A.** (2024). Organizational constraints as a source of work stress: A multifaceted perspective. In N. Thakre & B. U. K. Reddy (Eds.), *Stress, wellness, and performance optimization: Promoting sustainable performance in the workplace* (pp. 1-20). Palm Bay, FL: Apple.
14. **Bowling, N. A.**, Sessa, V. I., & Notari, C. (2020). Critical evaluation of the literature and a call for future research. In V. I. Sessa & N. A. Bowling (Eds.), *Essentials of Job Attitudes and Other Workplace Psychological Constructs* (pp. 307-325). New York: Routledge.
13. Meyer, R. D., Kelly, E. D., **Bowling, N. A.** (2020). Situational Strength Theory: A formalized conceptualization of a popular idea. In J. F. Rauthmann, R. Sherman, & D. C. Funder (Eds.), *The Oxford Handbook of Psychological Situations* (pp. 79-95). New York: Oxford University Press. doi: 10.1093/oxfordhb/9780190263348.013.7
12. **Bowling, N. A.** (2018). The social psychology of employee well-being: A needs-based perspective. In J. E. Maddux (Ed.), *Subjective well-being and life satisfaction* (pp. 272-289). New York: Routledge.
11. Tarraf, R., Hershcovis, M., & **Bowling, N. A.** (2017). Moving the field of workplace aggression forward: Thoughts and recommendations. In N. A. Bowling & M. Hershcovis (Eds.), *Research and Theory on Workplace Aggression (Current Perspectives in Social and Behavioral Sciences)*, pp. 350-370). Cambridge: Cambridge University Press. doi:10.1017/9781316160930.015
10. **Bowling, N. A.**, *Camus, K. A., & *Blackmore, C. E. (2015). Conceptualizing and measuring workplace abuse: Implications for the study of abuse's predictors and consequences. In C. C. Rosen, P. Perrewé, & J. R. B. Halbesleben (Eds.), *Research in occupational stress and well-being: Mistreatment in organizations, volume 13* (pp. 225-263). New York: Emerald. doi:10.1108/S1479-355520150000013008
9. **Bowling, N. A.** (2013). Job satisfaction, motivation, and job performance. In M. Peeters, J. de Jonge, & T. Taris (Eds.), *An Introduction to Contemporary Work Psychology* (pp. 321-341). Chichester, UK: Wiley.
8. **Bowling, N. A.**, & Jex, S. M. (2013). Personality and work stress. In N. D. Christiansen & R. P. Tett (Eds.), *Handbook of Personality at Work*. (pp. 692-717). New York, NY: Routledge.
7. Brummel, B., & **Bowling, N. A.** (2013). Personality and work attitudes. In N. D. Christiansen & R. P. Tett (Eds.), *Handbook of Personality at Work*. (pp. 718-743). New York, NY: Routledge.
6. Beehr, T. A., & **Bowling, N. A.** (2012). Conceptualizing retirement with a multidisciplinary view. In M. Wang (Ed.), *The Oxford Handbook of Retirement*. (pp. 42-55). New York, NY: Oxford University Press.

5. **Bowling, N. A.**, Beehr, T. A., & Grebner, S. (2012). Practical approaches to managing stress in organizations. *International Review of Industrial and Organizational Psychology*, vol. 27 (pp. 65-87). Chichester, UK: Wiley-Blackwell.
4. **Bowling, N. A.**, & *Kirkendall, C. (2012). Workload: A review of potential causes, consequences, and interventions. In Houdmont, J., Leka, S., & Sinclair, R. (Eds.), *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice*, vol. 2. (pp. 221-238). Chichester, UK: Wiley-Blackwell. doi: 10.1002/9781119942849.ch13
3. *Eschleman, K. J., & **Bowling, N. A.** (2010). Facing the limitations to self-reported well-being: Integrating the facial expression and well-being literatures. In P. Perrewé & D. C. Ganster (Eds.), *Research in occupational stress and well-being: New developments in theoretical and conceptual approaches to job stress, volume 8* (pp. 199-235). New York: Emerald. doi: 10.1108/S1479-3555(2010)0000008008
2. Beehr, T. A., & **Bowling, N. A.** (2005). Hardy personality, stress, and health. In C. L. Cooper (Ed.), *Handbook of stress medicine, and health*, Second Edition (pp. 193- 211). London: CRC Press.
1. Beehr, T. A., & **Bowling, N. A.** (2002). Career issues facing older workers. In D. C. Feldman (Ed.), *Work careers: A developmental perspective* (pp. 214-241). San Francisco: Jossey-Bass.

Encyclopedia Entries (N = 4)

4. **Bowling, N. A.** (2014). *Adaptation-level theory*. In A. C. Michalos (Ed.), *Encyclopedia of Quality of Life Research*. Springer.
3. **Bowling, N. A.** (2006). *Social support*. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.
2. **Bowling, N. A.** (2006). *Role ambiguity*. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.
1. **Bowling, N. A.** (2006). *Role conflict*. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Non-Referred Publications (N = 10)

10. Cucina, J. M., & **Bowling, N. A.** (2016). Data analysis “back in the day”: The early career experiences of nine I-O psychologists. *The Industrial-Organizational Psychologist*, 53, 101-111.
9. Cucina, J. M., & **Bowling, N. A.** (2016). John C. Flanagan’s contributions within and beyond I-O psychology. *The Industrial-Organizational Psychologist*, 53, 100-112.
8. **Bowling, N. A.**, & Cucina, J. M. (2015). Robert Hoppock: Early job satisfaction and vocational guidance pioneer. *The Industrial-Organizational Psychologist*, 53, 109-116.

7. **Bowling, N. A.**, *Khazon, S.,*Hoepf, M. R., * Bragg, C. B, & *Nigam, J. A. (2014). The pursuit of increased job satisfaction: A critical examination of popular self-help books. *The Industrial-Organizational Psychologist*, 52, 121-128.
6. Liu, M., **Bowling, N. A.**, Huang, J. L., & Kent, T. A. (2013). Insufficient effort responding to surveys as a threat to validity: The perceptions and practices of SIOP members. *The Industrial-Organizational Psychologist*, 51, 32-38.
5. **Bowling, N. A.**, *Hoepf, M. R., LaHuis, D. M., & Lepisto, L. R. (2013). Mean job satisfaction levels over time: Are things bad and getting worse? *The Industrial-Organizational Psychologist*, 50, 57-64.
4. **Bowling, N. A.** (2012). How to write more while experiencing less pain: Practical advice for professors, practitioners, and graduate students. *The Industrial-Organizational Psychologist*, 50, 53-59.
3. **Bowling, N. A.** (2010). The use of implicit measures in OHP research. *Newsletter of the Society of Occupational Health Psychology*.
2. **Bowling, N. A.**, & Burns, G. N. (2010). Scholarly productivity of academic SIOP members: What is typical and what is outstanding? *The Industrial-Organizational Psychologist*, 47, 11-18.
1. **Bowling, N. A.** (2009). On the use of facial expressions to measure employee emotions. *Newsletter of the Society of Occupational Health Psychology*.

Manuscripts Under Review (N = 0)

I'm currently preparing several manuscripts for submission.

EVIDENCE OF SUSTAINED PERFORMANCE ACROSS CAREER

As I detail below, I have a career total of 125 conference presentations. Note that my record of presenting research at conferences reflects a sustained level of high scholarly performance throughout my career. To illustrate this sustained level of performance, I have divided my career into three roughly equal-sized periods: (a) 2003 to 2010, (b) 2011 to 2017, and (b) 2018 to present. I have maintained a uniformly high level of productivity across these three periods:

- 2003 to 2010 (8 years) – 38 conference presentations = 4.75 conference presentations per year
- 2011 to 2017 (7 years) – 47 conference presentations = 6.71 conference presentations per year
- 2018 to present (6.58 years) – 42 conference presentations = 6.38 conference presentations per year

Conference Presentations (N = 127)

127. *Sexton, D. L., *Ramsey, M. C., & **Bowling, N. A.** (2024). *The less subtle, the better: Examining the validity of subtle infrequency items as measures of careless responding*. Paper presented at the Association for Psychological Science Annual Meeting, San Francisco, CA.
126. **Bowling, N. A.**, & Su, S. (2024). *Similarity among ostensibly distinct forms of supervisor-perpetrated aggression*. Paper presented at the Association for Psychological Science Annual Meeting, San Francisco, CA.
125. Su, S., & **Bowling, N. A.** (2024). *Proliferation of workplace aggression constructs: An extension of content validation*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Chicago, IL.
124. Oliveira, E., Sessa, V., Notari, C., Mogrovejo, A., Stavely, S., Paulino, N., & **Bowling, N. A.** (2024). *Navigating construct proliferation in organizational bonds literature: A comparative meta-analysis*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Chicago, IL.
123. **Bowling, N. A.**, *Dye, K., Jex, S. M., *Hong, J., Eid, M., & *Treadaway, C. (2024). *Development of a new measure of job boredom*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Chicago, IL.
122. *Ramsey, M. C., **Bowling, N. A.**, LaHuis, D. M., *Sexton, D. J., & Menke, P. S. (2024). *Validity of response variability-based indices of careless responding*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Chicago, IL.
121. *Ramsey, M. C., Schwanz, R. J., *Filippi, M. J., & **Bowling, N. A.** (2024). *Assessing careless responding in situational judgement tests*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Chicago, IL.
120. *Ramsey, M. C., **Bowling, N. A.**, & López Bohle, S. (2024). *A preliminary evaluation of the construct validity of the global organizational constraints scale*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Chicago, IL.
119. Davis, B., Steele-Johnson, D., **Bowling, N. A.**, & Buchanan, A. (2024). *Employee attachment styles and burnout: A meta-analysis*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Chicago, IL.
118. **Bowling, N. A.**, Michel, J. S., Wagner, S. H., *Islam, M. R., & Rotch, M. A. (2023). *A two-wave examination of the Multi-Facet Organizational Constraints Scale*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.
117. Sessa, V. (Chair), **Bowling, N. A.**, Banks, G. C., Cole, M. S., Highhouse, S., Shaffer, J. A., & Tett, R.P. (2023). *Welcome to the jungle: Confronting construct proliferation in I/O psychology*. Panel discussion at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.
116. Drabish, A. C., & **Bowling, N. A.** (2023). *Assessing the validity of a virtual ostracism paradigm to study justice and deviance*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.

115. *Ramsey, M. C. & **Bowling, N. A.** (2023). *Examining the validity of new measures of careless responding to low-stakes ability tests*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.
114. *Ramsey, M. C., Schwanz, R. J., LaHuis, D. M., & **Bowling, N. A.** (2023). *Investigating the validity of screening methods for careless responding*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.
113. *Ramsey, M. C., & **Bowling, N. A.** (2023). *Reexamining the intra-individual response variability index as a measure of careless responding*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.
112. *Ramsey, M. C., Menke, P. S., Becker, S. P., Schwanz, R. J., Merkle, J. D., & **Bowling, N. A.** (2023). *Examining the validity of instructional manipulation checks as measures of careless responding*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.
111. Notari, C., Sessa, V., Aquino, A., Novais Cavalcanti, E., & **Bowling, N. A.** (2023). *Jangleland: construct proliferation in workplace psychological constructs*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.
110. Sessa, V. I., Lee, I., Notari, C., DePietro, M., Cavalcanti, E., Mejia, N., Mogrovejo, A., Morales, S., Pitamber, D., Simmen, C., & **Bowling, N. A.** (2023). *It's a jangle out there: Reconciling constructs within the organizational bonds literature*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Boston, MA.
109. *Roebke, M. A., **Bowling, N. A.**, & Burns, G. N. (2022). *The effect of careless responding warnings on construct validity*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Seattle, WA.
108. *Becker, S. & **Bowling, N. A.** (2022). *Role overload: Examining the definition and measurement of a common work stressor*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Seattle, WA.
107. *Ramsey, M. C., McFerran, M. W., Burns, G. N., & **Bowling, N. A.** (2022). *Researcher-participant interpersonal contact and questionnaire length as predictors of careless responding*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Seattle, WA.
106. Huang, J. L., **Bowling, N. A.**, McLarty, B. D., Kluemper, D. H., & Wang, Z. (2022). *Confounding effect of insufficient effort responding in informant-reported measures*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Seattle, WA.
105. *Ramsey, M. C., **Bowling, N. A.** (2022). *Investigating the efficacy of novel methods for capturing careless responding to tests*. Paper presented at the American Psychological Association Annual Convention, Minneapolis, MN.

104. *Drabish, A. C., *Ramsey, M. C., **Bowling, N. A.**, Bragg, C. B. (2022). *Principles to refine the measurement of insufficient effort responding using infrequency scales*. Paper presented at the American Psychological Association Annual Convention, Minneapolis, MN.
103. *Ramsey, M. C., **Bowling, N. A.**, *Drabish, A.C., Bragg, C. B. (2022). *Infrequency items as measures of careless responding: Item flag rate and standard deviation predict an item's construct validity*. Paper presented at the Association for Psychological Science Convention, Chicago, IL.
102. *Ramsey, M. C., *Harris, K. N., **Bowling, N. A.** (2022). *Using infrequency items to screen data for careless responding*. Paper presented at the Association for Psychological Science Convention, Chicago, IL.
101. **Bowling, N. A.**, Michel, J. S., *Islam, M. R., Rotch, M. A., & Wagner, S. H. (2022). *What's stopping you? Organizational Constraints as a multi-facet work stressor*. National Occupational Injury Research Symposium (remote conference).
100. **Bowling, N. A.**, Swanson, N. G., & Nigam, J. A. S. (2022). *Psychological strains as mediators of the relationship between the work environment and work injuries*. National Occupational Injury Research Symposium (remote conference).
99. Swanson, N.G., **Bowling, N. A.**, & Nigam, J. A. S. (2022). *The Impact of Beneficial Work Organization Factors on Stress in Nursing Assistants in the U.S*. European Academy for Occupational Health Psychology Conference (remote conference).
98. **Bowling, N. A.**, Michel, J. S., *Islam, M. R., & Rotch, M. A. (2021). *What's getting in your way? Examining the validity of a new constraints scale*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting (remote conference).
97. Gibson, A. M., **Bowling, N. A.**, & DeSimone, J. A. (2021). *The effects of questionnaire length on scale validity*. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting (remote conference).
96. **Bowling, N. A.**, Eschleman, K. J., & King, M. (2020). *Why are satisfaction and CWB related? Examining the spuriousness hypothesis*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting (remote conference).
95. **Bowling, N. A.**, Eschleman, K. J., & Zelazny, L. (2020). *Curmudgeon personality's relationships with work-related criteria and socially desirable responding*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting (remote conference).
94. **Bowling, N. A.**, Michel, J. S., *Islam, M. R., & Rotch, M. A. (2020). *Development of a multi-facet organizational constraints scale*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting (remote conference).
93. Gibson, T. M., **Bowling, N. A.**, & Bragg, C. B. (2020). *Comparison of coding schemes for infrequency items*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting (remote conference).

92. **Bowling, N. A.**, *Brower, C. K., Bragg, C. B., *Gibson, A. M., & Huang, J. L. (2018). *The quick and the careless: Page time as a measure of careless responding*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
91. **Bowling, N. A.**, *Gibson, A. M., Houpt, J. W., & *Brower, C. K. (2018). *Within-person increases in careless responding during questionnaire completion*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
90. *Brower, C. K., & **Bowling, N. A.** (2018). *Too long and too boring: Survey length, participant interest, and careless responding*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
89. *Gibson, A. M., **Barnett, A. L., & **Bowling N. A.** (2018). *What do respondents do when left unattended? Multitasking and careless responding*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
88. *Gibson, A. M., **Bowling, N. A.**, & Gorman, C. A. (2018). *Using careless responding indices to predict in-role performance, OCBs, and CWBs*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
87. King, M., **Bowling, N. A.**, & Eschleman, K. J. (2018). *A meta-analytic test of spuriousness in the satisfaction-performance relationship*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
86. Patton, C. B., & **Bowling, N. A.** (2018). *Does a commitment manipulation reduce careless responding among job incumbents?* Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
85. Lyons, B. D., & **Bowling, N. A.** (2017). *Do peer reporting policies work? A Person-Situation and Formal System Strength Perspective*. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.
84. *Gibson, A., & **Bowling N. A.** (2017). *The effects of questionnaire length and warning messages on IER*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
83. Bragg, C. B., **Bowling, N. A.**, & Wynne, K. (2017). *Does video-simulated researcher-participant social contact reduce careless responding?* Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
82. Bragg, C. B., & **Bowling, N. A.** (2017). *Self-Control, Perpetrator Personality, and Differential Relationships with CWBs*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
81. **Bowling, N. A.**, & Lyons, B. D. (2016). *Does peer reporting vary by type of counterproductive work behavior?* Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Anaheim, CA.

80. *Gibson, A., & **Bowling, N. A.** (2016). *The effects of questionnaire length and monetary incentives on IER*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Anaheim, CA.

79. *Bragg, C. B., & **Bowling N. A.** (2016). *Perpetrator personality and differential relationships with CWBs*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Anaheim, CA.

78. **Bowling, N. A.** (2016). *Your attention please! Careless responding as a threat to data quality*. Presentation at the River Cities Industrial and Organizational Psychology Annual Conferences, University of Tennessee at Chattanooga, Chattanooga, TN.

77. Lyons, B. D., **Bowling, N. A.**, *Gibson, A., & *Zimmerlin, Z. (2015). *Benchmarking the frequency, content, and efficacy of peer reporting policies*. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC, Canada. **Selected as an AOM Annual Meeting Best Paper (2015). Identified as one of the top five papers (out of 350 submissions) to the HR Division. Published in AOM Best Paper Proceedings.**

76. *Blackmore, C. E., *Camus, K. A., **Bowling, N. A.**, & Burns, G. N. (2015). *Proceed with care! The effects of incentives on insufficient effort responding*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.

75. **Bowling, N. A.**, Choh, A. C., *Blackmore, C. E., Wurzbacher, K. A., Lee, M., & Czerwinski, S. A. (2015). *The relationship between objective job autonomy and objective health*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.

74. *Blackmore, C. E., *Khazon, S., & **Bowling, N. A.** (2015). *Who cares and who's careless? Personality and insufficient effort responding*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.

73. **Bowling, N. A.**, Wagner, S. H., *Blackmore, C. E., & Beehr, T. A. (2015). *Examining the reliability and validity of the Facet Satisfaction Scale*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.

72. *Bragg, C. B., & **Bowling, N. A.** (2015). *Careless today, careless tomorrow? Previous IER as a predictor of subsequent cooperation with researcher requests*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.

71. Lyons, B. D., & **Bowling, N. A.** (2015). *The prevalence and effectiveness of peer reporting policies*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.

70. Poh, W. Y., Mathieu, M., Eschleman, K. J., & **Bowling, N. A.** (2014). *A comparison between the Dispositional Attitude Measure and Neutral Objects Satisfaction Questionnaire*. Paper presented at the Association for Psychological Science Annual Convention, San Francisco, CA.

69. **Bowling, N. A.**, Burns, G. N., & *Blackmore, C. E. (2014). *The Item Content Recall Scale: A new IER detection measure*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
68. **Bowling, N. A.**, & Lyons, B. D. (2014). *Predictors of peer reporting of counterproductive work behavior*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
67. *Bragg, C. B., **Bowling, N. A.**, Alarcon, G., & *Hartman, M. J. (2014). *A meta-analytic examination of the relationship between workload and well-being*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
66. Eschleman, K. E., **Bowling, N. A.**, & LaHuis, D. M. (2014). *A longitudinal examination of personality, stressors, and counterproductive work behavior*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
65. Huang, J. L., Liu, M., & **Bowling, N. A.** (2014). *Insufficient effort responding: Uncovering an insidious threat to data quality*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
64. *Khazon, S., **Bowling, N. A.**, *Bragg, C., & *Blackmore, C. E. (2014). *The validation of new role stressor scales*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
63. **Bowling, N. A.** (2013). *Play Ball! Predicting winning percentage among Major League Baseball teams*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Houston, TX.
62. **Bowling, N. A.**, & Burns, G. N. (2013). *Moderating effects of gender on predictor-counterproductive work behavior relationships*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Houston, TX.
61. Eschleman, K. J., & **Bowling, N. A.** (2013). *The effects of intent attributions on responses to supervisor support*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Houston, TX.
60. Liu, M., Huang, J. L., **Bowling, N. A.**, & *Bragg, C. (2013). *Attenuating effect of insufficient effort responding on relationships between measures*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Houston, TX.
59. *Kirkendall, C., **Bowling, N. A.**, & *Hoepf, M. (2012). *The effects of mood and affectivity on self-reported job satisfaction*. Paper presented at the American Psychological Association Convention, Orlando, FL.
58. *Kirkendall, C., *Hoepf, M., & **Bowling, N. A.** (2012). *An examination of functional and non-functional earliness in employees*. Paper presented at the American Psychological Association Convention, Orlando, FL.

57. **Bowling, N. A.** (2012). *Intentional activities and recovery from job stress*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
56. Eschleman, K. J., **Bowling, N. A.**, & Michel, J. (2012). *Perceived Intent as a moderator of the responses to abusive supervision*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA
55. *Hoepf, M. R., **Bowling, N. A.**, & *Kirkendall, C.D. (2012). *Domain-specific personality and stressors as predictors of strain*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
54. *Khazon, S., & **Bowling, N. A.** (2012). *Developing indirect measures for implicit aggression: A follow-up study*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
53. Wang, Q., & **Bowling, N. A.** (2012). *A comparison of work-specific and general personality measures in China*. Paper presented the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
52. *Khazon, S., **Bowling, N. A.**, & Meyer, R. D. (2011). *Situational strength as a moderator of the job satisfaction-performance relationship*. Paper presented at the Academy of Management Annual Conference, San Antonio, TX.
51. Meyer, R. D. **Bowling, N. A.**, Brooks, C. K., & Witte, N. E. (2011). *Situational strength theory: A formalized conceptualization of a popular idea*. Paper presented at the Academy of Management Annual Conference, San Antonio, TX.
50. *Kirkendall, C., **Bowling, N. A.**, Hershcovis, M. S., & Bozeman, J. (2011). *Examining the factor structure of workplace aggression: Toward a more parsimonious model*. Paper presented at the Work, Stress, and Health Conference, Orlando, FL.
49. **Bowling, N. A.**, Wang, M., Gong, Y., & Shi, J. (2011). *Non-linear effects of abusive supervision on counterproductive behaviors*. Paper presented at the Work, Stress, and Health Conference, Orlando, FL.
48. *Eschleman, K. J., **Bowling, N. A.**, Hertenstein, M., & Long, S. (2011). *"Say cheese!" The relationship between Duchene Smiles and occupational health criteria*. Paper presented at the Work, Stress, and Health Conference, Orlando, FL.
47. Gruys, M. L., **Bowling, N. A.**, & Stewart, S. M. (2011). *Characteristics of employees who report various counterproductive work behaviors of others*. Paper presented at the American Psychological Association Annual Meeting, Washington, DC.
46. **Bowling, N. A.**, & *Khazon, S. (2011). *Implicit trait aggression as a predictor of counterproductive work behavior*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.

45. *Wang, Q., Li, H. Y., & **Bowling, N. A.** (2011). *The moderating effect of core self-evaluations*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
44. Michel, J. S., & **Bowling, N. A.** (2011). *The effects of dispositional aggression and narcissism on work-related criteria*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
43. Michel, J. S., Clark, M., & **Bowling, N. A.** (2011). *Personality and the work-family integration and segmentation continuum*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
42. Bozeman, J., Hershcovis, M. S., & **Bowling, N. A.** (2011). *The moderating role of self-esteem on the abusive supervision-outcome relationship*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
41. *Eschleman, K. J., **Bowling, N. A.**, & Burns, G. (2011). *A comparison of general and context-specific personality traits over time*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
40. *Eschleman, K. J., & **Bowling, N. A.** (2011). *A meta-analysis of the Neutral Objects Satisfaction Questionnaire (NOSQ)*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
39. Stewart, S. M., **Bowling, N. A.**, & Gruys, M. L. (2011). *Reports of mistreatment by student affiliates of SIOP*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
38. **Bowling, N. A.**, & Michel, J. S. (2010). *The effects of attributions on target responses to abusive supervision*. Paper presented at the Academy of Management Annual Meeting, Montreal, QC.
37. *Eschleman, K. J., **Bowling, N. A.**, McKee, J., & Labrador, J. (2010). *Organizational commitment and job performance: Is the relationship spurious?* Paper presented at the American Psychological Association Annual Meeting, San Diego, CA.
36. *Wang, Q., King, K. D., Tang, H. Y., & **Bowling, N. A.** (2010). *A comparison of general and work-specific measures of core self-evaluations*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
35. **Bowling, N. A.**, & Burns, G. N. (2010). *Frame-of-reference effects and non-performance criteria*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
34. *Eschleman, K. J., & **Bowling, N. A.** (2010). *Changes in stressors and affective-oriented criterion: A longitudinal assessment*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA. **Designated a top-rated poster.**

33. *Wang, G., Burns, G. N., & **Bowling, N. A.** (2010). *Core self-Evaluations as moderators: A longitudinal study*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
32. *Alarcon, G., *Eschleman, K. J., & **Bowling, N. A.** (2009). *Personality and burnout: A meta-analysis*. Paper presented at the Work, Stress, and Health Conference, San Juan, Puerto Rico.
31. **Bowling, N. A.** (2009). *An examination of employee arrival and departure behavior*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
30. *Hammond, G., & **Bowling, N. A.** (2009). *Job attitudes and counterproductive work behaviors*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
29. *Wang, Q., & **Bowling, N. A.** (2009). *Workplace harassment and revenge: The role of trait forgiveness*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
28. *Eschleman, K., & **Bowling, N. A.** (2009). *The job satisfaction and life satisfaction relationship: A meta-analysis*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
27. *Wang, Q., *Eschleman, K., & **Bowling, N. A.** (2009). *Locus of control at work: A meta-analysis*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
26. *Eschleman, K., & **Bowling, N. A.** (2009). *A construct validation of the Neutral Objects Satisfaction Questionnaire (NOSQ)*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
25. **Bowling, N. A.**, **Boss, J., *Hammond, G., & **Dorsey, B. (2008). *Susceptibility of job attitudes to context effects*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Francisco, CA.
24. *Eschleman, K., **Bowling, N. A.**, & *Wang, Q. (2008). *Meta-analysis of causes and consequences of organization based self-esteem*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Francisco, CA.
23. *Wang, Q., & **Bowling, N. A.** (2008). *Workplace harassment and job satisfaction*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Francisco, CA.
22. *Alarcon, G., & **Bowling, N. A.** (2008). *Optimism as a predictor of workplace well-being*. Paper presented to the American Psychological Association Annual Meeting, Boston, MA.

21. Barret, E., Voskuil, E., Burns, G. N., & **Bowling, N. A.** (2008) *Changes in daily hassles impact students' health, grades, and burnout*. Paper presented at the Association for Psychological Science Annual Meeting, Chicago, IL.
20. **Bowling, N. A.** (2007). *Demographic difference in job attitudes: Regional culture as a moderator*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New York City, New York.
19. **Bowling, N. A.**, & Beehr, T. A. (2007). *Employee earliness: Attitudinal and dispositional predictors*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New York City, New York.
18. **Bowling, N. A.**, *Hammond, G., & **Dorsey, B. (2007). *Susceptibility of job satisfaction to context effects: The role of positive and negative affectivity*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New York City, New York.
17. *Hammond, G., & **Bowling, N. A.**, & Beehr, T. A. (2007). *Longitudinal examination of environmental and dispositional antecedents of job satisfaction*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New York City, New York.
16. Beehr, T. A., Bennett, M. M., & **Bowling, N. A.** (2007). *Occupational stress and failures of social support: When helping hurts*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, New York City, New York.
15. **Bowling, N. A.** (2007). *The relationship between job satisfaction and job performance: A critical review*. Presentation at the River Cities Industrial and Organizational Psychology Annual Conferences, Northern Kentucky University, Highland Heights, KY.
14. **Bowling, N. A.**, & Beehr, T. A. (2006). *Dispositional approach to satisfaction with social facets of work*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Dallas, Texas.
13. **Bowling, N. A.**, & Beehr, T. A. (2006). *Situation strength and the dispositional approach to job satisfaction*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Dallas, Texas.
12. **Bowling, N. A.** (2006). *Getting personal with personnel psychology: Hands-on activities for I-O courses*. Teaching forum presented at the Society for Industrial and Organizational Psychology Annual Meeting, Dallas, Texas.
11. Burns, G. N., & **Bowling, N. A.** (2006). *Dispositional approach to customer satisfaction and behavior: An interdisciplinary perspective*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Dallas, Texas.
10. LeGro, K. J., Ivanitskaya, L. V., & **Bowling, N. A.** (2006). *When does employee exercise benefit the employing organization?* Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Dallas, Texas.

9. **Bowling, N. A.**, Bennett, M. M., Beehr, T. A., & Watson, C. P. (2006). *Longitudinal examination of harassment from supervisors and co-workers*. Paper presented at the Work, Stress, and Health Conference, Miami, FL.
8. **Bowling, N. A.**, & Beehr, T. A. (2005). *Explaining variations in the temporal stability of job satisfaction*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Los Angeles, CA.
7. **Bowling, N. A.**, Hendricks, E. A., & Wagner, S. H. (2005). *Positive and negative affectivity and facet satisfaction: A meta-analysis*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Los Angeles, CA.
6. **Bowling, N. A.**, Beehr, T. A., & Lepisto, L. R. (2005). *Dispositional approach to job and vocational attitudes: A longitudinal analysis*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Los Angeles, CA.
5. Beehr, T. A., LeGro, K., Porter, K., **Bowling, N. A.**, & Swader, M. (2005). *When volunteering is required: Correlates of community volunteerism*. Paper presented at the 2005 Midwestern Psychological Association Annual Meeting, Chicago, IL.
4. **Bowling, N. A.**, Beehr, T. A., & Swader, W. M. (2004). *Antecedents to giving and receiving social support at work*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
3. **Bowling, N. A.**, Watson, C. P., & Beehr, T. A. (2004). *Situational and dispositional factors in job and life satisfaction*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
2. **Bowling, N. A.**, Beehr, T. A., Gibson, B., & Wagner, S. H. (2004). *Meta-analysis of the antecedents and consequences of workplace harassment*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
1. **Bowling, N. A.**, Beehr, T. A., Johnson, A. L., Semmer, N. K., & Hendricks, E. A. (2003). *Explaining the antecedents of workplace social support: Reciprocity or attraction?* Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

External Research Funding in Preparation

1. *Defense Health Program, Congressionally Directed Medical Research Program* (proposed award years: 2024-2028). Role: Co-I. Project title: Effect of Marriage Checkup in primary care on home and work health for active-duty couples with mild traumatic brain injury. Total amount requested: **\$2,196,150**. (Submitted on 27 September 2023; not funded; will resubmit elsewhere)

External Research Funding Awarded

(Career total: **\$1,784,932**)

1. *Deutsche Forschungsgemeinschaft (DFG, German Research Foundation; 2023-2026)*. Role: **Cooperation Partner** (i.e., Consultant). Project title: Advancing and evaluating the applicability of latent response models for identifying careless and insufficient effort responding in survey data. Total amount awarded: **261,191 € (~\$276,225)**.
2. *Office of Naval Research (2023-2026)*. Role: **PI**. Project title: Assessment, prediction, and prevention of destructive behaviors: Scale validation and extension to narrow behaviors. Total amount awarded: **\$545,922**.
3. *Office of Naval Research (2021-2024)*. Role: **PI**. Project title: The assessment, prediction, and prevention of destructive employee behaviors. Total amount awarded: **\$497,860**.
4. *Air Force Research Laboratory (2013-2016)*. Role: **PI**. Project title: Predictors of trust/suspicion in automation. Total amount awarded: **\$459,925**.
5. *SIOP Foundation (2008)*. Role: **PI**. Project title: Organizational commitment and job performance: Is the relationship spurious? Total amount awarded: **\$5,000**.

Internal Research Funding Awarded

(Career total: **\$18,859**)

1. *Wright State University Boonshoft School of Medicine Emerging Science Seed Grant Program (2013)*. Role: **Co-I**. Project title: Job demands as moderators of the relationship between physical activity and health. Total amount awarded: **\$12,500**.
2. *Wright State University Professional Development Grant Program (2012)*. Role: **Co-I**. Project title: Investigating individual difference antecedents and outcomes of why (or why not) employees report counterproductive work behaviors. Total amount awarded: **\$3,509**.
3. *Wright State University Professional Development Grant Program (2008)*. Role: **PI**. Project title: The use of facial expressions to measure job satisfaction. Total amount awarded: **\$2,850**.

Undergraduate Teaching Experience

WSU = Wright State University; CMU = Central Michigan University; MMCC = Mid Michigan Community College

Research Methods in Psychology I (non-experimental research methods, correlational, and regression analyses; WSU)
Introduction to Industrial and Organizational Psychology (WSU, CMU)
The Psychology of Happiness (new course development; WSU)
Stress (CMU)
Introduction to Psychology (MMCC)
Psychology of Advertising (CMU)

Graduate Teaching Experience

UCF = University of Central Florida; WSU = Wright State University

Industrial Psychology (UCF)

Organizational Psychology (UCF, WSU)

Job Attitudes and Work-Related Emotions (UCF, WSU)

Personality Structure and Function (WSU)

Non-Experimental Design and Regression Analysis (WSU)

Introduction to Meta-Analysis (WSU)

SUMMARY OF TEACHING RATINGS (UNDERGRADUATE COURSES)

Item	Mean Score Across Course Sections
Instructor available for consultation	4.61
Student responsibilities well-defined	4.73
Class time well-spent	4.57
I learned a lot from instructor	4.49
Material contributed to my learning	4.32
I was challenged in this course	4.30
Mean of Above Six Items	4.50

Note. These scores are based on 24 course sections taught at WSU. Each item is on a 5-point scale from 1 (*strongly disagree*) to 5 (*strongly agree*). Several years ago, WSU discontinued the use of quantitative course evaluations. Students' narrative comments from recent courses are available upon request.

SUMMARY OF TEACHING RATINGS (WSU GRADUATE COURSES)

Item	Mean Score Across Course Sections
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Instructor available for consultation	4.96
Student responsibilities well-defined	4.92
Class time well-spent	4.77
I learned a lot from instructor	4.89
Material contributed to my learning	4.83
I was challenged in this course	4.56
Mean of Above Six Items	4.82

Note. These scores are based on 15 course sections taught at WSU. Each item is on a 5-point scale from 1 (*strongly disagree*) to 5 (*strongly agree*). Several years ago, WSU discontinued the use of quantitative course evaluations. Students' narrative comments from recent courses are available upon request.

SUMMARY OF TEACHING RATINGS (UCF GRADUATE COURSES)

Item	Mean Score Across Course Sections
Effectiveness organizing the course	4.40
Effectiveness explaining course requirements, grading criteria, and expectations	4.60
Effectiveness communicating ideas and/or information	4.40
Effectiveness showing respect and concern for students	4.40
Effectiveness stimulating interest in the course	4.40
Effectiveness creating an environment that helps students learn	4.20
Effectiveness giving useful feedback on course performance	3.80
Effectiveness helping students achieve course objectives	4.00
Overall effectiveness of the instructor	4.40
Mean of Above Nine Items	4.28

Note. These scores are based on one course section taught at UCF. Each item is on a 5-point scale from 1 (*Poor*) to 5 (*Excellent*). Students' narrative comments from recent courses are available upon request.

Graduate Students Supervised

David Sexton, In Progress, University of Central Florida

Mark C. Ramsey, In Progress, Wright State University and University of Central Florida

Sean P. Becker, In Progress, Wright State University

Jeannie A. Nigam, In Progress, Wright State University

Dr. Alec C. Drabish, Ph.D. completed: 2024, Wright State University

Dr. Md Rashedul Islam, Ph.D. completed: 2022, Wright State University

Dr. Mark Roebke, Ph.D. completed: 2021, Wright State University

Dr. Joseph W. Dagosta, Ph.D. completed: 2020, Wright State University

Dr. Cheyna K. Brower, Ph.D. completed: 2020, Wright State University

Dr. Anthony Gibson, Ph.D. completed: 2019, Wright State University

Dr. Steve Khazon, Ph.D. completed: 2016, Wright State University

Dr. Caleb B. Bragg, Ph.D. completed: 2015, Wright State University

Dr. Michael R. Hoepf, Ph.D. completed: 2015, Wright State University

Kelly A. Camus, M.S. completed: 2015, Wright State University

Caitlin Blackmore, M.S. completed: 2014, Wright State University
Dr. Cristina D. Kirkendall, Ph.D. completed: 2013, Wright State University
Dr. Kevin J. Eschleman, Ph.D. completed: 2011, Wright State University
Dr. Qiang Wang, Ph.D. completed: 2011, Wright State University
Dr. Greg D. Hammond, Ph.D. completed: 2011, Wright State University

Undergraduate Honors Students Supervised

Meghan Armocida, completed: 2022, Wight State University
Ashlyn Carey, completed: 2022, Wight State University
Ryan Garrett, completed: 2020, Wright State University
Andrea Barnett, completed: 2018, Wright State University
Ryan Sheets, completed: 2010, Wright State University
Kellie Kennedy, completed: 2009, Wright State University
Jimmy Boss, completed: 2007, Wright State University

Reviewing Experience

Associate Editor

Journal of Occupational Health Psychology (previous)
Applied Psychology: An International Review (previous)
Work & Stress (previous)

Editorial Board Membership

Human Performance (current)
Journal of Management (current)
Occupational Health Science (current)
Human Relations (previous)
International Journal of Stress Management (previous)
Journal of Business and Psychology (previous)
Journal of Occupational Health Psychology (current)
Journal of Organizational Behavior (previous)
Journal of Vocational Behavior (previous)

Ad Hoc Reviewer

Academy of Management Journal
Addiction
Anxiety, Stress, & Coping
Asia Pacific Management Review
Assessment
British Journal of Management
Canadian Journal of Administrative Sciences
Canadian Psychology
Current Psychology
European Journal of Psychological Assessment
European Journal of Work and Organizational Psychology
Evaluation and Program Planning
Group and Organization Management Journal

Human Resource Management Review
Industrial Health
Industrial and Organizational Psychology: Perspectives on Science and Practice
International Journal of Manpower
International Journal of Selection and Assessment
International Review of Sociology
Journal of Applied Social Psychology
Journal of Business Ethics
Journal of Career Development
Journal of Contextual Behavioral Science
Journal of Drug Issues
Journal of Happiness Studies
Journal of Interpersonal Violence
Journal of Managerial Psychology
Journal of Occupational and Organizational Psychology
Journal of Personnel Psychology
Journal of Psychosomatic Research
Journal of Research in Personality
Journal of Well-Being Assessment
Management Decision
Military Psychology
Organizational Behavior and Human Decision Processes
Organizational Psychology Review
Organizational Research Methods
Personality and Individual Differences
Personnel Assessment and Decisions
Personnel Psychology
PLOS ONE
Psychological Bulletin
Public Administration Review
Public Opinion Quarterly
Social Science Computer Review
Stress and Health
The Service Industries Journal
Special Journal Issues Edited (N = 3)

1. Guest Editor (with Jason L. Huang & Dongyuan Wu), Special Issue titled “Gig Workers and Side Hustlers: Advancing Organizational Behavior Research for a Modernized Employee Population,” *Journal of Organizational Behavior* (in progress).

2. Guest Editor (with Jason L. Huang), Special Issue on Research Participant Carelessness, *Applied Psychology: An International Review*. Citation to special issue introductory article:

Bowling, N. A., & Huang, J. J. (2018). Your attention please! Toward a better understanding of research participant carelessness, *Applied Psychology: An International Review*, 67, 227-230. DOI: 10.1111/apps.12143

3. Guest Editor (with Russell E. Johnson), Special Issue on Implicit Measurement in organizational Behavior and Human Resource Management, *Human Resource Management Review* (2013). Citation to special issue introductory article:

Bowling, N. A., & Johnson, R. E. (2013). Measuring implicit content and processes at work: A new frontier within the organizational sciences. *Human Resource Management Review*, 23, 203-204. doi: 10.1016/j.hrmr.2012.12.001

Grant Proposal Reviewing

Limited Submission Internal Competition, Office of Research, UCF (2023)
Austrian Science Fund (2022)
National Science Foundation, Science of Organizations (SoO) Program (2019)
Social Sciences and Humanities Research Council of Canada (SSHRC; 2017-2019)
National Institute for Occupational Safety and Health (NIOSH; 2016, 2018, 2019)
Israel Science Foundation (ISF; 2012, 2021, 2023)

Other Reviewing

Academy of Management Annual Meeting, Conference Reviewer (Organizational Behavior Division, Human Resource Division; 2010)
John Wiley
Oxford University Press (2014)
Routledge
Templeton Foundation

Service to the Society for Industrial and Organizational Psychology (SIOP)

SIOP Association for Psychological Science Program Committee, Member (2023)
Wrote letters of endorsement for SIOP Fellow candidates (two letters in 2022, one letter in 2023)
SIOP Visibility Committee, Member (2020-2021)
SIOP's Hogan Award for Personality and Work Performance Member of Award Committee (2015-2017, 2020, 2021, 2023)
SIOP History Committee, Member (2014-2016)
SIOP Conference Session Facilitator (2009)
SIOP Conference Reviewer (2004-present)

External Reviewer for Promotion and Tenure Applications

Rutgers University, Department of Applied Psychology (2024)
Johns Hopkins, Department of Mental Health (2024)
Baruch College, Department of Psychology (2021)
University of North Carolina at Charlotte, Department of Psychological Science (2019)
Indiana University Purdue University Fort Wayne, Department of Organizational Leadership (2018)
University of Tulsa, Department of Psychology (2016, 2019)
University of Tennessee at Chattanooga, Department of Psychology (2015)
University of Texas at Arlington, Department of Psychology (2013)

Roosevelt University, Department of Psychology (2012, 2018)

Other Service

Faculty Mentor, Academy of Management Gender and Diversity in Organizations (*GDO*)

Division mentoring workshop (I have mentored an assistant professor from an underrepresented population; 2022-present)

Subject Matter Expert, Navy Expeditionary Combat Command, U.S. Navy (2022)

External Dissertation Examiner, Gordon Institute of Business Science, University of Pretoria (2022)

External Dissertation Examiner, Open University Malaysia (2021)

Expert Panelist, Panel identifying the content for the 2022 wave of the Quality of Worklife (QWL) Questionnaire, National Institute for Occupational Safety and Health (2021)

External Dissertation Examiner, Swinburne University of Technology, Melbourne, Australia (2014)

External Reviewer, University of Minnesota's Regent's Professorship (2013)

Expert Panelist, Panel for the development of the *Work Styles Assessment (WSA)*. Publisher: Psychological Assessment Resources, Inc. (2012)

Service to University of Central Florida

Associate Director, Industrial and Organizational Psychology Ph.D. Program (2023-present)

Service to Wright State University

University-Level Service:

Member, Higher Learning Commission Reaffirmation of Accreditation Committee for Criterion 2 (Integrity: Ethical and Responsible Conduct; 2013-2014)

College-Level Service:

Member, College P&T Committee (2012-2014, 2015-2016, 2021-2022)

Department-Level Service (Wright State University):

Psi Chi Faculty Advisor (2021-2022)

Director, Industrial and Organizational Psychology Undergraduate Concentration (2019-2022)

Led effort to draft I-O Graduate Student Annual Feedback Letters (2016-2017, 2019-2022)

Chair, Faculty Development Committee (2015-2016, 2021-2022)

Chair, Search Committee for Instructor Position (2013)

Area Leader, Industrial and Organizational Psychology Ph.D. Concentration (2012-2015)

Member, Search Committee for two Human Factors Assistant Professor Positions (2011-2012)

Coordinator, Department of Psychology Speaker Series (2009-2014, 2019-2022)

Coordinator, SONA Subject Pool (2006-2011)

Invited Research Presentations

University of Oslo, Centre for Educational Measurement, Oslo, Norway (remote presentation, 2024)

George Mason University, Department of Psychology, Fairfax, VA (remote presentation, 2024)

Featured Presentation, Association for Psychological Science, San Francisco, CA (2024)

Discussant for SIOP Symposium, Boston, MA (2023)

Professional Development Institute Speaker, Southern Management Association Annual Meeting, St Pete Beach, FL (2023)

Defense Equal Opportunity Management Institution, Patrick Space Force Base, FL (2023)

North Carolina State University, Department of Psychology, Raleigh, NC (remote presentation, 2023)

Infoscitex, Dayton, OH (remote presentation, 2022)

Baruch College, Department of Psychology, New York, NY (remote presentation, 2022)

University of Baltimore, Department of Psychology, Baltimore, MD (remote presentation, 2022)

International Congress of Stress, Performance, & Wellness, Keynote Speaker, Hyderabad, India (remote conference, 2021)

Montclair State University, Department of Psychology, Montclair, NJ (remote presentation, 2021)

East Tennessee State University, Department of Management, Johnson City, TN (remote presentation, 2020)

University of Central Florida, Dr. Steve Jex's Lab, Orlando, FL (remote presentation, 2020)

Florida Institute of Technology, Department of Psychology, Melbourne, FL (remote presentation, 2020)

Indiana University-Purdue University Indianapolis, Department of Psychology, Indianapolis, IN (2019)

Xavier University, Department of Psychology, Cincinnati, OH (2019)

Auburn University, Department of Psychology, Auburn, AL (2018)

University of Alabama, Department of Management, Tuscaloosa, AL (two presentations, 2018)

Wayne State University, Department of Psychology, Detroit, MI (2011, remote presentation, 2021)

Office of the Director of National Intelligence, Chantilly, VA (2011)

Oakwood City Schools, Oakwood, OH (2011)

Ohio University, Department of Psychology, Athens, OH (2009)

Air Force Research Laboratory's Human Effectiveness Directorate, Dayton, OH (2009)

Wellston Rotary Club, Wellston, OH (2009)

Central Michigan University, Department of Psychology, Mt. Pleasant, MI (2007, remote presentation, 2020)

Bowling Green State University, Department of Psychology, Bowling Green, OH (2005, 2008, 2010, 2016)

Professional Development Activities

Attended American Psychology Association Annual Conference (2022)

Attended Work, Stress, and Health Conference; San Juan, Puerto Rico (2009)

Participant in Facial Action Coding System (FACS) Workshop; Berkeley, CA (2008)

Participant in SIOP's Junior Faculty Consortium, Dallas, TX. (2006)

Attended River Cities I-O Psychology Annual Conference (2006, 2007, 2016)

Attended SIOP Annual Meeting (2001-2015; 2017-2023)

Consulting Experience

National Institute for Occupational Safety and Health (2020-2022)

Professional Affiliations

Fellow, Society for Industrial and Organizational Psychology (SIOP, Elected in 2020)

Fellow, Association for Psychological Science (APS, Elected in 2020)

Phi Beta Kappa (Honor Society in the Liberal Arts, Elected in 1999)

Psi Chi (Honor Society in Psychology, Elected in 1997)