

Stephen H. Wagner, Ph.D.
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I. Contact Information

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II. Education

Ph.D. Industrial/Organizational Psychology (2000) *Northern Illinois University*
Dissertation: *Antecedents and consequences of employees thinking and acting like owners of the business.*

M.A. Industrial/Organizational Psychology (1995) *Northern Illinois University*
Thesis: *Accuracy measures of absolute and relative performance appraisal measures.*

B.A. Major: Psychology, Minor: Philosophy (1991) *Bowling Green State University*

III. Employment History – Professional/Administrative Positions

Grand Rapids Community College, Employee Professional Development & Enrichment
Executive Director of Organizational Learning, 5/09 through 7/11

Duties: Assess system-wide organizational needs and facilitate college-wide organizational learning designed to enhance staff and organization development.

Activities include:

- administering staff development (budgeting, supervision, programming, assessing)
- designing and facilitating leadership development programs
- partnering with IT to facilitate training and development for technology
- facilitating and participating in college strategic planning and various college teams

Sears, Roebuck and Co., Department of Human Resources Planning and Research
Selection Professional, 6/98 to 7/99

Assessment Systems Intern, 7/97 to 6/98

Duties: partnering with a team of internal management consultants to enhance the effectiveness of work systems, including:

- job analyses
- managerial training in personnel selection and performance feedback
- validation studies for pre-employment tests (work sample tests)
- structured job interview guides
- organizational surveys and survey feedback reports

IV. Employment History – Academic Positions

Governors State University, Management, Marketing, & Entrepreneurship
Professor (Tenured), 8/18 – present

- *Program Coordinator for Masters of Human Resource Management, 8/19 - present*
- Associate Professor (Tenured), 8/14 – 7/18*
- *Program Coordinator for Undergraduate Human Resource Management Concentration, 6/15 – 7/19*
- *Program Coordinator for Bachelor of Arts in Business Administration/Business & Applied Science, 6/14 – 6/15*
- Assistant Professor, 8/11 – 7/14*

- Central Michigan University, Department of Psychology
Associate Professor (Tenured), Graduate Faculty Status, 8/04 to 5/09
- *Director of Industrial/Organizational Psychology Graduate Programs (M.A. & Ph.D.), 6/08 to 5/09*
- Assistant Professor, Graduate Faculty Status, 8/99 to 7/04*

Northern Illinois University, Department of Psychology
Adjunct Instructor, 9/97 to 12/97

V. Honors and Awards

- A.** Teaching Award for 2021, Governors State University College of Business
 - Awarded for Teaching Effectiveness
- B.** Faculty Honoree for GSU's Beta Gamma Sigma chapter, 2020
- C.** GSU Center for Online Teaching & Learning Exemplary Course Award, 2015
 - University-level award for outstanding online course design and execution
- D.** GSU Faculty Excellence Award, 2014
 - University-level award for outstanding teaching, research, and service
- E.** Outstanding Producer Award for 2014, Governors State University, College of Business and Public Administration
 - Awarded for Best Overall Productivity in Teaching, Scholarship, and Service
- F.** Louis O. Kelso Fellowship from Rutgers University – Awarded June 2013
 - Awarded to support research on Employee Ownership
- G.** 'Why Not' Award, Governors State University, 2013
 - Awarded for Suggestion to Improve Financial Aid Policy

VI. Scholarly Activity

A. Book Chapter

Wagner, S. H. (2021). Attitude theory and job attitudes: On the value of intersections between basic and applied psychology. In V.I. Sessa & N. A. Bowling, *Essentials of Job Attitudes and Other Workplace Psychological Constructs*. New York: Routledge.

B. Peer-reviewed Journal Publications

Wagner, S. H., Wagner, C. F., & Ijose, O. (2022). Using Peer Evaluations as

- embedded Assessments: Comparing Teamwork Evaluations for Group Projects in Face-to-Face and Online Classes. *Journal of Organizational Behavior Education*, 15, 211-228.
- Boland-Prom, K., Krcatovich, M., Wagner, S., H., & Gilbert, C. (2018). Social work educators' perceptions of state regulatory boards. *Journal of Social Work Values and Ethics*, 15, 81-92.
- Bowling, N. A., Wagner, S. H., & Beehr, T. A. (2018). The Facet Satisfaction Scale: An effective affective measure of job satisfaction facets. *Journal of Business and Psychology*, 33, 383-403.
- Wagner, S. H. (2017). Exploring the structure of job satisfaction and its impact on the satisfaction-performance relationship. *Journal of Organizational Psychology*, 17, 90-101.
- Wagner, S. H. (2017). Perceptions of support for diversity and turnover intentions of managers with solo-minority status. *Journal of Organizational Psychology*, 17, 28-36.
- Ermasova, N., Wagner, S.H., & Nguyen, L. D. (2017). The impact of education, diversity, professional development and age on personal business ethics of business students in Russia. *Journal of Management Development*, 36, 410-426.
- Park, H. I., Jacob, A., Wagner, S. H., & Baiden, M. (2014). Job control and burnout: A meta-analytic test of the conservation of resources model. *Applied Psychology: An International Review*, 63, 607-642.
- Wagner, S. H. (2013). Leadership and responses to organizational crisis. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 140-144.
- Monnot, M. J., Wagner, S. H., & Beehr, T. A. (2011). A contingency model of union commitment and participation: Meta-analysis of the antecedents of militant and nonmilitant activities. *Journal of Organizational Behavior*, 32, 1127-1146.
- Park, H., Jacob, A., Monnot, M., & Wagner, S. H. (2011). The interaction between personality and person-job fit on strains. *International Journal of Stress Management*, 18, 67-87.
- Pfeiffelmann, B., Wagner, S. H., & Libkuman, T. (2010). Recruiting on corporate web sites: Perceptions of fit and attraction. *International Journal of Selection and Assessment*, 18, 40-47.
- 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, 383-403.

Psychology, 23, 115-125.

- 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.
- Wagner, S. H., Parker, C. P., & Christiansen, N. A. (2003). Employees that think and act like owners: Effects of ownership beliefs and behaviors on organizational effectiveness. *Personnel Psychology*, 56, 847-871.
- Quirk, S. W., Christiansen, N. D., Wagner, S. H., & McNulty, J. (2003). On the usefulness of measures of normal personality for clinical assessment: Evidence of the incremental validity of the NEO PI-R. *Psychological Assessment*, 15, 311-325.
- Verquer, M. T., Beehr, T. A., & Wagner, S. H. (2003). A meta-analysis of the relationship between person-organization fit and work-related attitudes. *Journal of Vocational Behavior*, 63, 473-489.
- Goffin, R. D., Jelly, R. B., & Wagner, S. H. (2003). Does inducing halo improve performance rating accuracy? *Social Behavior and Personality*, 31, 625-636.
- Lavine, H., Sweeney, D., & Wagner, S. H. (1999). Depicting women as sex objects in television advertising: Effects of body dissatisfaction and attitudes toward women. *Personality and Social Psychology Bulletin*, 25, 1049-1058.
- Lavine, H., Burgess, D., Snyder, M., Transue, J., Sullivan, J. L., Haney, B., & Wagner, S. H. (1999). Threat, authoritarianism, and voting: An investigation of personality and persuasion. *Personality and Social Psychology Bulletin*, 25, 337-347.
- Neuman, G. A., Wagner, S. H., & Christiansen, N. D. (1999). The relationship between work-team personality composition and the job performance of teams. *Group and Organizational Management*, 24, 28-45.
- Lavine, H., Huff, J., Wagner, S. H., & Sweeney, D. (1998). Individual differences in the susceptibility to context effects in attitude surveys: The moderating role of attitude strength. *Journal of Personality and Social Psychology*, 75, 359-373.
- Wagner, S. H., & Goffin, R. D. (1997). Differences in accuracy of absolute and comparative performance appraisal methods. *Organizational Behavior and Human Decision Processes*, 70, 95-103.
- Sebolsky, J. R., Brady, A. L., & Wagner, S. H. (1996). Want an applied job? -- Get experience!! *The Industrial/Organizational Psychologist*, 33, 65-70.

C. Manuscripts Submitted for Review

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

D. Manuscripts In Progress

Baiden, M., & Wagner, S. H. *Individual differences in job performance feedback reactions: A Ghanaian study*.

Wagner, S. H., Bailey, E., Bush, C., & Filipkowski, M. *Employee ownership and organizational commitment: A meta-analysis*.

Wagner, S. H. & Wagner, C. F. *Role-Being Games: Gamification of Professional Education, Training, & Coaching*.

E. Peer-Reviewed Conference Presentations

Michel, J. S., Bowling, N. A., Wagner, S. H., Islam, M. R., & Rotch, M. A. (2023). A two-wave examination of the Multi-Facet Organizational Constraints Scale (MOCS) Poster presented Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Bowling, N.A., Michel, J., Rotch, M., Islam, M., & Wagner S. H. (2022). *What's stopping you? Organizational constraints as a multi-facet work stressor*. Presentation at National Occupational Injury Research Symposium, Morgantown, WV.

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

Wagner, S. H., & Dai, G. (2015) *Leadership competencies in a global context: Native vs. expatriate managers*. Presentation at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Baiden, M., & Wagner, S. H. (2011). *Individual differences in job performance feedback reactions: A Ghanaian study*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Park, H. I., Beehr, T. A., & Wagner, S. H. (2011). *Relations between job satisfaction and burnout: Personality as a moderator*. Presented at the annual conference of the American Psychological Association, Washington D.C.

- Park, H. I., Wagner, S. H., & Beehr, T. A. (2009). *A multi-faceted model of the relationship between job satisfaction and burnout: A meta-analysis*. Presented at the annual conference of the Academy of Management, Chicago, IL.
- Park, H. I., Baiden, M., Jacob, A., & Wagner, S. H. (2009). *Job control and burnout: A meta-analytic test of the conservation of resources model*. Presented at the annual conference of the Academy of Management, Chicago, IL.
- Webster, J., Wagner, S. H., & Dettmann, J. (2009). *Prejudice perceptions and organizational commitment: An investigation of intervening factors*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Bailey, E. & Wagner, S. H. (2008). *Facets of psychological ownership: Evidence of construct validity*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- First, M., Wagner, S. H., Vertkin, Y., & Gobeski, K. (2008) *Predictors of perceptions of organizational politics: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Park, H., Jacob, A., Monnot, M., & Wagner, S. H. (2008). *The interaction between personality and person-job fit on strains*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Pfeiffelmann, B., Wagner, S. H., & Libkuman, T. (2008). *Recruiting on corporate web sites: Perceptions of fit and attraction*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Smith, M. & Wagner, S. H. (2008). *Demographic differences in relation to turnover intent: An in-depth analysis*. Presented at the annual IOOB conference, Denver, CO.
- Williams, J., Christiansen, N. D., & Wagner, S. H. (2008). *Openness to experience as a predictor of occupational performance: A meta-analysis*. Presented at the annual conference of the Association for Psychological Science, Chicago, IL.
- Bush, C. & Wagner, S. H. (2007). *Leader behavior and group potency: Effects of rating source and subordinate agreement*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Gobeski, K., First, M., & Wagner, S. H. (2007). *Perceptions of organizational politics as an antecedent of strain outcomes*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

- Linton, L., & Wagner, S. H. (2007). *Perceptions of politics and organizational citizenship behaviors: Identifying mediating variables*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Wood, S., Libkuman, T. M., Wagner, S. H., & Otani, H. T. (2007). *Attorney performance, strength of evidence and trial outcome*. 'Off the Witness Stand: Using Psychology in the Practice of Justice'. John Jay College of Criminal Justice, City University of New York, New York
- Smith, M. & Wagner, S. H. (2007). *Demographic dissimilarity's effects on work attitudes: A meta-analysis*. Presented at the annual IOOB conference, Indianapolis, IN.
- Brittain, M., & Wagner, S. H. (2006). *Solo status and affirmative action: Impact of tokenism on incoming group perceptions*. Presented at the annual conference of the Academy of Management, Atlanta, GA.
- Bailey, E., Bush, C., Filipkowski, M., & Wagner, S. H. (2006). *Employee ownership and organizational commitment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Burns, G., D'Souza, G., & Wagner, S. H. (2006). *Managers' reactions to performance appraisals: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Langford, S., Bennett, M., & Wagner, S. H. (2006). *Comparing the efficacy of work-family conflict measures: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Monnot, M., Wagner, S. H., & Beehr, T. A. (2006). *Union participation: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Bowling, N. A., Hendricks, E. A., & Wagner, S. H. (2005). *Positive and negative affectivity and facet satisfaction: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Bowling, N. A., Beehr, T. A., Gibson, B., & Wagner, S. H. (2004). *Meta-analysis of the antecedents and consequences of workplace harassment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Brittain, M. & Wagner, S. H. (2004). *Impact of affirmative action knowledge on fairness evaluations and attitudes*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Brewster, N., Beehr, T. A., & Wagner, S. H. (2003). *Testing work-family linkages and a measure of work-family conflict*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Erofeev, D. A., Beehr, T. A., Ivanitskaya, L. V., Ledlow, G., & Wagner, S. H. (2003). *Successful franchises: Does franchisees' experience and compliance with know-how matter?* Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Huff, J. W., Parker, C. P., & Wagner, S. H. (2003). *Attitude strength, structure, and function: A new look at job satisfaction*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Preston, L. A., & Wagner, S. H. (2003). *Examining organizational justice and employee attitudes during the restructuring transition*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Preston, L. A., & Wagner, S. H. (2003). *Coping with downsizing: A quantitative review*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Haaland, S. A., Christiansen, N. D., & Wagner S. H. (2002). *Implications of trait-activation theory for evaluating assessment center construct validity*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, ON.
- Quirk, S. W., Wagner, S. H., Christiansen, N. D., McNulty, J., & Ben-Porath, Y. (2002). *On the usefulness of measures of normal personality for clinical assessment: Evidence of the incremental validity of the NEO-PI-R*. Presented at the annual conference of the Society for Personality Assessment, San Antonio, TX.
- Wagner, S. H., Gronow, N., Haaland, S. A., Phillips, L., & Brittain, M. (2002). *Exploring the structure of job satisfaction*. Presented at the annual conference of the American Psychological Association, Chicago, IL.
- Getta, L. A., Parker, C. P., Skinner, J., Lonergan, J. M., & Wagner, S. H. (2001). *Organizational climate as mediator of diversity to organizational performance relationships*. Presented in a symposium at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Jelley, R. B., Goffin, R. D., & Wagner, S. H. (2001). *Does inducing halo improve performance rating accuracy?* Paper presented at the annual conference of the

Administrative Sciences Association of Canada, Human Resource Division.
London, ON.

- Wagner, S. H., Rozek, R., DePuy, A., Parker, C. A., Getta, L. A., & Lonergan, J. M. (2001). *Solo-minority managers' perceptions of support for diversity and turnover intentions*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lavine, H., Wagner, S. H., Skinner, J., & Finch, E. (1998). *The influence of interracial interaction and racial stereotyping on attitudes toward policy issues*. Presented at the annual conference of the Midwestern Psychological Association, Chicago, IL.
- Neuman, G. A., Kikul, J., Christiansen, N. D., & Wagner, S. H. (1997). *Work team effectiveness*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Wagner, S. H., Lavine, H., Christiansen, N. D., & Trudeau, M. (1997). *Re-evaluating the structure of Right-Wing Authoritarianism*. Presented at the annual conference of the Midwest Psychological Association, Chicago, IL.
- Wagner, S. H., Lavine, H., & McBride, T. (1997). *Intra-attitudinal structure and selective exposure to attitude-congruent information*. Presented at the annual conference of the American Psychological Association, Chicago, IL.
- Christiansen, N. D., Wagner, S. H., & Neuman, G. A. (1996). *Identifying individual differences related to team effectiveness using multilevel comparisons*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lavine, H., Sweeney, D., & Wagner, S. H. (1996). *Depicting women as sex objects in television advertising: Effects on body dissatisfaction and support for feminist beliefs*. Presented at the annual conference of the Society for Experimental Social Psychology, Sturbridge, MA.
- Roman, M. A., Wagner, S. H., & McBride, T. (1996). *Quality circle effectiveness: A meta-analysis of the research literature*. Presented at the annual meeting of the Midwest Academy of Management, South Bend, IN.
- Wagner, S. H., & Goffin, R. D. (1996). *Differences in the accuracy of individual and comparative performance appraisal methods*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Wagner, S. H., Neuman, G. A., & Christiansen, N. D. (1996). *The composition of personalities in work teams and team job performance*. Presented at the annual

conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

VII. Teaching Activity

A. Courses Taught

1. Governors State University

a. Courses Title, Level, and Format(s)

- First-Year Seminar on Sustainability (undergraduate, face-to-face)
- Essential Business Skills (undergraduate, face-to-face)
- Introduction to Management Strategies (undergraduate, face-to-face)
- Organizational Behavior (undergraduate, face-to-face)
- Human Resource Management (undergraduate, face-to-face, online)
- Labor Relations (undergraduate, face-to-face, online)
- HR Training and Management Development (undergraduate, face-to-face)
- Performance Management (undergraduate, face-to-face, online)
- Leadership in the 21st Century (undergraduate/graduate, face-to-face)
- Professional Development Seminar (MBA, online)
- Human Resource Management Strategies (MBA/MSHRM, face-to-face & online)
- Organizational Behavior in a Global Context (MBA/MSHRM, face-to-face & online)
- Strategic Human Resource Development (MSHRM, online)
- HR Analytics & Performance Management (MSHRM, online)
- Labor-Management Relations (MBA/MSHRM, face-to-face, online)
- Strategic HR Compensation (MSHRM, online)
- Integrative HR Strategies (Capstone, MSHRM, face-to-face, online)
- Leadership Theories and Ethics (Ed.D., online)
- Directed Scholarship (Capstone, Ed.D. face-to-face & online)

b. Doctoral Capstones Chaired

- Bonnie Covelli, 2015
- Paul Adams, 2016
- Kimberly Wesley, 2016
- Sheree Sanderson, 2017
- Rochelle Robinson-Dukes, 2017
- Jim Rink, 2019

2. Central Michigan University

a. Courses Title, Level, and Format(s)

- Introduction to Leadership Studies (undergraduate, online)
- Research Methods (undergraduate, face-to-face)
- Industrial/Organizational Psychology (undergraduate, face-to-face & online)
- Introduction to Psychology (undergraduate, face-to-face)

- Group Dynamics (undergraduate & graduate, face-to-face)
- Organization Development (graduate, face-to-face)
- Correlation and Multiple Regression (graduate, face-to-face)
- Seminar on Work Attitudes (graduate, face-to-face)
- Seminar on Meta-Analysis (graduate, face-to-face)
- Seminar on Teams in Organizations (graduate, face-to-face)
- Practicum in Industrial Psychology (graduate, face-to-face)
- Practicum in Organizational Psychology (graduate, face-to-face)
- Thesis and Dissertation Supervision (undergraduate & graduate, face-to-face)

b. Thesis and Dissertation Supervision

- Doctoral Dissertations Chaired
 - Stephanie Haaland, 2003
 - Larissa Linton, 2004
 - Laura Ann Preston, 2005
 - Shaina Wolcott-Burman, 2005
 - Melissa Brittain, 2007
 - Angelique Wetzel, 2007
 - Stacey Lange, 2008
 - Cathy Bush, 2008
 - Jason Williams, 2008
 - Emily Bailey, 2008
 - Joe Dettman, 2009
- Master's Thesis Chaired
 - Angelique DuPuy, 2004
 - Melissa Brittain, 2003
 - Laura Ann Preston, 2002
 - Emily Bailey, 2005
 - Cathy Bush, 2005
 - Josh Johnson, 2006
 - Matthew Smith, 2006
 - Mavis Baiden, 2007
- Undergraduate Thesis Chaired
 - Ashley Collins, 2006
 - Nicholas Gronow, 2002

3. Northern Illinois University

Courses Title, Level, and Format(s)

- Social Psychology (undergraduate, face-to-face)

B. Professional Development for Teaching Skills

1. AACSB International Conference and Annual Meeting (2023, 3-day conference)
2. AACSB Innovative Curriculum Seminar (2021 & 2022, 3-day conference)

3. Coursera – Gamification (4 weeks)
4. Quality Matters – Designing Your Online Course (2 weeks)
5. Quality Matters – Applying the QM Rubric (2 weeks)
6. Quality Matters – Peer Review (3 weeks)
7. Quality Matters – Peer Reviewer Certification
8. GSU's Center for Online Teaching and Learning's Introduction to Online Teaching (14 weeks)
9. Northwestern University's Negotiation & Teamwork Teaching Workshop (6 hrs.)
10. Illinois Online Network's course in Instructional Design for Online Course Development (9 weeks)
11. AACSB Assessment Seminar (16 hours)
12. AACSB Applied Assessment Seminar (16 hours)

VIII. Service Activities

A. Governors State University

1. University Service

- a. Commencement Marshall, 2014, 2015, 2022
- b. GSU Faculty Senate President – Fall 2023 to present
- c. GSU Faculty Senate
 - i. At-Large Member – Fall 2015 to Spring 2021
 - ii. College of Business Representative – Fall 2023 to present
- d. GSU Faculty Senate Executive Committee – Fall 2015 to Spring 2016, Fall 2023 to present
- e. Administrative Policy Committee – At-Large Member – Fall 2019 – Spring 2021
- f. Student Evaluations of Instruction Task Force – Fall 2017 – Fall 2018
 - i. Co-Chair
- g. Academic Program Review Committee – Fall 2016 to Fall 2017
- h. University Personnel Committee – Fall 2016 to 2018
- i. GSU Student Misconduct Committee – Fall 2015 to Spring 2016
- j. General Education Planning Taskforce, Spring 2012 to Spring 2014
 - i. Capstone Subcommittee
 - ii. Communications Subcommittee
 - iii. First Year Seminar Subcommittee
- k. General Education Implementation Taskforce, Fall 2014 to Spring 2015
- l. Education Policy Committee, Fall 2013 to Spring 2014
- m. Faculty Scholarship & Teaching Center Advisory Committee, Fall 2011 to Spring 2013
 - i. Adjunct Orientation Subcommittee
 - ii. Faculty Development Day Subcommittee
- n. Graduate Council, Fall 2011 to Spring 2014

- i. Graduate Program Review Subcommittee, Fall 2011 to Fall 2012
 - ii. Graduate Capstone Formatting Guide Subcommittee, Spring 2012 to Spring 2014
- o. GSU Search Committee for College of Education Dean, Fall 2013 – Spring 2014
- p. Center for Online Teaching and Learning Search Committee for Online Learning Consultant
- q. GSU ePortfolio Committee, Fall 2013 -2015
 - i. Proposal Review Subcommittee, 2014 -2015
- r. GSU Blackboard Users Group, Spring 2013 – Spring 2016
- s. GSU Excellence Award Committee, 2015, 2020
 - i. Chair, 2015

2. College Service

- a. Assurance of Learning Committee, Fall 2012 to present
 - i. Committee Co-chair, Fall 2013-Fall 2017
 - ii. Undergraduate Written Communications Subcommittee
 - iii. Graduate Oral Communications Subcommittee
 - iv. Graduate Ethics Subcommittee. 2013-2018
 - v. Graduate Leadership Subcommittee 2016-2022
 - vi. MS-HRM Subcommittee – 2022-present
- b. Division Personnel Committee, Fall 2020 to Spring 2023
 - i. Chair, 2020-2021
- c. College Personnel Committee, Fall 2014 to Spring 2016
 - i. Chair, 2015-2016
- c. CBPA/COB Awards Subcommittee, Fall 2014, Spring 2023
- d. College Curriculum Committee, Fall 2011 to Spring 2014
- e. College Strategy Committee, Fall 2012 to 2016
- f. Online MBA Executive Taskforce, Fall 2011 to Fall 2013
- g. Interdisciplinary Leadership Ed.D. Planning Committee, Fall 2011 to present
 - i. Admission Subcommittee 2012, 2013
- h. MBA Bootcamp Planning Taskforce, Spring 2012 to Summer 2013
- i. Search Committee Member for CBPA Manager of Enrollment and External Programs, Spring 2012
- j. Search Committee Member for Faculty Position in Entrepreneurship and HR/OB, 2014-2015
- k. Search Committee Member of COB Dean position, Fall 2015-Spring 2016
- l. Search Committee Member for Faculty Position in HR/OB, 2020
- m. COB Distinguished Alumni & Emeriti Award Committee Member 2022-present
- n. Course Leader
 - i. MGMT 7500: Organizational Behavior in a Global Context
- o. COB Student Grievance Committee, 2021-2022, 2018-2019 (alternate)

3. Student Group Advising

- Human Resource Management Club, Fall 2011 to Spring 2017, Fall 2021-present

B. Central Michigan University

1. University Committee Service

- a. Faculty Center for Innovative Teaching Director Search Committee, Fall 2008 to Spring 2009
 - Chairperson, Fall 2008 to Spring 2009
- b. Leadership Council, Fall 2005 to Spring 2008
 - Chairperson, Fall 2005 to Spring 2008
- c. Masters of Science in Administration Council, Fall 2005 to Spring 2008
 - Chairperson, Fall 2007 to Spring 2008
- d. Faculty Center for Innovative Teaching Strategic Planning Committee, Spring 2007
 - Chairperson, Spring 2007
- e. Presidential-Academic Senate Task Force on CMU's Off-Campus Programs, Fall 2006
- f. Academic Senate Speakers Series, Fall 2000 to Spring 2003
 - Chairperson, 2002-2003, Secretary 2000-2002

2. College Committee Service

- a. CHSBS Homecoming Committee, 2003 to 2007
- b. CHSBS Representative to the Faculty Association Board, Spring 2006 to Spring 2007
- c. College of Graduate Studies Dissertation Support Committee, Fall 2006
- d. College of Graduate Studies Academic Integrity Appeals Committee, Spring 2007
 - Proceedings Officer

3. Department Committee Service

- a. Outstanding Undergraduate & Graduate Research Award Committee, 2003
- b. Subject Pool Committee, Summer 2000 to 2009
- c. Quantitative Search Committee, 2000-2001, 2001-2002
- d. Undergraduate Statistics Committee, 2002
- e. Occupational Health Search Committee, 2006
- f. I/O Psychology Graduate Admissions Committee, 2000 to 2009
 - Chairperson, 2005, 2006, 2008
- g. Psychology Department Executive Committee, 2008-2009

4. Student Organization Advising

- Industrial Organizational Psychology Association, Fall 2003 to 2009

C. Service to the Community

1. Professional Affiliations

- a. South Suburban Cook Human Resource Management Association
- b. Society for Industrial Organizational Psychology
- c. Society for Human Resource Management
- d. Multimedia Educational Resource for Learning and Online Teaching

2. Recent Ad hoc reviewing

- a. *Journal of Organizational Behavior Education*
- b. *Journal of Occupational Health Psychology*
- c. *Journal of Organizational Behavior*
- d. *American Business Review*

3. Recent Community Service Activities

- a. University Professional of Illinois –Executive Board of GSU Chapter (Fall 2015 to present), Elected Vice-President for Unit A (Fall 2018 to Spring 2021), Acting President (Fall 2018), Bargaining Chair (Spring 2018 – Fall 2019), COVID MOU UPI Team (Spring, 2020), Local House of Delegate Representative (Fall 2018 to present).
- b. Presented a talk on “The Debate on the Usefulness of Performance Appraisals” to the South Suburban Cook Human Resource Management Association in May 2017 (continuing education credits toward SHRM certifications granted)
- c. Collaborated with colleagues to develop and execute the ‘Start Something that Matters Summit’, an event that featured social entrepreneurs from Chicagoland presented on their work. This event occurred in November 2015 and was open to the public.
- d. Presented a talk on “Evidence-Based Human Resource Management” to the Grundy-Will Human Resources Association in Fall of 2012 (continuing education credits toward SHRM certifications granted)
- e. Presented a talk on “Leadership and Responses to Organizational Crisis” to the Grundy-Will Human Resources Association in Fall of 2013 (continuing education credits toward SHRM certifications granted)
- f. Collaborated with colleagues (Fall 2013 – Summer 2013) to develop and execute a speaker series, involving prominent civic and business leaders, on Leadership in the 21st Century that was open to the public