

**AUGUST 2021**

**ABBIE J. SHIPP  
NEELEY SCHOOL OF BUSINESS  
TEXAS CHRISTIAN UNIVERSITY  
Hays Hall 3308  
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Fort Worth, TX 76129  
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**EDUCATION**

**University of North Carolina at Chapel Hill, Kenan-Flagler Business School**

Ph.D., Organizational Behavior, 2006

Dissertation Title: “The moving window of fit: Extending person-environment fit research with time.” Chair: Dr. Jeffrey R. Edwards

**Oklahoma State University, College of Business**

MBA, 2000; BSBA, 1996

**ACADEMIC AND PROFESSIONAL WORK EXPERIENCE**

- 2012-present *Texas Christian University* – Neeley School of Business  
2021-present M. J. Neeley Professor of Management and Leadership  
2020-present Chair, Management and Leadership Department  
2019-2020 Professor of Management and Leadership  
2014-2019 Associate Professor of Management and Leadership  
2012-2014 Assistant Professor of Management and Leadership
- 2006-2012 *Texas A&M University* – Mays Business School  
Assistant Professor of Management
- 2001-2006 *University of North Carolina* – Kenan-Flagler Business School  
Research Assistant to Dr. Jeffrey R. Edwards
- 1999-2001 *Oklahoma State University* – College of Business  
Adjunct Instructor
- 1998-1999 *TV Guide, Inc.*  
Staffing Consultant (Professional recruiting & compensation)
- 1996-1998 *The Boeing Company*  
Senior Human Resources Representative (Professional recruiting, employee relations, labor relations, and compensation)

## **RESEARCH INTERESTS**

The psychological aspects of time at work including trajectories of work experiences, temporal focus, time allocation, experiencing change, and person-environment fit over time.

## **RESEARCH AWARDS AND HONORS**

- 2020 *TCU Deans' Award for Research & Creativity*, Texas Christian University
- 2020 *Neeley Dean's Award for Research & Creativity*, Texas Christian University
- 2020 *Outstanding Reviewer Award*, *Academy of Management Review*
- 2020 Summer Research Grant, Neeley School of Business, Texas Christian University
- 2019 *Outstanding Reviewer Award*, *Academy of Management Review*
- 2019 Finalist for the *Best Paper of the Year*, *Human Relations*
- 2019 Summer Research Grant, Neeley School of Business, Texas Christian University
- 2018 Summer Research Grant, Neeley School of Business, Texas Christian University
- 2017 Summer Research Grant, Neeley School of Business, Texas Christian University
- 2016 Summer Research Grant, Neeley School of Business, Texas Christian University
- 2015 *Outstanding Reviewer Award*, *Academy of Management Journal*
- 2015 Summer Research Grant, Neeley School of Business, Texas Christian University
- 2015 Finalist for the *2014 Outstanding Publication in OB Award*, Organizational Behavior Division of Academy of Management
- 2014 *Outstanding Reviewer Award*, Organizational Behavior Division of Academy of Management
- 2014 Neeley School of Business, Summer Research Grant, Texas Christian University
- 2011 Finalist for the *Best Paper of the Year*, *Academy of Management Review*
- 2010 Mays Business School, Research Grant, Texas A&M University
- 2009 *Outstanding Reviewer Award*, Organizational Behavior Division of Academy of Management
- 2008 *Excellence in Research Award*, National Federation of Independent Business
- 2008 *Top 20 Poster*, Society of Industrial and Organizational Psychology Annual Conference
- 2007 Finalist for the *Owens Scholarly Achievement Award*, Society for Industrial and Organizational Psychology
- 2007 Management Department Research Grant, Mays Business School, Texas A&M University
- 2007 Center for Human Resource Management Research Grant, Mays Business School, Texas A&M University
- 2006 *Outstanding Ph.D. Student Award*, Kenan-Flagler Business School, University of North Carolina
- 2006 *Outstanding Reviewer Award*, Organizational Behavior Division of Academy of Management
- 2005 Society for Industrial and Organizational Psychology *Graduate Student Scholarship* (later renamed *SIOP Scholar*)

## **TEACHING AWARDS AND HONORS**

- 2020 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2019 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2017 *Outstanding Undergraduate (Core) Teaching Award*, Neeley School of Business, Texas Christian University
- 2017 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2016 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2015 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2014 Full-time MBA Students' "Favorite Professor," Neeley School of Business, Texas Christian University
- 2014 *Innovation in Teaching Award*, Neeley School of Business, Texas Christian University
- 2009 *Lockheed Martin Excellence in Teaching Award*, Texas A&M University

### **EDITORIAL AND REVIEWING ACTIVITIES**

- Associate Editor: *Academy of Management Review* (2020-present)
- Editorial Board Member:
  - *Academy of Management Journal* (2011-present)
  - *Academy of Management Review* (2017-2020)
  - *Journal of Applied Psychology* (2012-2019)
  - *Journal of Management* (2008-2020)
- Special Issue Editor: "Time Perspective and Organizational Behavior" (2020) at *Journal of Organizational Behavior*, with Ludvig Levasseur, Yitzhak Fried, Denise Rousseau, and Phil Zimbardo.
- Ad-hoc Reviewer:
  - *Human Relations*
  - *Journal of Management Studies*
  - *Organization Science*
  - *Organizational Behavior and Human Decision Processes*
  - *Organizational Psychology Review*
  - *Oxford Bibliographies*
  - *Personnel Psychology*

### **JOURNAL ARTICLES**

Shipp, A. J., Gabriel, A. S., Lambert, L. S. Profiles in time: Understanding the nature and outcomes of profiles of temporal focus. In press at *Journal of Applied Psychology*.

- Shipp, A. J., & Richardson, H. A. (2021). The impact of temporal schemata: Understanding when individuals entrain versus resist or create temporal structure. *Academy of Management Review*, 46(2), 299-319.
- Shipp, A. J., & Jansen, K. J. (2021). The “other” time: A review of the subjective experience of time in organizations. *Academy of Management Annals*, 15(1), 299–334.
- Levasseur, L., Shipp, A. J., Fried, Y., Rousseau, D., & Zimbardo, P. (2020). Editorial: New perspectives in time perspective and temporal focus. *Journal of Organizational Behavior*, 41(3), 235-243.
- Jansen, K. J., & Shipp, A. J. (2019). Fitting as a temporal sensemaking process: Shifting trajectories and stable themes. *Human Relations*, 72(7), 1154–1186.  
-Finalist for the 2019 Best Paper Award, *Human Relations*
- Shipp, A. J., & Aeon, B. (2019). Temporal focus: Thinking about the past, present, and future. *Current Opinion in Psychology*, 26, 37-43.
- Eldor, L., Fried, Y., Westman, M., Levi, A. S., Shipp, A. J., Slowik, L. H. (2017). The experience of work stress and the context of time: Analyzing the role of subjective time. *Organizational Psychology Review*, 7(3), 227-249.
- Methot, J. R., Lepak, D., Shipp, A. J., & Boswell, W. R. (2017). Good citizen interrupted: Calibrating a temporal theory of citizenship behavior. *Academy of Management Review*, 42(1), 10-31. (Lead Article)
- Jansen, K. J., Shipp, A. J., & Michael, J. H. (2016). Champions, Converts, Doubters, and Defectors: The impact of shifting perceptions on momentum for change. *Personnel Psychology*, 69, 673-707.
- Cole, M. S., Shipp, A. J., & Taylor, S. (2016). Viewing the interpersonal mistreatment literature through a temporal lens. *Organizational Psychology Review*, 6, 273-302.
- Leroy, S., Shipp, A. J., Blount, S., & Licht, J. G. (2015). Synchrony preference: Why some people go with the flow and some don't. *Personnel Psychology*, 68, 759-809.
- Shipp, A. J., & Cole, M. S. (2015). Time in individual-level organizational studies: What is it, how is it used, and why isn't it exploited more often? *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 237-260.
- Shipp, A. J., Furst-Holloway, S. A., Harris, T. B., & Rosen, B. (2014). Gone today but here tomorrow: Extending the unfolding model of turnover to consider Boomerang employees. *Personnel Psychology*, 67, 421–462.
- Bergeron, D. M., Shipp, A. J., Rosen, B., & Furst, S. A. (2013). Organizational citizenship behavior and career outcomes: The cost of being a good citizen. *Journal of Management*, 39(4), 958-984.

*-Finalist for the 2014 Outstanding Publication in OB Award, Academy of Management - Organizational Behavior Division*

Dunford, B. B., Shipp, A. J., Boss, R. W., Angermeier, I., & Boss, A. D. (2012). Is burnout static or dynamic? A career transition perspective of employee burnout trajectories. *Journal of Applied Psychology, 97*(3), 637-650.

Zimmerman, R. D., Boswell, W. R., Shipp, A. J., Dunford, B. B., & Boudreau, J. W. (2012). Explaining the pathways between approach-avoidance personality traits and employees' job search behavior. *Journal of Management, 38*(1), 129-163.

Shipp, A. J., & Jansen, K. J. (2011). Reinterpreting time in fit theory: Crafting and recrafting narratives of fit in medias res. *Academy of Management Review, 36*(1), 76-101.  
*-Finalist for the 2011 Best Paper Award, Academy of Management Review*

Shipp, A. J., Edwards, J. R., & Lambert, L. S. (2009). Conceptualization and measurement of temporal focus: The subjective experience of the past, present, and future. *Organizational Behavior and Human Decision Processes, 110*(1), 1-22. (*Lead Article*)

Boswell, W. R., Shipp, A. J., Payne, S. C., & Youngcourt, S. S. (2009). Changes in newcomer job satisfaction over time: Examining the pattern of honeymoons and hangovers. *Journal of Applied Psychology, 94*(4), 844-858.

Edwards, J. R., Cable, D. M., Williamson, I. O., Lambert, L. S., & Shipp, A. J. (2006). The phenomenology of fit: Linking the person and environment to the subjective experience of person-environment fit. *Journal of Applied Psychology, 91*(4), 802-827.  
*-Finalist for the 2007 Owens Scholarly Achievement Award, Society for Industrial and Organizational Psychology*

### **MANUSCRIPTS UNDER REVIEW**

Peltokorpi, V., Allen, D. G., & Shipp, A. J. Temporal focus and turnover (title redacted for blind review).

Zhao, H., Shipp, A. J., Xu, E., Carter, K. & Gonzalez-Mule, E. A temporal meta-analysis. (title redacted for blind review).

### **WORKING PAPERS**

Jansen, K. J. & Shipp, A. J. Temporal themes of fitting at work: Construct refinement, measurement, and validation. (Data analysis in progress. Targeted journal: *Journal of Applied Psychology*.)

Shipp, A. J., Litt, D., & Leroy, S. Performance-enhancing drugs at work: Help or hindrance to temporal focus?

Leroy, S., Shipp, A. J., & Litt, D. Inducing present temporal focus for increased performance through a mindfulness intervention.

Shipp, A. J., Anglin, A., Allen, D. A., & Vaziri, H. The timing of a pitch.

Jansen, K. J., & Shipp, A. J. Shifty constructs over time.

Rosen, C., Shipp, A. J., & Johnson, R. Leaders' state temporal focus.

Jansen, K. J., Shipp, A. J., Holtom, B., Hom, P., & Kiazad, K. Fit trajectories and turnover patterns.

**OTHER PUBLICATIONS (E.G., BOOKS, CHAPTERS, AND PROCEEDINGS)**

Shipp, A. J. (2021, June 8). My fixation on time management almost broke me. *HBR.org*.  
<https://hbr.org/2021/06/my-fixation-on-time-management-almost-broke-me>

Shipp, A. J. (2020). Temporal focus: A review of the past with an eye to the future. In F. M. E. Grouzet (Ed.), *The Oxford Handbook of Psychology of Time Travel and Temporality*, in *Oxford Handbook Online*.

Shipp, A. J. & Fried, Y. (Eds.). (2014). *Time and Work: How Time Impacts Individuals (Vol. 1) and How Time Impacts Groups, Organizations, and Methodological Choices (Vol. 2)* in the *Current Issues in Work and Organizational Psychology Series*. East Sussex, UK: Psychology Press.

Shipp, A. J., & Fried, Y. (2014). Time research in management: Using temporal ambassadors to translate ideas into reality. In A. J. Shipp & Y. Fried (Eds.), *Time and Work: How Time Impacts Individuals (Vol. 1)*, p. 1-10 in the *Current Issues in Work and Organizational Psychology Series*. East Sussex, UK: Psychology Press.

Fried, Y., & Shipp, A. J. (2014). Time research in management: How time impacts groups, organizations, and methodological choices. In A. J. Shipp & Y. Fried (Eds.), *Time and Work: How Time Impacts Groups, Organizations, and Methodological Choices (Vol. 2)*, p. 1-4) in the *Current Issues in Work and Organizational Psychology Series*. East Sussex, UK: Psychology Press.

Jansen, K. J., & Shipp, A. J. (2013). A review and agenda for incorporating time in fit research. In A. L. Kristof-Brown and J. Billsberry (Eds.), *Organizational Fit: Key Issues and New Directions* (p. 195-221). Chichester: Wiley.

Coombs, J. E., Shipp, A. J., & Christensen, L. J. (2008). Entrepreneur as change agent: Antecedents and moderators of individual-level philanthropic behavior. *Frontiers of Entrepreneurship Research (Best Paper Proceedings of the Twenty-eighth Annual Babson College Entrepreneurship Research Conference)*.

Edwards, J. R., & Shipp, A. J. (2007). The relationship between person-environment fit and outcomes: An integrative theoretical framework. In C. Ostroff & T. Judge (Eds.), *Perspectives on Organizational Fit, SIOP Organizational Frontiers Series* (pp. 209-258). San Francisco, CA, Jossey-Bass.

Shipp, A. J., & Edwards, J. R. (2004). Is the past present? Predicting satisfaction from PA, NA, and temporal comparison. In K. M. Weaver (Ed.), *Best Paper Proceedings of the Sixty-third Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

### **CONFERENCE PRESENTATIONS**

Howe, L., Menges, L., Hideg, I., Rockmann, K., & Shipp, A. J. (August 2021). Shaping a new research agenda on the future of work. Panelist for professional development workshop presented at Eighty-first Annual Meeting of the Academy of Management (online).

Bergeron, D., Harvey, J., & Sumanth, J., Baer, M., Butts, M., Morrison, E., Patil, S., Parker, S., Shipp, A. J. (August 2019). The road to nowhere: Knowing when to call it quits with papers, projects, and people. Panelist for professional development workshop presented at Seventy-ninth Annual Meeting of the Academy of Management, Boston, MA.

Shipp, A. J., Jansen, K. J., & Vogel, R. M. (August 2017). Monthly deadlines: A temporal view of demands-abilities fit. Paper presented at Seventy-seventh Annual Meeting of the Academy of Management, Atlanta, GA.

Jansen, K. J., & Shipp, A. J. (August 2016). Momentary and enduring fit: Trajectories and themes of congruence at work. Paper presented at Seventy-sixth Annual Meeting of the Academy of Management, Anaheim, CA.

Shipp, A. J. (April 2016). Temporal individual differences across multiple levels and applied contexts. Discussant for symposium at Thirty-first Annual Meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.

Shipp, A. J., & Richardson, H. A. (August 2015). When is the right time? In search of temporal schemata. Paper presented at Seventy-fifth Annual Meeting of the Academy of Management, Vancouver, Canada.

Shipp, A. J., & Jansen, K. J. (Co-organizers; August 2015). Looking to the future – Growing the community of time scholars. Caucus session at Seventy-fifth Annual Meeting of the Academy of Management, Vancouver, Canada.

Capitano, J. (Chair), Bennett, R. J., D’Innocenzo, L., Oswald, F. L., Shipp, A. J., & Spector, P. E. (November, 2014). Current issues in scale development. Symposium presenter/panelist at the Annual Meeting of the Southern Management Association, Savannah, GA.

Shipp, A. J., & Jansen, K. J. (Co-organizers; August 2014). It’s about time: Building a community of time scholars. Caucus session at Seventy-fourth Annual Meeting of the Academy of Management, Philadelphia, PA.

Shipp, A. J. (August 2014). Like sands through the hourglass: Spending time strategically. Session chair at Seventy-fourth Annual Meeting of the Academy of Management, Philadelphia, PA.

Shipp, A. J. (Co-chair), Ployhart, R. E. (Co-chair), Chen, G., Fried, Y., Harrison, D. A., Kozlowski, S. W. J., & Vandenberg, R. J. (August, 2013). How should I study time? A temporal tutorial

- and workshop. Organizer and chair of professional development workshop presented at Seventy-third Annual Meeting of the Academy of Management, Orlando, FL.
- Jansen, K. J., & Shipp, A. J. (August 2013). Making sense of fit over time. Paper presented at Seventy-third Annual Meeting of the Academy of Management, Orlando, FL.
- Jansen, K. J., Vogel, R. M., & Shipp, A. J. (April 2013). Towards a dynamic model of demands-abilities fit. Paper presented at the Twenty-eighth Annual Meeting of the Society of Industrial and Organizational Psychologists.
- Jansen, K. J., & Shipp, A. J. (August 2012). Fit narratives: A qualitative exploration. Paper presented at Seventy-second Annual Meeting of the Academy of Management, Boston, MA.
- Bergeron, D. M. (Co-chair), Shipp, A. J. (Co-chair), Burriss, E., Dane, E., Fragale, A., Mitchell, M., Nishii, L., Reynolds, S., Scott, B., Sitzmann, T., & Tangirala, S. (August 2011). The productivity process: Research tips and strategies from prolific junior faculty. Organizer and chair of professional development workshop presented at Seventy-first Annual Meeting of the Academy of Management, San Antonio, TX.
- Jansen, K. J., & Shipp, A. J. (August 2011). A review and agenda for incorporating time in fit research. Paper presented at Seventy-first Annual Meeting of the Academy of Management, San Antonio, TX.
- Zimmerman, R. D., Shipp, A. J., Dunford, B. B., & Boudreau, J. W. (August, 2011). An approach-avoidance approach to employees' job search behavior. Paper presented at Seventy-first Annual Meeting of the Academy of Management, San Antonio, TX.
- Bergeron, D. M. (Co-chair), Shipp, A. J. (Co-chair), Grant, A. M., Colbert, A. E., Gino, F., Liao, H., Sonenshein, S., DeRue, D. S., Burriss, E., Mayer, D., & Wang, M. (August 2010). The productivity process: Research tips and strategies from prolific junior faculty. Organizer and chair of professional development workshop presented at Seventieth Annual Meeting of the Academy of Management, Montreal, Canada.
- Bergeron, D. M., & Shipp, A. J. (August 2010). Relationships between citizenship behavior and career outcomes within an outcome-based reward system. Paper presented at Seventieth Annual Meeting of the Academy of Management, Montreal, Canada.
- Harris, B., Shipp, A. J., Furst, S. A., & Rosen, B. (August 2010). Harnessing boomerang employees: The lasting effects of mentorship and recognition. Paper presented at Seventieth Annual Meeting of the Academy of Management, Montreal, Canada.
- Bergeron, D. M., Shipp, A. J., Rosen, B., & Furst, S. A. (April 2010). Career outcomes and OCB: The cost of being a good citizen. Paper presented at Twenty-fifth Annual Meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Jansen, K. J., & Shipp, A. J. (November 2009). Ten compelling reasons to incorporate time in fit research. Keynote paper presented at Third Annual Global E-Conference on Fit.



- Shipp, A. J., & Jansen, K. J. (August 2009). Crafting and recrafting perceptions of fit: Narratives *in medias res*. Paper presented at Sixty-ninth Annual Meeting of the Academy of Management, Chicago, IL.
- Shipp, A. J., & Jansen, K. J. (August 2009). Developing the person-environment fit research agenda: Increasing our understanding of fit processes. Co-chair of symposium presented at Sixty-ninth Annual Meeting of the Academy of Management, Chicago, IL.
- Kristof-Brown, A. L. (Organizer), Billsberry, J., Edwards, J. R., Van Vianen, A., Talbot, D., Jansen, K., Shipp, A. J., Schneider, B., Ostroff, C., Ambrosini, V., & Cooper-Thomas, H. (August, 2009). Fit happens: An international collaboration on future research on person-environment fit and misfit. Participant in research caucus held at Sixty-ninth Annual Meeting of the Academy of Management, Chicago, IL.
- Zimmerman, R. D., Boswell, W. R., Shipp, A. J., Dunford, B. B., & Boudreau, J. (April, 2009). Understanding the relationships between affect-laden dispositions and job search behaviors. Paper presented at Twenty-fifth Annual Meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Killion, L., Lambert, L. S., & Shipp A. J. (November 2008). An employee's view of work: Influences on an employee's contributions in a psychological contract. Paper presented at Annual Meeting of the Southern Management Association, St. Pete, FL.
- Shipp, A. J. (August 2008). Discussant for "Change in Organizations" paper session at Sixty-eighth Annual Meeting of the Academy of Management, Anaheim, CA.
- Tepper, B. J. (Organizer), Bauer, T. N., Billsberry, J., Dineen, B. R., Edwards, J. R., Erdogan, B., Jansen, K., Lambert, L. S., Shipp, A. J., Turban, D., & Van Vianen, A. (August, 2008). Person Environment Fit Research Incubator. Facilitator in professional development workshop at Sixty- eighth Annual Meeting of the Academy of Management, Anaheim, CA.
- Coombs, J. E., Shipp, A. J., & Christensen, L. J. (June 2008). Entrepreneur as change agent: Antecedents and moderators of individual-level philanthropic behavior. Paper presented at Babson College Entrepreneurship Research Conference, Chapel Hill, NC.  
-Winner of 2008 National Federation of Independent Business Award for Excellence in Research
- Boswell, W. R., Shipp, A. J., Payne, S. C., & Youngcourt, S. S. (April 2008). Changes in job satisfaction: A longitudinal study of organizational newcomers. Poster presented at Twenty-fourth Annual Meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.  
-Named "Top 20 Poster" for conference.
- Shipp, A. J., & Bluedorn, A. C. (August 2007). The subtle influence of time on individuals and teams. Co-Chair of *Showcase Symposium* at the Sixty-seventh Annual Meeting of the Academy of Management, Philadelphia, PA.
- Shipp, A. J., & Furst, S. A. (August 2007). The effects of allocation of time at work and away from

work on performance, salary, and turnover. Paper presented at the Sixty-seventh Annual Meeting of the Academy of Management, Philadelphia, PA.

Edwards, J. R., & Shipp, A. J. (April 2007). The relationship between person-environment fit and outcomes: An integrative theoretical framework. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Shipp, A. J., Edwards, J. R., & Lambert, L. S. (August 2006). Conceptualization and measurement of temporal focus: The subjective experience of the past, present, and future. Paper presented at the Sixty-sixth Annual Meeting of the Academy of Management, Atlanta, GA.

Shipp, A. J. (August 2006) Facilitator for “Job Embeddedness and Turnover” session at the Sixty-sixth Annual Meeting of the Academy of Management, Atlanta, GA.

Furst, S. A., Rosen, B., & Shipp, A. J. (August 2006). Resignation and return: An investigation of career boomerangs. Paper presented at the Sixty-sixth Annual Meeting of the Academy of Management, Atlanta, GA.

Shipp, A. J., & Bluedorn, A. C. (August 2005). Time, time, time, see what’s become of me: Examining management research through a new temporal vision. Co-chair of *Showcase Symposium* at the Sixty-fifth Annual Meeting of the Academy of Management, Honolulu, HI.

Shipp, A. J., & Edwards, J. R. (August 2005). Recollected, current, and anticipated person-environment fit within the present moment. Paper presented at the Sixty-fifth Annual Meeting of the Academy of Management, Honolulu, HI.

Shipp, A. J., & Edwards, J. R. (April 2005). The moving window of fit: The meaning and effects of past, present, and future P-E fit. Paper presented at the Twenty-first Annual Meeting of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

Shipp, A. J., & Edwards, J. R. (August 2004). Is the past present? Predicting satisfaction from PA, NA, and temporal comparison. Paper presented at the Sixty-fourth Annual Meeting of the Academy of Management, New Orleans, LA.

Edwards, J. R., Klein, K. J., Shipp, A. J., & Lim, B. C. (April 2003). The study of dispersion in organizational research: An analytical framework using distributional moments. Paper presented at the Nineteenth Annual Meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

### **INVITED PRESENTATIONS**

**2021** Copenhagen Business School, @bout Time Research Seminar

**2020** Arizona State University

**2019** University of Pennsylvania, Wharton OB Conference (25<sup>th</sup> Anniversary Reunion)  
University of Reading, Henley Business School

- 2018** University of Connecticut  
Drexel University  
Fort Worth Chamber of Commerce  
D CEO Magazine, Women’s Leadership Symposium  
National Association of Women MBAs, TCU Chapter’s Alumnae Luncheon
- 2017** Georgia Institute of Technology
- 2016** University of Texas at Austin  
European Association of Work and Organizational Psychology, Keynote Speaker for Small Group Meeting on “The Role of Time in Psychological Contract Processes”
- 2014** University of Memphis
- 2013** University of Virginia, Darden School of Business  
University of Illinois, School of Labor and Employment Relations
- 2012** James Madison University
- 2011** University of Pennsylvania, Wharton OB Conference  
Texas A&M University, Center for Human Resource Management Board  
Texas A&M University, Center for Retailing Studies Sponsor Forum  
Texas A&M University, College of Agriculture  
Texas Christian University
- 2010** Southern Methodist University
- 2009** Texas A&M University, Center for Human Resource Management Board
- 2008** University of Virginia, CORE Seminar (Darden & McIntire)
- 2006** Texas A&M University, Department of Psychology, I/O Psychology Colloquium
- 2005** University of Washington  
University of Maryland  
University of South Carolina  
University of Arkansas  
Georgia State University  
University of Miami  
Texas A&M University

### **TEACHING EXPERIENCE**

- Texas Christian University, Neeley School of Business (2012-present)
  - *Neeley & Associates* (MBA Consulting Practicum)
    - Faculty Co-Director (2018-2021)

- Subject Matter Expert for MBA student consulting teams with Lockheed Martin (2015; 2016)
- *Engaging and Empowering People* (MBA Core; 2012-2018)
- *The Leadership Journey* (Executive MBA workshop; 2017, 2018)
- *Organizational Analysis & Problem Solving* (Undergraduate; 2021-present)
- *Organizational Management* (Undergraduate; 2013-2014, 2016-2018)
- *The Leadership Challenge* (BNSF Next Generation Leadership Program; Undergraduate; 2012-2015)
  
- Texas A&M University, Mays Business School (2006-2012)
  - *Behavior in Organizations* (Master's in HRM)
  - *The Management Process* (Honors Undergraduate)
  - *Survey of Management* (Master's and Ph.D.)
  - *HR Business Partner Competencies* (Master's in HRM)
  
- University of North Carolina, Kenan-Flagler Business School (2001-2006)
  - *Organizational Behavior* (Undergraduate)
  - Teaching Assistant to Dr. David Hofmann and Dr. Mabel Miguel for *Leading and Managing* course (MBA).
  - Teaching Assistant to Dr. Jeffrey Edwards, *Applied Research Methods II* course (Ph.D.)
  - Team Facilitator for Executive MBA Team Development for Dr. Mabel Miguel in *Leading and Managing* course (EMBA).
  
- Oklahoma State University, College of Business (1999-2001)
  - *Human Resources Management* (Undergraduate)
  - *Organizational Behavior* (Undergraduate)
  - *Strategic Management* (Undergraduate Capstone course)

## **EXECUTIVE EDUCATION AND COACHING EXPERIENCE**

- Texas Christian University, Neeley School of Business
  - “*The Adaptive Leader*” Certificate Program (open enrollment)
    - Academic Director (Fall 2015-2021)
    - Faculty Participant for sessions on “*Leading Change*” and “*Leading at the Next Level*” (Fall 2015, Spring 2016, Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019)
  - “*Emerging Leaders*” Certificate Program (open enrollment)
    - Faculty Participant for session on “*The Challenge of Leadership*” (Fall 2020, Spring 2021)
  - Tarrant County District Attorney’s Office, Leadership Development (custom)
    - Faculty Participant, “*Adaptive Leadership*” (Summer 2018, Spring 2019, Spring 2020)
  - National African-American Women’s Leadership Institute (custom)
    - Faculty Participant, “*Networks and Influence: How to Lead Change*” (Summer 2018)
  - Advanced Economic Development Leadership Institute (custom)

- Faculty Participant, “*Influencing Change for Economic Success*” (Spring 2018)
- JPS Physician Leadership Program (custom)
  - Faculty Participant, “*Leading Change in Health Care Systems*” (Spring 2017, Spring 2018, Spring 2019)
- Cook Children’s Advancing Health Care Leadership Program (custom)
  - Faculty Participant “*Political Mapping*” (Spring 2017, Spring 2018, Spring 2019, Spring 2020).
  - Faculty Participant, “*Leading Change*” (Fall 2017, Fall 2018, Fall 2019)
  - Team Project Mentor (Fall 2015-Spring 2016)
- GameStop (custom)
  - Faculty Participant, “*Adaptive Leadership*” (Spring 2016)
- Institute for Independent School Leadership (open enrollment)
  - Faculty Participant, “*Influencing Change*” (Spring 2016)
  - Faculty Participant, “*Adaptive Leadership*” and “*Leading Others through Change and Ambiguity*” (Summer 2015)
- Elbit Systems (custom)
  - Faculty Participant, “*Leading Change*” (Fall 2016)
- Supply Chain Innovation Incubator (open enrollment)
  - Faculty Participant, “*Leading Change in the Supply Chain*” (Fall 2015)
- Texas A&M University, Mays Business School
  - *Halliburton* (custom)
    - Faculty Participant for Business Leadership Development III program: “*Turning Employee Relations into Employee Relationships*” (custom program; Spring 2011, Fall 2011, Spring 2012)
- Executive Coach for professionals at C-suite, VP, and Director levels

## **STUDENT COMMITTEES**

### *Ph.D. Committee Member*

- Abbey Davis, Oklahoma State University, Executive Ph.D. in Management (in process)
- Charlotte Hoopes, University of North Carolina, Ph.D. in Management (graduated 2018)
- Meg Horner, Texas A&M, Ph.D. in Industrial-Organizational Psychology (graduated 2015)
- Richard Gardner, Texas A&M, Ph.D. in Management (graduated 2014)
- T. Brad Harris, Texas A&M, Ph.D. in Management (graduated 2012)

### *Master’s Committee Advisory Member*

- Jenna Moore, Texas A&M, Master’s in Agricultural Leadership (2011)
- Major Justin Brown, Texas A&M, Master’s in Systems Engineering (2010)
- Major Brian McCall, Texas A&M, Master’s in Systems Engineering (2010)
- Captain Brian Sawser, Texas A&M, Master’s in Systems Engineering (2009)

## **SERVICE**

*Academy of Management*

- Organizational Behavior Division:
  - Elected Representative-at-Large for the OB Division Executive Committee.  
Positions held included:
    - OB Division Awards Chair (2015-2016)
    - OB Division Doctoral Consortium Co-Organizer (2013-2014, 2014-2015)
  - OB Division Doctoral Consortium Keynote Speaker (2014, 2018, 2019, 2020)
  - OB Division Doctoral Consortium Panelist/Roundtable Host (2012, 2013, 2021)
  - OB Division Awards Committees
    - Member: “Best Symposium” (2018, 2019)
    - Member: “Best Published Paper” (2012, 2013)
    - Chair: “Societal Impact Award” (2020)
  - OB Division Session Facilitator
    - “New to OB? Navigating the OB Division and AOM” (2019)
    - “OB Research Roundtables” (2018)
    - “Making Connections Networking Event” (2017)
    - “Research Networking Forum” (2017)
  - Reviewer for Academy of Management meetings
- Human Resources Division
  - “Scholarly Achievement Award” Committee Member (2007)
  - Reviewer for Academy of Management meetings
- Research Methods Division
  - Reviewer for Academy of Management meetings

*Neeley School of Business, Texas Christian University*

- Deans and Chairs Committee (2020-present)
- Faculty Evaluation Committee (2020-present)
- Connected Campus Committee (2020)
- Faculty Director, “Neeley MBA’s Give Back” Partnership with Fort Worth Chamber of Commerce (2020)
- Dean Search Committee (2019)
- Graduate Programs Curriculum Committee (2013-2019)
- Associate Dean of Graduate Programs Search Committee (2016)
- MBA South Africa Study Abroad Faculty (2016)
- Critical Thinking Initiative Co-Director (2014-2016)
- MBA Program Critical Thinking Task Force (2013-2014)
- MBA START Workshop (Orientation), Taught session on “*Critical Thinking*” (2013-2018)
- MBA START Workshop (Orientation), Taught session on “*Team Building*” (2012, 2013)
- BNSF Next Generation Leadership Program Committee (2012-2015)
- BNSF Next Generation Leadership Program Selection Committee (2013-2016)
- BNSF Next Generation Leadership Program Selection Interviewer (2013-2017)
- BNSF Next Generation Leadership Program Study Abroad (United Kingdom), Faculty Chaperone (2013)
- BNSF Next Generation Leadership Program Site Visit to BNSF, Faculty Chaperone (2013)

- BNSF Next Generation Leadership Program Senior Retreat, Faculty Chaperone (2012)
- BNSF Next Generation Leadership Program Assessment Center, Faculty Facilitator (2012)
- Honors Faculty (MANA 30153; 2013-2018)
- Honors Thesis Seminar taught by Dr. Stacy Landreth-Grau, Guest Lecturer (2013)

*Management Department, Neeley School of Business, Texas Christian University*

- Panelist for the Ph.D. Project's Management Student Association Annual Meeting (2021)
- Tenure Standards Task Force (2019)
- OB Search Committee Co-Chair (3 positions; 2016)
- BNSF Professorship in Leadership Search Committee (2013-2014)
- Department Head Search Committee (2012-2013)
- Green Honors Professor Planning Task Force (2012-2013)

*Management Department, Mays Business School, Texas A&M University*

- Department Head Search Committee (2011)
- Center for the Advancement of Research Methods (CARMA) Coordinator (2007-2011)
- MGMT 363/372/466 Task Force (2010)
- Journal Task Force (2007-2008)
- Undergraduate Scholarship Selection Committee (2007-2009)
- Panelist for Ph.D. student brownbags on "Managing Your Job Search" (2007, 2011) and "Doing Quality Research" (2008)
- Regent's Scholar Mentor (2006-2008)
- Panelist for New Doctoral Student Orientation (2006-2009)
- Ph.D. comprehensive exam grader (2006-2011)

**MEDIA MENTIONS**

*Academy of Management Review* "Origins Series" on YouTube (2021)

*Academy of Management Insights* (2021)

VARI.com (2020)

*Fast Company* (2018)

*Academy of Management Insights* (2018)

*Variety* (2018)

*London School of Economics Business Review* (2017)

*strategy+business* (a PWC publication; 2016)

*TCU Endeavors Magazine* (2015, 2016)

*Neeley Magazine* (2 articles; 2016)

TCU Neeley website (2014, 2016)

Bloomberg.com (2015)

*New York Times* (2014)

Mashable.com (2014)

Inc.com (2014)

Business News Daily (2014)

Science 2.0 (2014)

TCU 360 Website (2014)

*HR the Magazine*, a publication of the Society of Human Resource Management (2013)

Society for Industrial and Organizational Psychology website (2010, 2011, 2013)  
*ROI* (a UNC Research publication; 2011)  
Texas A&M University website (2010)  
Mays Business Online (2009, 2010, 2011)  
*Atlanta Journal Constitution* (2008)

### **PROFESSIONAL AFFILIATIONS**

2001-present Academy of Management  
2003-2013 Society of Industrial and Organizational Psychology

### **ORGANIZATIONAL CONSULTING AND BOARD MEMBERSHIP**

- Consulting for companies on topics such as person-environment fit; employee time use; turnover and retention; employee engagement and burnout; organizational change; and survey design/analysis. Engagements include:
  - Ernst & Young
  - AT&T
  - Halliburton
  - Marriott International
  - Spartanburg Regional Healthcare System
  - Texas Transportation Institute
  - Georgia Pacific
  - Inspirus
  - Working Solutions
  
- Board member (2020-present) for United Way of Tarrant County, an organization that provides leadership and harnesses resources to solve Tarrant County's toughest social challenges. Member of Strategic Planning Committee.
  
- Board member (2014-2019) for ZOE, a non-profit that offers empowerment training programs and community building infrastructures for orphans and vulnerable children in Kenya, Rwanda, Zimbabwe, Malawi, Liberia, India, and Guatemala.