

DAVID G. ALLEN, Ph.D.
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POSITION

**Luther A. Henderson University Chair of Leadership
2023 - Senior Associate Dean for Graduate Programs
2017-2022 Associate Dean for Graduate Programs**
Neeley School of Business
Texas Christian University
Fort Worth, TX 76129

Former Editor-in-Chief *Journal of Management* 2017-2020

Fellow: Academy of Management; American Psychological Association; Society
for Industrial and Organizational Psychology; Southern Management Association

OTHER ACADEMIC

APPOINTMENTS

University of Warwick Business School

2013-2024 Distinguished Research Environment Professor
Fall 2013 Visiting Professor

TCU and UNTHSC School of Medicine

2019-present Professor: Scholarly Pursuit & Thesis Mentor

Rutgers University, School of Management and Labor Relations

2015-2017 Professor and Department Chair

University of Memphis, Fogelman College of Business

2012-2015 Distinguished Professor of Management
2010-2015 Full Professor (with tenure), Management
2004-2010 Associate Professor (with tenure), Management
1998-2004 Assistant Professor, Management

University of Melbourne

2018-2020 Visiting Professorial Fellow

IESE Business School

Fall 2013 Visiting Professor

EDUCATION

Ph.D. Personnel and Employment Relations
Minor in Quantitative Methods
W. T. Beebe Institute of Personnel and Employment Relations
Georgia State University

Post-Graduate Diploma in Global Business
Saïd Business School, University of Oxford

MBA and Bachelor's of Science in Management
Georgia Institute of Technology

Global Business Certificate
Harvard Business School

BOOKS

Slaughter, J.E. & Allen, D.G. 2024. *Essentials of Employee Recruitment: Individual and Organizational Perspectives*. Routledge: New York, NY.

Allen, D.G. & Vardaman, J.M. 2021. *Global Talent Retention*. Emerald Publishing: UK.

Hom, P.W., Allen, D.G., & Griffeth, R.W. 2020. *Employee Retention and Turnover: Why Employees Stay or Leave*. Routledge: New York, NY.

Allen, D.G. & Bryant, P.C. 2012. *Managing Employee Turnover: Dispelling Myths and Fostering Evidence-Based Retention Strategies*. Business Expert Press: New York, NY.

PUBLICATIONS

Marku, E., Di Guardo, M.C., Patriotta, G., & Allen, D.G. (in press). Technology emergence as a structuring process: A complexity theory perspective on blockchain. *Journal of Management*.
<https://doi.org/10.1177/01492063241247496>

Hom, P.W.,

Porter, C.M., Peltokorpi, V., & Allen, D.G. (in press). On- and off-the-job embeddedness differentially shape stress-related reactions to job insecurity. *Applied Psychology: An International Review*.
<http://doi.org/10.1111/apps.12533>

Hoque, K., Bacon, N., & Allen, D.G. (in press). Do employers' equality certifications improve equality outcomes? An assessment of the UK's Two Ticks and Disability Confident schemes. *British Journal of Industrial Relations*.
<http://doi.org/10.1111/bjir.12799>

Halinski, M., Boekhorst, J.A., Allen, D.G., and Good, J.R.L. (in press). Creativity during threat to organizational survival: The influence of employee creativity on downsizing survival selection. *Journal of Management*.
<https://doi.org/10.1177/01492063231216691>

Min, H., Yang, B., Allen, D.G., Grandey, A.A., & Liu M. (2024). Wisdom from the crowd: Can recommender systems predict employee turnover and its destinations? *Personnel Psychology*, 77, 475-496.
<http://doi.org/10.1111/peps.12551>

Peltokorpi, V. & Allen, D.G. (2024). Job embeddedness and voluntary turnover in the face of job insecurity. *Journal of Organizational Behavior*, 45, 416-433.
<https://doi.org/10.1002/job.2728>

Arnold, A., Sender, A., Fulmer, I., & Allen, D.G. (2024). Variable pay transparency in organizations: When are organizations more likely to open up about pay. *Compensation & Benefits Review*, 56, 16-36.
<https://doi.org/10.1177/08863687231200802>

Downes, P.E. Harris, T.B., & Allen, D.G. (2023). Getting from valid to useful: End user modifiability and human capital analytics implementation in selection. *Human Resource Management*, 62, 917-932.
<https://doi.org/10.1002/hrm.22179>

Vardaman, J.M., Maher, L.P., Sterling, C.M, Allen, D.G., & Dhaenens, A.J. (2023). Collective friend group reaction to organizational change: A field theory approach. *Journal of Organizational Behavior*, 44, 1094-1108.

<https://doi.org/10.1002/job.2706>

Porter, C.M., Hancock, J., Allen, D.G., & Snyder, G.P. (2023). The multiple roles of network ties in the employee job search process. *Human Resource Management*, 62, 491-509.

<https://doi.org/10.1002/hrm.22135>

Bilgili, T.V., Bilgili H., Allen, D.G., Loncarich, H., Kedia, B.L., & Johnson, J.L. (2023). Friends, foes, or “frenemies”: Intercountry relations and cross-border acquisitions. *Global Strategy Journal*, 13, 349-390.

<http://doi.org/10.1002/gsj.1460>

Peltokorpi, V., Allen, D.G., & Shipp, A.J. (2023). Time to leave? The interaction of temporal focus and turnover intentions in explaining voluntary turnover behavior. *Applied Psychology: An International Review*, 72, 297-316.

<http://doi.org/10.1111/apps.12378>

De Meulenaere, K., Allen, D.G., & Kunze, F. (2022). Age separation and voluntary turnover: Asymmetric effects for collective turnover rates and individual turnover intentions depending on age. *Personnel Psychology*, 75, 865-894.

<http://dx.doi.org/10.1111/peps.12505>

* Personnel Psychology Best Article Award 2024

Cabiddu, F., Moi, L., Patriotti, G., & Allen, D.G. (2022). Why do users trust algorithms? A review and conceptualization of initial trust and trust over time. *European Management Journal*, 40, 685-706.

<https://doi.org/10.1016/j.emj.2022.06.001>

Yu, K.Y.T., Dineen, B.D., Allen, D.G., & Klotz A.C. (2022). Winning applicants and influencing job seekers: An introduction to the special issue on employer branding and talent acquisition. *Human Resource Management*, 61, 515-524.

<http://doi.org/10.1002/hrm.22140>

Anglin, A.H., Kincaid, P.A., Short, J.C., & Allen, D.G. (2022). Role theory perspectives: Past, present, and future applications of role theories in management research. *Journal of Management*, 48, 1469-1502.

<https://doi.org/10.1177/01492063221081442>

Liu, X., Greenbaum, R.L., Allen, D.G., & Zhang, Z. (2022). A newcomer socialization perspective on the proliferation of unethical conduct in organizations: The influences of peer coaching practices and newcomers' goal orientations. *Journal of Business Ethics*, 176, 73-88.

<https://doi.org/10.1007/s10551-020-04730-y>

Feng, J., Allen, D.G., & Seibert, S.E. (2022). Once an entrepreneur, always an entrepreneur? Entrepreneurial identity, job characteristics, and voluntary turnover of former entrepreneurs in paid employment. *Personnel Psychology*, 75, 179-213.

<http://dx.doi.org/10.1111/peps.12455>

Peltokorpi, V., Feng, J., Pustovit, S., Allen, D.G., & Rubenstein, A.L. (2022). The interactive effects of socialization tactics and work locus of control on newcomer work adjustment, job embeddedness, and voluntary turnover. *Human Relations*, 75, 177-202.

<https://doi.org/10.1177/0018726720986843>

Kim, K.Y., Messersmith, J.G., & Allen, D.G. (2021). Are they worth it? Warmth and competence perceptions influence the investment of slack resources in and the efficacy of HPWS. *Personnel Psychology*, 74, 611-640.

<https://doi.org/10.1111/peps.12421>

Allen, D.G. & Vardaman, J.M. 2021. Global talent retention: Understanding employee turnover around the world. In *Global Talent Retention* (Eds Allen, D.G. & Vardaman, J.M.), 1-15. Emerald Publishing: UK.

<https://doi.org/10.1108/978-1-83909-293-020211001>

Bapuji, H., Patel, C., Ertug, G., & Allen, D.G. (2021). Covid-19 is an opportunity to rethink I-O Psychology, not for business as usual. *Industrial and Organizational Psychology*, 14, 50-54.

Commentary on Focal Article Rudolph et al. (2021)

<https://doi.org/10.1017/iop.2021.17>

Marler, L.E., Vardaman, J.M., & Allen, D.G. (2021). Human resource management in family firms: Review, integration, and opportunities for future research. In *Research in Personnel and Human Resources Management* (Eds. M. Buckley, T. Wheeler, J. Bauer, & J. Halbesleben), volume 39, 175-201.

<https://doi.org/10.1108/S0742-730120210000039006>

* 2022 Outstanding Contribution Emerald Literati Awards

Cacciotti, G., Hayton, J.C., Mitchell, J.R., & Allen, D.G. (2020). Entrepreneurial fear of failure: Scale development and validation. *Journal of Business Venturing*, 35

<https://doi.org/10.1016/j.jbusvent.2020.106041>

Rubenstein, A.L., Peltokorpi, V., & Allen, D.G. (2020). Work-home and home-work conflict and voluntary turnover: A conservation of resources explanation for contrasting moderation effects of on- and off-the-job embeddedness. *Journal of Vocational Behavior*, 119

<https://doi.org/10.1016/j.jvb.2020.103413>

Bapuji, H., Patel, C., Ertug, G., & Allen, D.G. (2020). Corona crisis and inequality: Why management research needs a societal turn. *Journal of Management*, 46, 1205-1222.

Editorial Commentary

<https://doi.org/10.1177/0149206320925881>

Allen, D.G. (2020). Closing Editorial. *Journal of Management*, 46, 767-770.

Editorial

<https://doi.org/10.1177/0149206320929087>

Aguinis, H., Villamor, I., Lazzarini, S.G., Vassolo, R.S., Amoros, J.E. & Allen, D.G. (2020). Conducting Management research in Latin America: Why and what's in it for you? *Journal of Management*, 46, 615-636.

Editorial Commentary

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Hancock, J.I., Vardaman, J.M., & Allen, D.G. (2020). Kappa and Alpha and Pi, oh my: Beyond traditional inter-rater reliability using Gwet's AC₁ statistic. *Research Methods in Human Resource Management* (Eds. E. Stone-Romero & P. Rosopa). Information Age.

Rubenstein, A.L., Allen, D.G., & Bosco, F.A. (2019). What's past (and present) is prologue: Interactions between justice levels and trajectories predicting behavioral reciprocity. *Journal of Management*, 45, 1569-1594.

<https://doi.org/10.1177/0149206317728107>

Porter, C. M., Woo, S. E., Allen, D. G., & Keith, M. G. (2019). How do instrumental and expressive network positions relate to turnover? A meta-analytic investigation. *Journal of Applied Psychology*, 104, 511-536.

<http://dx.doi.org/10.1037/apl0000351>

Reiche, S.R., Lee, Y., & Allen, D.G. (2019). Actors, structure, and processes: A review and conceptualization of global work integrating IB and HRM research. *Journal of Management*, 45, 359-383.

<https://doi.org/10.1177/0149206318808885>

Michel, J.W., Tews, M.J., & Allen, D.G. (2019). Fun in the workplace: A review and expanded theoretical perspective. *Human Resource Management Review*, 29, 98-110.

<https://doi.org/10.1016/j.hrmr.2018.03.001>

Trusty, J., Allen, D.G., & Fabian, F. (2019). Hunting while working: An expanded model of employed job search. *Human Resource Management Review*, 29, 28-42.

<https://doi.org/10.1016/j.hrmr.2017.12.001>

Method, J.R., Rosado-Solomon, E., & Allen, D.G. (2018). The network architecture of human capital: A relational identity perspective. *Academy of Management Review*, 43, 723-748.

<https://doi.org/10.5465/amr.2016.0338>

* 2019 AMR Best Paper Award Finalist

Vardaman, J.M., Allen, D.G., Rogers, B.L. (2018). We are friends but are we family? Organizational identification and nonfamily employee turnover. *Entrepreneurship Theory and Practice*, 42, 290-309.

<https://doi.org/10.1177/1042258717749235>

Allen, D.G. (2018). Rethinking Impact. *Journal of Management*, 44, 2507-2510.

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<https://doi.org/10.1177/0149206318785902>

Allen, D.G. & Vardaman, J.M. (2017). Recruitment and retention across cultures. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 153-181.

<https://doi.org/10.1146/annurev-orgpsych-032516-113100>

Bilgili, T.V., Calderon, C.J., Allen, D.G., & Kedia, B.L. (2017). Gone with the wind: A meta-analytic review of executive turnover, its antecedents, and post-acquisition performance. *Journal of Management*, 43, 1966-1997.

<https://doi.org/10.1177/0149206316635252>

Hancock, J.I., Allen, D.G., & Soelberg, C. (2017). Collective turnover: An expanded meta-analytic exploration and comparison. *Human Resource Management Review*, 27, 61-86.

<http://dx.doi.org/10.1016/j.hrmr.2016.06.003>

Holtom, B.C., Goldberg, C.B., Allen, D.G., & Clark, M.A. (2017). How today's shocks predict tomorrow's leaving. *Journal of Business and Psychology*, 32, 59-71.

* Editor Commendation Award

<http://dx.doi.org/10.1007/s10869-016-9438-9>

Rogers, B.L., Vardaman, J.M., Allen, D.G., Muslin, I.S., & Baskin, M.B. (2017). Turning up by turning over: The change of scenery effect in Major League Baseball. *Journal of Business and Psychology*, 32, 547-560.

DOI 10.1007/s10869-016-9468-3

Wang, D., Hom, P.W., & Allen, D.G. (2017). Coping with newcomer “hangover”: How socialization tactics affect declining job satisfaction during early employment. *Journal of Vocational Behavior*, 100, 196-210.

<https://doi.org/10.1016/j.jvb.2017.03.007>

Biggane, J.E., Allen, D.G., Amis, J., Fugate, M., & Steinbauer, R. (2017). Cognitive appraisal as a mechanism linking negative organizational shocks and intentions to leave. *Journal of Change Management*, 17, 203-227.

<https://psycnet.apa.org/doi/10.1080/14697017.2016.1219379>

Dineen, B.D. & Allen, D.G. (2016). Third party employment branding: Human capital inflows and outflows following ‘Best Places to Work’ certifications. *Academy of Management Journal*, 59, 90-112.

<https://doi.org/10.5465/amj.2013.1091>

Allen, D.G., Pelkotorpi, V., & Rubenstein, A.L. (2016). When “embedded” means “stuck”: Moderating effects of job embeddedness in adverse work environments. *Journal of Applied Psychology*, 101, 1670-1686.

<https://psycnet.apa.org/doi/10.1037/apl0000134>

Zimmerman, R.D., Swider, B.W., Woo, S.E., & Allen, D.G. (2016). Who withdraws? Psychological individual differences and employee withdrawal behaviors. *Journal of Applied Psychology*, 101, 498-519.

<https://doi.org/10.1037/apl0000068>

Vardaman, J.M., Allen, D.G., Otondo, R.F., Hancock, J.I., Shore L.M., & Rogers, B.L. (2016). Social comparisons and organizational support: Implications for commitment and retention. *Human Relations*, 69, 1483-1505.

<https://doi.org/10.1177/0018726715619687>

Biggane, J.E., Allen, D.G., & Albert, L.S. (2016). The role of positive illusions in employment relationships. *Human Resource Management Review*, 26, 270-281.

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Vardaman, J., Allen, D.G., Taylor, S., & Gondo, M. (2015). Translating turnover intentions to turnover behavior: The moderating role of network centrality. *Organization Science*, 24, 1177-1191.

<https://doi.org/10.1287/orsc.2015.0982>

Bosco, F.A., Allen, D.G., & Singh, K. (2015). Executive attention: An alternative perspective on general mental ability, performance, and subgroup differences. *Personnel Psychology*, 68, 859-898.

<https://doi.org/10.1111/peps.12099>

Peltokorpi, V., Allen, D.G., & Froese, F. (2015). Organizational embeddedness, turnover intentions, and voluntary turnover: The moderating effects of employee demographic characteristics and value orientations. *Journal of Organizational Behavior*, 36, 292-312.

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<https://psycnet.apa.org/doi/10.1002/job.1912>
- Tews, M.J., Michel, J.W., & Allen, D.G. (2014). Fun and friends: The impact of workplace fun and constituent attachment on turnover in a hospitality context. *Human Relations*, 67, 923-946.
<https://doi.org/10.1177/0018726713508143>
- Vardaman, J.M., Gondo, M.B., & Allen, D.G. (2014). Ethical climate and pro-social rule breaking in the workplace. *Human Resource Management Review*, 24, 108-118.
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- Fila, M.J., Paik, L.S., Griffeth, R.W., & Allen, D.G. (2014). Disaggregating job satisfaction: Effects of perceived demands, control, and support. *Journal of Business and Psychology*, 29, 639-649.
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- Hancock, J.I., Allen, D.G., Bosco, F.A., Pierce, C.A., & McDaniel, K. (2013). Meta-analytic review of employee turnover as a predictor of firm performance. *Journal of Management*, 39, 573 – 603.
*Emerald Citation of Excellence Award 2016
<https://doi.org/10.1177/0149206311424943>
- Allen, D.G., Biggane, J.E., Pitts, M. Otondo, R., & Van Scotter, J. (2013). Reactions to recruitment web sites: Visual and verbal attention, attraction, and intentions to pursue employment. *Journal of Business and Psychology*, 28, 263-285.
<https://doi.org/10.1007/s10869-012-9281-6>
- Campbell, N.S., Perry, S. Maertz, C., Allen, D.G. & Griffeth, R.W. (2013). All you need is...resources: The effects of justice and support on burnout and turnover. *Human Relations*, 66, 759-782.
<https://psycnet.apa.org/doi/10.1177/0018726712462614>
- Dineen, B.R. & Allen, D.G. (2013). Internet Recruiting 2.0: Shifting Paradigms. The Oxford Handbook of Recruitment. Eds. Yu, K.Y.T. & Cable, D.M. Oxford University Press.
- Landis, R.S., Earnest, D.R., & Allen, D.G. (2013). Realistic Job Previews: Past, Present, and Future. The Oxford Handbook of Recruitment. Eds. Yu, K.Y.T. & Cable, D.M. Oxford University Press.

Allen, D.G., Amini, M. Janz, B. Nichols, E. & Racer, M. 2013. The human supply chain: Mapping and modeling the flow of human capital for Navy 'Seabees'. *Journal of Supply Chain and Customer Relationship Management*, 2013, 1-27.

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Bryant, P.C. & Allen, D.G. (2013). Compensation, benefits and employee turnover: HR strategies for retaining top talent. *Compensation and Benefits Review*, 45, 171-175.

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Allen, D.G., Bryant, P.C., & Vardaman, J.M. (2010). Retaining talent: Replacing misconceptions with evidence-based strategies. *Academy of Management Perspectives*, 24, 48-64.

* 2010 Outstanding Article Award, *Academy of Management Perspectives*

* 2011 Outstanding Practitioner Publication Award, OB Division of the Academy of Management

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<https://doi.org/10.1016/j.hrmr.2009.03.001>

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Goldberg, C.B. & Allen, D.G. (2008). Web recruiting: Can organizations level the playing field for minority job seekers? *Human Resource Management*, 47, 217-236.
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* Nominee 2009 Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity

Vardaman, J.M., Allen, D.G., Renn, R.W., & Moffitt, K.R. (2008). Should I stay or should I go: The role of risk in employee turnover decisions. *Human Relations*, 61, 1531-1563.
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* 4th Highest Total Web of Science citations of 484 articles published in ORM 1998-2017, as of May 25, 2018 (Aguinis et al., 2018).

Allen, D.G. (2004) Explaining the link between turnover intentions and turnover: The roles of risk, personality, and intentions-behavior linkages. In Innovative Theory and Empirical Research on Employee Turnover (Eds. Hom, P.W. & Griffeth, R.W.).

Allen, D.G., Shore, L.M., and Griffeth, R.W. (2003). The role of perceived organizational support and supportive human resource practices in the turnover process. *Journal of Management*, 29, 99-118.

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* Identified among the most cited JOM articles 1975-2014 (Van Fleet & Bedeian, 2016).

* Selected for a Society for Human Resource Management Research Translation (Feb, 2004).

Allen, D.G., Renn, R.W., and Griffeth, R.W. (2003). The impact of telecommuting design on social systems, self-regulation, and role boundaries. In J. Martocchio and G. Ferris (Eds.), Research in Personnel and Human Resources Management (Vol. 22, pp. 125-163). Greenwich, CT: JAI Press.

[https://psycnet.apa.org/doi/10.1016/S0742-7301\(03\)22003-X](https://psycnet.apa.org/doi/10.1016/S0742-7301(03)22003-X)

Allen, D.G. and Renn, R.W. (2002). Telecommuting: Understanding and managing remote workers. In Human Resources Management: Perspectives, Context, Functions and Outcomes (4th Ed.), 145-155. Prentice-Hall.

Allen, D.G. and Griffeth, R.W. (2001). Test of a mediated performance-turnover relationship highlighting the moderating roles of visibility and reward contingency. *Journal of Applied Psychology*, 86, 1014-1021.

<https://psycnet.apa.org/doi/10.1037/0021-9010.86.5.1014>

Allen, D.G., and Griffeth, R.W. (1999). Job performance and turnover: A review and integrative multi-route model. *Human Resource Management Review*, 9, 525-548.

[https://psycnet.apa.org/doi/10.1016/S1053-4822\(99\)00032-7](https://psycnet.apa.org/doi/10.1016/S1053-4822(99)00032-7)

Aquino, K., Grover, S., Bradfield, M., & Allen, D.G. (1999). The effects of negative affectivity, hierarchical status, and self-determination on workplace victimization. *Academy of Management Journal*, 42, 260-272.

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Allen, D.G. & Griffeth, R.W. (1997). Vertical and lateral information processing: The effects of gender, employee classification level, and media richness on communication and work outcomes. *Human Relations*, 50, 1239-1260.

<https://doi.org/10.1177/001872679705001003>

Aquino, K., Griffeth, R.W., Allen, D.G., & Hom, P.W. (1997). An integration of justice constructs into the turnover process: Test of a referent cognitions model. *Academy of Management Journal*, 40, 1208-1227.

<https://psycnet.apa.org/doi/10.2307/256933>

EXTERNAL FUNDING

Project Partner, Swiss National Science Foundation (CHF335'367; approx. 332,657 USD): Effects of pay transparency: A multi-level perspective (2019-2020).

Principal Investigator, Purdue University (\$11,500): Best Places to Work: How 'Making the List' Impacts the Strength and Sustainability of Subsequent Recruitment and Turnover Outcomes (2013). Sub-contract to SHRM Foundation grant #144.

Principal Investigator, SHRM Foundation #131 (\$30,125): Intelligence testing for selection with less adverse impact: The potential of executive attentional control (2009-2010).

Co-Principal Investigator, SHRM Foundation #130 (\$29,178): An extended model of social embeddedness: Applying social network theory to enrich job embeddedness (2009-2010).

Co-Principal Investigator, Battelle/NPRST (\$58,125): The role and potential mutability of low confidence and reduced coping ability among sailors not completing their first tour of duty (2004-2005).

Principal Investigator, National Association of Colleges and Employers (\$10,000): The use of internal marketing for the retention of diverse employees (2004).

Co-Principal Investigator, Office of Naval Research (\$181,000): The use of computer-mediated communication for recruitment (2001-2002).

Investigator, Methodist Healthcare (\$66,000): Cycle time study of patient access services through the FedEx Cycle Time Research Center (2000-2001).

Co-Principal Investigator, Office of Naval Research (\$150,000): Recruitment methods and media (2000-2001).

REVIEWS AND TECHNICAL REPORTS

Arnold, A., Fulmer, I.S., Sender, A., Allen, D.G., Staffelbach, B., & Perkins, S.J. (2018). *International study on compensation and pay transparency practices*. Lucerne, Switzerland: Center for Human Resource Management, University of Lucerne.
https://www.unilu.ch/fileadmin/fakultaeten/wf/institute/hrm/dok/Forschung/PayTransparency_IntReport.pdf

Allen, D.G. (2011). Review of Global Human Resource Management Casebook (James C. Hayton, Ed.), Routledge. Published in Human Resource Management.

Allen, D.G. & Bosco, F.A. (2010). Technical Report, SHRM Foundation. Executive Attention as a predictor of employee performance: Reconsidering the relationship between cognitive ability and adverse impact potential.

PRACTICE AND TEACHING ORIENTED PUBLICATIONS

Allen, D.G. (2023). Three rules for making sure staff trust their new AI tools. CORE The Change Makers' Manual, Edition Eleven,

Allen, D.G. (2022). How can employers avoid the 'Great Resignation'? CORE The Change Makers' Manual, Edition Ten, 58-61.

<https://online.flippingbook.com/view/15822093/58-59/>

Allen, D.G. (2021). How does hybrid working affect talent management? Core Insights

<https://www.wbs.ac.uk/news/how-does-hybrid-working-affect-talent-management/>

Allen, D.G. (2020). Why every company needs a Chief Fun Officer. The Conversation

<https://theconversation.com/why-every-company-needs-a-chief-fun-officer-128330>

Allen, D.G. (2020). The top four reasons why people leave their job. CORE The Change Makers' Manual, Edition Eight, 58-60.

<https://online.flippingbook.com/view/206947560/58-59/>

Holtom, B. & Allen, D.G. (2019). Better ways to predict who's going to quit. *Harvard Business Review*, 16August 2019 hbr.org. <https://hbr.org/2019/08/better-ways-to-predict-whos-going-to-quit>

Allen, D.G. (2012). Do most employees quit because of pay? HR Professionals of Greater Memphis, volume 2, issue 8, 16-17.

Allen, D.G. (2012). Hiring smart employees. HR Professionals of Greater Memphis, volume 2, issue 1, 11-12.

Allen, D.G. (2008). Retaining talent: A guide to analyzing and managing employee turnover. SHRM Foundation Effective Practice Guidelines, 1-43.

<https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/documents/retaining-talent.pdf>

Miller, T. R., and Allen, D. G. (2008). The perplexing promotion problem at the Memphis police department. *Southeast Case Research Journal*, 5, 1-12.

Allen, D.G., Kilburn, A., & Kilburn, B. (2005). Retaining a diverse work force with internal marketing: A practical tool for tomorrow's work force. *NACE Journal, Summer*, 34-40.

CONFERENCE PRESENTATIONS AND PROCEEDINGS

Posthuma, R.A., Allen, D.G., Gonzalez-Brambila, C.N., & Nusrat, M. (April 2024). Benefits, industry, voluntary and involuntary turnover with cross-cultural effects. Society for Industrial and Organizational Psychology, Chicago, IL.

Porter, C.M., De Meulenaere, K., & Allen, D.G. (August 2023). TMT gender composition signals diversity values: implications for collective turnover. Academy of Management, Boston MA.

Han, J., Kang, S., Allen, D.G., & Pan, Y. (June 2023). High-performance work practices and firm performance in the context of national human capital and labor markets. HR International Conference, North-West University, Potchefstroom, South Africa.

Porter, C.M., De Meulenaere, K., & Allen, D.G. (October 2022). Signaling diversity values to employees: How TMT gender composition impacts collective voluntary turnover. Wharton People and Organizations Conference, Wharton School, University of Pennsylvania, Philadelphia, PA.

Kim, K.Y., Messersmith, J.G., & Allen, D.G. (August 2022). Built to last: A human capital resource formation perspective on diversity and new venture survival. Academy of Management, Seattle WA.
* HR Division Best Paper in HR-Entrepreneurship Research

De Meulenaere, K., Allen, D.G., & Kunze, F. (October 2021). Age separation and turnover: Asymmetric effects for older and younger employees. Age in the Workplace Meeting, University of Groningen, the Netherlands.

Downes, P.E., Harris, T.B., & Allen, D.G. (August 2021). Getting from valid to useful: End user modifiability and human capital analytics implementation. Academy of Management, Virtual Conference.

Han, J.H., Kang, S., Allen, D.G., & Pan, Y. (August 2021). High-performance work systems and firm performance: A cross-national meta-analysis. Academy of Management, Virtual Conference.

Kim, K.Y., Messersmith, J.G., & Allen, D.G. (June 2021). Strength in our differences? Exploring the relationship between racial diversity, human capital, and entrepreneurial success. BCERC (Babson College Entrepreneurship Research Conference) Virtual Conference.

De Meulenaere, K., Allen, D.G., & Kunze, F. (August 2020). Workforce age separation and turnover: Who leaves and why? Academy of Management, Vancouver, BC Canada (Virtual).

Allen, D.G. & Vardaman, J.M. (August 2020). Global talent retention. Perspectives from around the globe. Showcase symposium Academy of Management, Vancouver, BC Canada (Virtual).

Aguinis, H., Villamor, I., Vassalo, R., Amoros, J., & Allen, D.G. (April 2020). Unleashing the opportunity of research in Latin America. Academy of Management Specialized Conference Advancing Management Research in Latin America, Mexico City, Mexico (Conference cancelled).

Allen, D.G., Bacon, N., & Hoque, K. (August 2019). Assessing the credibility of diversity branding: The relationship between Two Ticks 'Positive About Disabled People' certification and disability equality practices. Academy of Management, Boston MA.

Bentley, F., Allen, D.G., & Jiang, K. (August 2019). I'm better than this! Managing overqualified workers using the task context. Academy of Management, Boston MA.
* Selected for Best Papers Proceedings

Liu, X., Allen, D.G., Greenbaum, R.L., & Zhang, Z. (August 2019). Effects of peer coaching and goal orientations on newcomers' misconduct. Academy of Management, Boston MA.

Pustovit, S., Allen, D.G., & McKay, P. (May 2019). The devil is in the details: Understanding the mechanism behind the spread of pre-quitting behaviors. Eastern Academy of Management, Wilmington, DE.

Allen, D.G., Bacon, N., & Hoque, K. (April 2019). The impact of the Two Ticks 'Positive About Disabled People' award on disability employment, disability equality practices, and well-being at work. Society for Industrial and Organizational Psychology, National Harbor, MD.

Methot, J., Rosado-Solomon, E., Allen, D.G., & Pustovit, S. (January 2019). The relational architecture of employee turnover: A review and theoretical extension. Academy of Management HR Division International Conference, Dublin, Ireland.

Bentley, F. & Allen, D.G. (September, 2018). Too much of a good thing? The turnover and performance implications of excess human capital. Strategic Management Society, Paris, France.

Allen, D.G., Bacon, N., & Hoque, K. (August, 2018). Third party branding: Impact on disability employment, equality practices, and well-being at work. Academy of Management, Chicago, IL.

Feng, J. & Allen, D.G. (August, 2018). Understanding voluntary turnover of discontinued entrepreneurs in salaried employment. Academy of Management, Chicago, IL.

Aragon-Correa, J.A., Barnett, M., Martin, X., and Allen, D.G. (April, 2018). Digital technologies and their implications for management research: What should we change? A multidimensional perspective. AOM Specialized Conference: Big Data and Managing in a Digital Economy, Surrey, UK.

Downes, P. & Allen, D.G. (April, 2018). If we build it, will they come? Data-driven model acceptance by decision makers. AOM Specialized Conference: Big Data and Managing in a Digital Economy, Surrey, UK.

Pelkotorpi, V., Feng, J., Pushtovit, S., & Allen, D.G. (August, 2017). Individual differences in reactions to socialization tactics: The role of work locus of control in newcomer socialization and retention. Academy of Management, Atlanta, GA.

Liu, X., Allen, D.G., & Zhang, Z. (April, 2017). Why do newcomers break rules? A multi-wave investigation of deviance during organizational socialization. Society for Industrial and Organizational Psychology, Orlando, FL.

Bentley, F., Kehoe, R., & Allen, D.G. (March-April 2017). Managing overqualified employees: Examining turnover and performance implications of excess human capital. Strategic Management Society Special Conference, Milan, Italy.

Biggane, J.E. & Allen, D.G. (March 2017). Walking a mile in your shoes: Looking at perspective taking in employment from the lens of social networks. National Business and Economics Society, Puerto Vallarta, Mexico.

Rubenstein, A.L., Allen, D.G., & Bosco, F.A. (August, 2016). Reciprocity dynamics over time in organizational justice and social exchange. Academy of Management, Anaheim, CA.

* Selected for Best Papers Proceedings

Hancock, J.I., Allen, D.G., & Soelberg, C. (August, 2016). Cause and effect: An expanded meta-analytic exploration and comparison of collective turnover. Academy of Management, Anaheim, CA.

* Selected for Best Papers Proceedings

* Finalist for HR Division Best Conference Paper

Trusty, J., Allen, D.G., & Ma, Q. (August, 2016). An empirical test of employed job search objectives and outcomes. Academy of Management, Anaheim, CA.

Vardaman, J.M. & Allen, D.G. (May, 2016). Organizational identification and non-family employee turnover: A network analysis. Theories of Family Enterprise Conference, University of Alberta School of Business, Edmonton, Canada.

Dineen, B.R. & Allen, D.G. (October, 2015). Third party employment branding: Human capital inflows and outflows following “Best Places to Work” certifications. Wharton People and Organizations Conference, Wharton School, University of Pennsylvania, Philadelphia, PA.

Hancock, J.I., Vardaman, J.M, & Allen, D. G. (October, 2015). A typology of employed job search objectives and outcomes. Southern Management Association, St. Pete, FL.

Gaffney, N.T., Vardaman, J.M, Hancock, J.I., & Allen, D. G. (October, 2015). Going the distance: Institutional distance and international human resource management alignment. Southern Management Association, St. Pete, FL.

Bilgili, T., Calderon, C., Allen, D.G., & Kedia, B. (August, 2015). Meta-analysis of determinants of executive turnover and its effect on post-acquisition performance. Academy of Management, Vancouver, BC, Canada.

Cacciotti, G., Hayton, J.C., Mitchell, J.R., & Allen, D.G. (June, 2015). Entrepreneurial fear of failure: Scale development and validation. Babson College Entrepreneurship Research Conference, Wellesley, MA.

Bilgili, T., Calderon, C., Allen, D.G., & Kedia, B. (September, 2014). Gone with the wind: A meta-analytic path analysis of executive turnover, its determinants, and post-acquisition performance. Strategic Management Society, Madrid, Spain.

Dineen, B.R., Allen, D.G., & Biggane, J.E. (August, 2014). Best places to work: How “making the list” impacts subsequent recruitment outcomes. Academy of Management, Philadelphia, PA.

Vardaman, J.M., Allen, D.G., Hancock, J.I., Otondo, R.F., & Shore L.M. (August, 2014). Shared perceptions of organizational support and social comparisons: Implications for turnover. Academy of Management, Philadelphia, PA.

Wang, D., Hom, P.W., & Allen, D.G. (August, 2014). Avoiding newcomer “hangover”: How socialization tactics can reduce declining job satisfaction during early employment. Academy of Management, Philadelphia, PA.

Albert, L. S., Allen, D.G., Biggane, J.E and Ma, Q. (June, 2014). Attachment and loss of the employment relationship. Society for Interpersonal Theory and Research. New Haven, CT.

Hancock, J.I., Allen, D.G., Vardaman, J., & Gaffney N. (May, 2014). The pearly gates: Job search alternatives in the turnover process. Society for Industrial and Organizational Psychology, Honolulu, HI.

Biggane, J.E. & Allen, D.G. (November, 2013). The role of positive illusions in employment relationships. Southern Management Association, New Orleans, LA.

Hancock, J.I. & Allen, D.G. (November, 2013). The contagious nature of “water cooler” conversations: Implications for employee withdrawal. Southern Management Association, New Orleans, LA.

Trusty, J., Allen, D.G., & Calderon, C. (June, 2013). MNC-NGO partnerships in developing countries: Moving from philanthropic to high-impact strategic alliances. Eastern Academy of Management International Conference, Seville, Spain.

Vardaman, J., Allen, D.G., Taylor, S., & Gondo, M. (March, 2013). Translating turnover intentions to turnover behavior: The moderating role of network centrality. Western Academy of Management, Santa Fe, NM.

Vardaman, J., Allen, D.G., Gondo, M., & Cornell, P. (November, 2012). The place makes the place, too: The role of working conditions in the turnover process. Southern Management Association Annual Meeting, Ft. Lauderdale, FL.

*Paper awarded Best Paper in Track.

Hancock, J.I. & Allen, D.G. (November, 2012). Catch my drift: A social capital model of employee turnover. Southern Management Association, Ft. Lauderdale, FL.

Allen, D. G., Biggane, J. E., Amis, J., Fugate, M. (August, 2012). Cognitive appraisal as a mechanism linking negative organizational shocks and desire to leave. Academy of Management, Boston, MA.

Vardaman, J., Allen, D., Taylor, S., & Gondo, M. (August, 2012). Turnover intentions and voluntary turnover: The moderating role of network centrality. Academy of Management, Boston, MA.

* Selected for Best Papers Proceedings

Weller, I., Holtom, B., Goldberg, C., Allen, D.G., & Clark, M. (November 2011). Predicting the consequences of shocks: A prospective perspective. Southern Management Association, Savannah, GA.

Bosco, F.A. & Allen, D.G. (August 2011). Executive attention as a predictor of employee performance. Academy of Management, San Antonio, TX.

* Selected for Best Papers Proceedings

Allen, D.G., Hancock, J.I., Vardaman, J.M., & McKee, D. (August 2011). Fifty years of turnover research: Theoretical implications of turnover methods. Academy of Management, San Antonio, TX.

Gaffney, N.T., Kedia, B.L., Allen, D.G., & Clampit, J.A. (May 2011). Institutional distance and strategic international HRM. International Academy of Business and Economics, Barcelona, Spain.

Hom, P.W., Rogers, K., Allen, D.G., Zhang, M., Zhao, H., & Lee, C. (April, 2011). Extending job embeddedness: An application of social network theory. Society for Industrial and Organizational Psychology, Chicago, IL.

Marler, L.E., McKee, D., Cox, S.S., Simmering, M.J., & Allen, D.G. (October, 2010). Don't make me the bad guy: Self-monitoring, organizational norms, and the mum effect. Southern Management Association, St. Pete, FL.

Hom, P.W., Boudwin, K., Allen, D.G., & Zhang, M. (August, 2010). An extended model of embeddedness: Applying network theory to enrich job embeddedness theory. Academy of Management, Montreal CA.

Allen, D.G. (April, 2010). If we build it, will they come: Research and practice in e-recruiting. Society for Industrial and Organizational Psychology, Atlanta, GA.

- Hancock, J. Moffitt, K., & Allen D.G. (April, 2010). A meta-analysis of turnover as a predictor of organizational performance. Society for Industrial and Organizational Psychology, Atlanta, GA.
- Vardaman, J., Hancock, J., Allen, D.G., & Shore, L.M. (April, 2010). Group-level POS and the relationship between individual-level POS and outcomes. Society for Industrial and Organizational Psychology, Atlanta, GA.
- Earnest, D.R., Landis, R.S., Allen, D.G. (April, 2010). An evaluation of realistic job previews and mechanisms of turnover. Society for Industrial and Organizational Psychology, Atlanta, GA.
- Hom, P.W., Boudwin, K., & Allen, D.G. (November, 2009). An extended model of social embeddedness: Applying social network theory to enrich job embeddedness theory. Southern Management Association, Asheville, NC.
- Cox, L., Marler, L., Simmering, M., & Allen, D.G. (November, 2009). Mum's the word: Development of scales to measure the Mum effect. Southern Management Association, Asheville, NC.
- Morse, B.J., Weinhardt, J.M., Griffeth, R.W., Hom, P.W., Allen, D.G., & Schwerha, D.J. (June, 2009). The cross-cultural generalizability of the turnover events and shocks scale: An assessment with mexican nurses. International Human Resource Management Conference, Sante Fe, NM.
- Allen, D.G. (April, 2009). Future directions in voluntary turnover research. Society for Industrial and Organizational Psychology, New Orleans, LA.
- Hom, P.W. & Allen, D.G. (April, 2009). Investigating temporal parameters of turnover antecedents. Society for Industrial and Organizational Psychology, New Orleans, LA.
- Bryant, P.C. & Allen, D.G. (August, 2008). The human resource architecture of emerging organizations: A process perspective. Academy of Management, Anaheim, CA.
- Moffitt, K.R. & Allen, D.G. (August, 2008). Traumatic caregiver stress and organizational consequences: Mediating and moderating relationships. Academy of Management, Anaheim, CA.
- Griffeth, R.W., Hom, P.W., Allen, D.G., Morse, B., & Weintraub, J. (August, 2008). Shock-driven turnover: Development and validation of the turnover events and shocks scale (TESS). Academy of Management, Anaheim, CA.
- Allen, D.G., Renn, R.W., Vardaman, J., & Moffitt, K.R. (August, 2007). Risky business: The role of risk in voluntary turnover decisions. Academy of Management, Philadelphia, PA.
- Ma, R. & Allen, D.G. (August, 2007). Recruitment and national culture: A value-based model of recruitment. Academy of Management, Philadelphia, PA.
- Amini, M.M., Racer, M., Janz, B.D., Allen, D.G., & Nichols, E. (May, 2007). Simulation modeling of the street-to-fleet supply chain: The builder community. Navy Manpower Research and Analysis Conference. Washington DC.
- Allen, D.G., Moffitt, K.R., & Huning, T. (May, 2006). The role of socialization tactics and perceived organizational support in understanding newcomer turnover. Society for Industrial and Organizational Psychology, Dallas, TX.

Mahto, R.V., Allen, D.G., & Lovvorn, A. (November, 2005). Organizational website recruitment: The role of organizational brand on pre-hire outcomes. Southern Management Association, Charleston, SC.
* Selected as the Best Doctoral Student Paper for the HR/Careers Track

Allen, D.G., Kilburn, A., & Kilburn, B. (August, 2005). Internal market orientation as a tool for fostering organizational social capital and retaining valued employees. Academy of Management, Honolulu, HI.

Goldberg, C.B. & Allen, D.G. (August, 2005). Web-based recruiting: Demographic characteristics as moderators of relationships between Web site characteristics and applicant attraction. Academy of Management, Honolulu, HI.

Davis, P.S., Allen, D.G., & Mahto, R.V. (August, 2005). Participation and commitment: The mediating effects of value congruence and perceived influence. Academy of Management, Honolulu, HI.

Davis, P. S., Allen, D. G., Lahiri, S., & Mahto, R. V. (June, 2005). Family business commitment: A cross validation study. Babson-Kauffman Entrepreneurship Research Conference, Wellesley, MA.

Davis, P.S., Allen, D.G., Lahiri, S., & Mahto, R.V. (November, 2004). Family commitment to family business continuance. Southern Management Association, San Antonio, TX.

Allen, D.G. (August, 2004). Do organizational socialization tactics influence newcomer embeddedness and turnover? Academy of Management, New Orleans, LA.
*Selected for publication in the Best Papers Proceedings

Allen, D.G., Pitts, M.G., Otondo, R.F., & Van Scotter, J.R. (August, 2004). Recruitment websites: Impact of content, website design, and media richness on applicant attraction. Academy of Management, New Orleans, LA.

Allen, D.G., Lane, M., Turan, A., Pitts, M.G., Otondo, R.F., & Van Scotter, J.R. (April, 2004). Internet recruitment: Job seekers' viewing of company websites. Society for Industrial and Organizational Psychology, Chicago, IL.

Allen, D.G., Renn, R.W., & Moffitt, K. (November, 2003). Should I stay or should I go? The role of risk in voluntary turnover decisions. Southern Management Association, Clearwater, FL.

Weeks, KP, Allen, DG, & Weeks, M. (November, 2003). Feeling busy, feeling guilty or feeling biased? The influence of cognitive load, compunction and prejudice on selection interview decisions. Southern Management Association, Clearwater Beach, FL.

Allen, D.G., Weeks, K.P., & Moffitt, K. (August, 2003). Turnover intentions and turnover: The moderating role of personality. Academy of Management, Seattle, WA.

Van Scotter, J.R., Pitts, M.G., Otondo, R.F., Allen, D.G., & Palvia, P. (March, 2003). A test of the measurement invariance of media richness over three types of media. Southern Association of Information Systems, Savannah, GA.

Weeks, K.P., Allen, D.G., & Weeks, M. (March, 2003). The influence of prejudice on selection interview evaluations. Southwest Academy of Management, Houston, TX.

Allen, D.G., Van Scotter, J.R., & Otondo, R.F. (August, 2002). Recruitment communication media features: Impact on pre-hire outcomes. Academy of Management, Denver, CO.
*Selected for publication in the Best Papers Proceedings

Van Scotter, J.R., Clark, P.W., Otondo, R.F., Allen, D.G., & Pitts, M.G. (August, 2002). Differences in perceptions of web site characteristics by IT experts and non-experts. Americas Conference on Information Systems, Dallas, TX.

Otondo, R.F., Van Scotter, J.R., Allen, D.G., & Pitts, M. (June, 2002). The impact of computer-mediated communication media characteristics on information acquisition, attitude favorability, and intentions toward joining the Navy. Military Personnel Research Science Workshop, Memphis, TN.

Van Scotter, J.R., Otondo, R.F., Allen, D.G., & Palvia, P. (March, 2002). Impact of media type, message content, and message length on communication characteristics and receiver outcomes. Southern Association of Information Systems, Savannah, GA.

Aquino, K. and Allen, D.G. (November, 2001). The differential effects of organization retention practices on the employee turnover process as a function of employee race and gender. Southern Management Association, New Orleans, LA.

Griffeth, R.W., Steel, R., Allen, D.G., & Bryan, N. (August, 2001). Development of a multi-dimensional measure of labor market cognitions: The Employment Opportunity Index. Academy of Management, Washington, DC.

Weeks, K.P. & Allen, D.G. (November, 2000). Unfair discrimination: Examining the level of racial prejudice as an explanation for race discrimination in selection interviews. Southern Management Association, Orlando, FL.

Allen, D.G., Renn, R.W., & Griffeth, R.W. (August, 1999). An individual level model of telecommuting. Academy of Management, Chicago, IL.

Allen, D.G., Griffeth, R.W., & Fink, L. (August, 1999). A mediated test of the performance-turnover relationship moderated by visibility and reward contingency. Academy of Management, Chicago, IL.

Shore, L.M., Allen, D.G., & Griffeth, R.W. (May, 1999). A model of perceived organizational support and turnover. Society of Industrial-Organizational Psychology, Atlanta, GA.

Allen, D.G., Griffeth, R.W., & Lee, M. (March, 1998). Comparison of parallel, divergent, and integrative models of organizational and union commitment in a Korean high technology firm. Southwest Academy of Management, Dallas, TX.

Allen, D.G., Lee, M., & Griffeth, R.W. (November, 1997). Commitment to union and organization: A comparison of methods of operationalizing dual commitment. Southern Management Association, Atlanta, GA.

Allen, D.G. & Griffeth, R.W. (August, 1997). A meta-analysis of the correlates of job involvement. Academy of Management, Boston, MA.

Aquino, K., Griffeth, R.W., Allen, D.G., & Hom, P.W. (August, 1996). Outcome and supervisory satisfaction as predictors of turnover: A test of a referent cognitions model. Academy of Management, Cincinnati, OH.

Griffeth, R.W., Allen, D.G., & Ryan, C. (August, 1995). Transforming research on family owned businesses: Development of a successor retention model. Academy of Management, Vancouver, British Columbia, Canada.

PROFESSIONAL ASSOCIATIONS

Academy of Management (HR, OB, and RM Divisions) (**Former Chair HR Division**)
Southern Management Association (**Fellow**)
Society for Industrial and Organizational Psychology (**Fellow**)
American Psychological Association (**Fellow**)
Society for Human Resource Management (formerly SPHR and SHRM-SCP Certified)

AWARDS

2024 Best Article Award, *Personnel Psychology*
2024 TCU Deans' Award for Research and Creativity
2022 Fellow, Academy of Management
2022 Emerald Literati Outstanding Author Contribution Award
2020 Luther Henderson University Chair in Management and Leadership, TCU
2017 Editor Commendation Article Award, *Journal of Business and Psychology*
2016 Emerald Citation of Excellence Award
2015 Fellow, American Psychological Association
2015 Fellow, Society for Industrial and Organizational Psychology
2014 Department of Management Research Scholar of the Year (FCBE)
2014 Best Reviewer Award, *Personnel Psychology*
2014 Teaching and Research Mentoring Award, Fogelman College of Business
2013 Department of Management Research Scholar of the Year (FCBE)
2013 Fellow, Southern Management Association
2013-2015 George Johnson Research Professorship, University of Memphis
2012-2013 Teaching and Research Mentoring Award, Fogelman College of Business
2012-present Distinguished Professor of Management, University of Memphis
2012 Department of Management Research Scholar of the Year (FCBE)
2012 Best Track Paper, Southern Management Association
2011-2012 Teaching and Research Mentoring Award, Fogelman College of Business
2011 Department of Management Research Scholar of the Year (FCBE)
2011 Outstanding Practitioner Publication Award, OB Division of the Academy of Management
2010 Outstanding Article Award, *Academy of Management Perspectives*
2010 Best Reviewer Award, *Academy of Management Journal*
2008-2011 First Tennessee Professorship, University of Memphis
2008-2009 Suzanne Downs Palmer Research Award, University of Memphis
2008-2009 Dean's Service Award, FCBE, University of Memphis
2008 HR Excellence Award, Tennessee State SHRM Council
2008 Top 40 Under 40, Memphis Business Journal
2007 Best Empirical Paper, Fogelman College of Business, University of Memphis
2005-2006 Suzanne Downs Palmer Research Award, University of Memphis
2005 Best Theory Paper, Fogelman College of Business, University of Memphis
2002-2003 Suzanne Downs Palmer Research Award, University of Memphis
2001 Best Empirical Paper (2nd), Fogelman College of Business, University of Memphis
2000 Best Reviewer Award, Southern Management Association, HR Division
1999 Best Theory Paper (2nd), Fogelman College of Business, University of Memphis
1998 William T. Rutherford Scholarship at Georgia State University (first two-time recipient)
1997 William T. Rutherford Scholarship at Georgia State University

TEACHING EXPERIENCE

TCU

Global Environment of Business (Master's) (in person, hybrid, and online)
Global Business with an Ethical Lens (Undergraduate; with study abroad component)
Leadership Development (Executive MBA)

Rutgers University

Seminar in Human Resources (Doctoral)
Workforce Flow (Master's)

Warwick Business School, Warwick University (UK)

Research Design (DBA)
Organizational Behavior (Executive Master's)
Strategic Talent Management (Master's)
Strategic Human Resource Management (Master's)

University of Memphis

Executive MBA Strategic HR (Graduate)
Seminar in Human Resources (Doctoral)
Seminar in Research Methods (Doctoral)
Human Resource Management (Undergraduate)
Employee Staffing and Development (Undergraduate/Graduate)
Organizational Behavior (Undergraduate)

DISSERTATION AND THESIS COMMITTEES

Chair

Doctoral Dissertations

Peace Ani DBA (Warwick)

Abdullah DBA (Warwick)

Sasha Pustovit (Rutgers University). Completed Spring 2019. Whose actions speak louder than words?
The role of referents in the turnover contagion process.

Kathy Ma (University of Memphis). Completed Spring 2018. Cultural Influences on Employee Turnover:
A Multi-Level Meta-Analytic Investigation

Jon Biggane (University of Memphis; Management); Completed Summer 2014
The formation, maintenance, and dissolution of employment relationships

Julie Hancock (University of Memphis; Management); Completed Summer 2012
Transmittable turnover: The contagious nature of water cooler conversations in organizations

Phil C. Bryant (University of Memphis; Management); Completed Summer 2009
The HR architecture in emerging firms.

Karen R. Moffitt (University of Memphis; Management); Completed Summer 2008

Major medical events, work-family conflict, support, and turnover.

Kelly P. Weeks (University of Memphis; Management); Completed Summer 2002
Levels of prejudice and motivation as explanations for race discrimination in selection interviews.

Committee Member

Doctoral Dissertations

Juanita Trusty (University of Memphis); Completed 2018. MNC-NGO Partnerships in Developing Countries: Moving from Philanthropic to High-Impact Strategic Alliances.

Stefanie Fabri (Warwick University); completed Fall 2018. Explaining the Adoption of HRM Practices in SMEs: A Cognitive and Behavioural Model.

Scott Bentley (Rutgers University); Completed 2017. An Exploration of the Joint Effects of Human Capital Dispersion and Deployment on Unit Performance.

Gabriella Cacciotti (Warwick University); Completed 2016. Entrepreneurial Fear of Failure

Tsvetomira Bilgili (University of Memphis; Strategic Management); Completed 2016. The Influence of Policy Risk and Intercountry Ties on Cross-Border Acquisition Completion.

Tom Kuypers (University of Maastricht); Completed Fall 2014
What's in a team? A dynamic perspective on intragroup conflict and team composition

Sarah Horn (University of Maastricht); Completed Spring 2012
Competitor recruitment

Nolan Gaffney (University of Memphis; Strategic Management); Completed Summer 2012
Mergers and acquisitions from emerging market multi-nationals

Frank Bosco (University of Memphis; Management); Completed Summer 2011
Implicit process in ethical decision making

Shahriar Saadullah (University of Memphis; Accounting); Completed Spring 2011
Personality and performance in staff accountants

Ivan Muslin (University of Memphis; Management); Completed Spring 2011
The stigmatizing effects of false allegations of sexual harassment and race discrimination

Julianne Pierce (University of Memphis; Psychology); Completed Spring 2010
Emotional labor regulation and display

Hubert Chen (University of Memphis; Psychology); Completed Spring 2010
Multi-tasking and personality assessment at the U.S. Navy

Tobias Huning (University of Memphis; Management); Completed Summer 2009
Adaptive and maladaptive processes as mediators of the relationship between goal orientation and self-defeating behaviors

Pam Steverson (University of Memphis; Management); Completed Summer 2009

Organizational stress, psychological strain and organizationally valued outcomes: An investigation into the moderating roles of individualism-collectivism and work locus of control in five national contexts

Debmalya Mukherjee (University of Memphis; Strategic Management); Completed Fall 2008
Transaction cost and resource based antecedents of business process outsourcing and performance implications

Susan Myers (University of Memphis; Marketing); Completed Summer 2008
Advertising congruence with program context: Matching program elements to improve advertising response

Tejinder Billing (University of Memphis; Management); Completed Summer 2007
Testing the cross national generalizability of an organizational stress model: The moderating role of temporal orientation

Ashley Kilburn (University of Memphis; Marketing); Completed Summer 2006
The effects of internal marketing program implementation

Grant Fenner (University of Memphis; Management); Completed Spring 2006
Technology assisted supplemental work: An empirical examination of its antecedents, outcomes, and moderators

Liliana Perez (University of Memphis; Strategic Management); Completed Spring 2005
Organizational learning from international business affiliations: Effects on the effective and efficient transfer of knowledge on firm performance

Marian Lane (University of Memphis; Psychology); Completed Summer 2005
The U.S. Navy Delayed Entry Program: Feedback from attrites and recruiters

Marta E. Brown (University of Memphis; Psychology); Completed Fall 2004
Stress coping adaptability and attrition from Navy boot camp

SeungYong Kim (University of Memphis; Management); Completed Spring 2003
The effects of situational factors and perceived accountability on contextual performance

Master's Theses and Major Area Papers

Constantin Michel (University of Konstanz); High Performance Work Systems (HPWS) and Firm Performance; Completed 2018.

Michael Mackay (University of Memphis; Psychology MAP); Completed Spring 2012
Meta-analysis of engagement and performance

Will Lancaster (University of Memphis; Psychology Thesis); Completed Fall 2010
Modeling reenlistment behavior via organizational commitment and career intentions

Donna Roland (University of Memphis; Psychology MAP); Completed

Julianne Pierce (University of Memphis; Psychology MAP); Completed Fall 2009
Emotional labor: Progress in the field

Adriene Maria Sanders (University of Memphis; Psychology Thesis); Completed Summer 2009

Can going green seal the deal for organizational recruits?

David Earnest (University of Memphis; Psychology MAP); Completed Spring 2009
Realistic job previews: A meta-analytic review

Laura Kreager (University of Memphis; Psychology Thesis); Completed Spring 2008
Development and evaluation of a strategy to increase safety in a steel manufacturing plant

COMMUNITY SERVICE

Board Member, Fort Worth Sister Cities International (2020 -)

PROFESSIONAL SERVICE

Editor-in-Chief *Journal of Management* (2017-2020)

Senior Associate Editor *Journal of Management* (2014 – 2017)

Founding Editorial Committee *JOM Scientific Reports* (2021-2022)

JOM Editor Search Committee (2019 Connelly; 2022 Devers)

Guest Editor *Journal of Management* Special Issue (2019)
Allen, D.G., Lee, Y-t., & Reiche, S.
Global work in the multinational enterprise: New avenues and challenges
for strategically managing human capital across borders (45,2)

Associate Editor *Human Resource Management Review* (2006 - 2014)
Human Resource Management (2012 - 2014)

Editorial Board *Academy of Management Journal* (2009-2014)
2010 Best Reviewer Award
Journal of Applied Psychology (2011-2017; 2020-current)
Personnel Psychology (2010 - current)
2014 Best Reviewer Award
2015 Best Paper 2013 Committee
Journal of Management (2002- current)
2014 Best Paper Committee
Human Resource Management (2009-2018)
Journal of Business and Psychology (2010 - current)
Human Resource Management Review (1999 - 2014)
International Journal of Human Resource Management (2013 - current)
Journal of International Business Studies (2014 - 2015)

Ad-hoc Reviewer *Academy of Management Review*
*Invited Reviewer for Special Topic Forum Theories of Work and
Working Today*
Journal of Organizational Behavior
Organizational Research Methods
Perceptual and Motor Skills
Personnel Review

Psychological Reports
Journal of Occupational and Organizational Psychology
Human Resource Management Journal

European Science Foundation

FWO Review College (2022-2024)

Reviewer for European Science Foundation Grant Proposals FWO-FRP-2023_Soc-Sci

FWO 2020 Postdoctoral Fellowship Evaluator

Academy of Management

Elected Fellow 2022

AOM Specialized Conference Research in Latin America Steering Committee (2019-2020)
(COVID postponed)

AOM Big Data Special Conference Steering Committee (2017-2018)

HR Division of the Academy of Management

HR AOM Mentoring Initiative (Jennings, FSU; Morgan, UTT)

International Conference South Africa liaison (2020-2023)

Early Career Achievement Award Committee (2018; 2019)

Elections Committee (2016; 2017; 2018; 2019)

Past Division Chair (2014-2015)

First International Conference Beijing, Chair (2014)

Division Chair (2013-2014)

Division Chair Elect (2012-2013)

Program Chair (2011-2012)

PDW Chair (2010-2011)

Chair, 2014 Scholarly Achievement Award Committee

Five-year Division Review Committee (2009-2010; 2014-2015)

Executive Committee Member (2005 - 2008)

Co-Chair, Doctoral Consortium (2006 - 2008)

Newsletter Editor (2000 - 2004)

Information Technology Committee (2003 - 2004)

Chair, Membership Feedback Subcommittee (2004 - 2005)

Chair, Communications Committee (2004 - 2005)

Southern Management Association

Elected Fellow 2013 – present

JOM-SMA Liaison Committee 2014 – 2020

Appeals Committee 2014 – 2020

Executive Board Member 2006 - 2009

Finance Committee 2008-2010 (Chair, 2010)

Chair, 2008 Sustained Outstanding Service Award

OB Track Best Paper Committee 2009

Research Mentor 2010-2014

Best Doctoral Student Paper Committee 2014

Regular Reviewer: Academy of Management, Southern Management Association, and Society for Industrial and Organizational Psychology Annual Meetings

External Program Reviewer

University of Arizona Department of Management and Organizations (Spring 2019)

Florida International University MS Human Resource Management (Spring 2013)

UNIVERSITY SERVICE

Texas Christian University

University Graduate Council, Fall2017-current

Graduate Advisory Committee, Fall2017-current

Search Committee, Dean of Graduate Studies and Associate Provost of Research, Spring2018-Spring2019
(Wormley)

Neeley School of Business

Senior Associate Dean for Graduate Programs (including Executive Education), Spring 2023-current

Associate Dean for Graduate Programs (including Executive Education), Fall2017-Spring 2023

Strategic Plan Goal Leader

Chair, Graduate Programs Curriculum Committee, Fall2017-current

Diversity, Equity, & Inclusion Committee, Fall2019-current

Deans and Chairs Committee, Fall2017-current

Faculty Evaluation Committee, 2017-current

Search Committee, Energy Professor of Professional Practice, Spring 2023 (Seng)

Chair, Search Committee, Director Energy Institute, Fall 2021 (Bluntzer)

Search Committee, Neeley Executive Director External Relations, Summer/Fall 2021 (Korns Russell)

Dean's Research Support Series Panel Presentation, Spring2020

Chair, Search Committee, Energy MBA Professor of Professional Practice, Spring/Summer2018
(Bluntzer)

2020 Planning Committee, Fall2017-Fall2018

Search Committee, Healthcare MBA Professor of Professional Practice, Fall2017 (Johnston)

Department of Management and Leadership

Chair, Five-Year Review Committee Fall 2023 (Shipp)

Secretary, Five-Year Review Committee Fall 2023 (Uhl-Bien)

DCAC Promotion Committees Fall 2023 (Bluntzer, Ackell, Lewis)

Healthcare PPP Search Committee Spring 2023 (Crocker)

Search Committee, Fall 2022 and 2023, Associate (Boulamatsi)

Search Committee, Fall 2022, Assistant (Boyd)

Promotion and Tenure Committee Fall2022 (Harrison; Li)

Chair, Five-Year Review Committee Fall2021 (Richardson)

Promotion Committee Fall2021 (Kraus)

Search Committee, Fall2021, OB Hire (Teodora Tomova Shakur)

Search Committee, Spring2021 Target of Opportunity Hire (Alessandra Ricci)

Promotion Committee Fall2018 (Cole)

Five-Year Review Committee Fall2018 (Uhl-Bien)

New Undergraduate Major Committee Spring2018-Fall2018

Rutgers University

Rutgers Leadership Academy Mentor 2015-2017

New Faculty Orientation Panel Fall 2016

Article X Grievance Committee Spring 2016

School of Management and Labor Relations

Department Chair, HRM Department (Fall 2015-Summer2017)

Ph.D. Policy Committee (Fall 2015- Summer2017)

Assistant Professor Mentoring Committee, Jessica Methot (Fall 2015- Summer2017)

Assistant Professor Mentoring Committee, Sanghee Park (Fall 2015- Summer2017)
Non-Tenure Track Faculty Search Committee (Fall 2016)
Faculty Search Committee (Fall 2015)
Ph.D. Student Qualifying Exam Advisory Committee Member, Eugene Song (Spring 2016)

University of Memphis

Sparks Board of Visitors Eminent Faculty Award Selection Committee, 2008-2009
FCBE Dean Search Committee, 2007-2008
University Compensation Committee, 2004-2005

Fogelman College of Business, University of Memphis

FCBE Ph.D. Sub-Council, 2011-present
FCBE Promotion and Tenure Committee, 2011-present
FCBE Assessment Oversight Committee, 2008-present
FCBE Palmer Award Committee, 2009
FCBE Strategic Planning Committee Facilitator, 2008
FCBE Palmer Award Committee, 2006
FCBE Ph.D. Sub-Council, 2004-2007
FCBE Palmer Award Committee, 2003
FCBE Undergraduate Program Evaluation Committee, 2002-2003
MBA Oral Examinations, 2002
FCBE Intellectual Contributions Committee, 2001-2002
FCBE Extended Programs Committee, 2001-2002
MBA Oral Examinations, 2001

Management Department, FCBE, University of Memphis

Ph.D. Program Coordinator, 2011-present
HR/OB Assistant Professor Search Committee, 2013
Strategy Assistant Professor Search Committee, 2013
Faculty Advisor, Student SHRM Chapter, 2007-2011
Graduate Studies Committee, 2007-present
Scholarly Contributions Committee, 2003-present
Advisory Board Committee, 2002-present
Ph.D. Program Coordinator, 2004-2007
Faculty Career Advisor, 2002-2008
Chair, Graduate Studies Committee, 2004-2007
Graduate Studies Committee, 2002-2004
Undergraduate Curriculum Committee, 2002-2003
Faculty Advisor Student SHRM Chapter, 1999-2004
Chair, Scholarly Contributions Committee, 1999-2003

PROFESSIONAL DEVELOPMENT

Texas Diversity Council, Women in Leadership Symposium, Fort Worth, TX (November, 2023)
Graduate Business Council Curricular Innovation Symposium & PMBA/OMBA Conference, Minneapolis, MN (October, 2023)
Graduate Business Council Roundtable, Inclusive Excellence in Graduate Business Curriculum Conference, TCU Neeley, Fort Worth, TX (February 2023)
GMAC Leadership Conference, Baltimore, MD (July 2022)
Oxford University Post-Graduate Diploma in Global Business (completed April 2022)
GMAC Leadership Conference, Virtual (January 2021)
AACSB Global Diversity & Inclusion Summit (December 2020)
AACSB Associate Dean Virtual Conference (November 2020)
COVID-19 Impact on the Future of Higher Education Webinar, Harvard Business Press (May 2020)
COVID-19 DEI Crisis Strategy Webinar, Inclusive Excellence Leadership Academy (March 2020)
Global Business Certificate, Harvard Business School Online (January-February 2020)
Inclusive Excellence Forum, TCU (February 2020)
GMAC Leadership Conference, Scottsdale, AZ (January 2020)
AACSB International Conference and Meeting, Edinburgh, Scotland (April 2019)
GMAC Leadership Conference, Fort Lauderdale, FL (January, 2019).
Preparing to Teach Online Course, TCU (Spring 2018).
AACSB MBA Curriculum Conference, Salt Lake City, Utah (May 2018).
GMAC Leadership Conference, Scottsdale, AZ (January, 2018).
Online Teaching Bootcamp, TCU (Fall 2017).
On-line Program Development Workshop (Spring 2016). Rutgers University.
Professional Development in International Business MERCOSUR (May 2012). FIU CIBER.
MPlus: Basic and Advanced Applications (April 2011). University of Memphis
Leadership Academy Fellows (Class of September 2006).
Innovative Teaching in HR/IR Conference (March, 2005). Sponsored by Utah State University.
Faculty Externship, Harrah's Entertainment (Fall, 2004).
Faculty Development Program in International Human Resource Management (June, 2001), University of Colorado-Denver.
HR Junior Faculty Consortium (August, 2000). Academy of Management, Toronto, Canada.
Hierarchical Linear Modeling (November, 1999). Workshop presented by the Research Methods Division, Southern Management Association, Atlanta, GA.
OB/OMT Doctoral Consortium (August, 1998). Academy of Management, San Diego, CA.
CARMA Junior Research Methods Scholars Program (June, 1998). Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University.
HR Doctoral Consortium (August, 1997). Academy of Management, Boston, MA.
Doctoral Consortium (April, 1996). Society for Industrial and Organizational Psychology, San Diego, CA.
Advanced Structural Equation Modeling (November, 1995). Workshop presented by the Research Methods Division, Southern Management Association, Orlando, FL.
New Doctoral Student Consortium (August, 1995). Academy of Management, Vancouver, British Columbia, Canada.
Doctoral Student Consortium (November, 1994). Southern Management Association, New Orleans, LA.

ORGANIZATIONAL RESEARCH/CONSULTING

AB InBev
ALSAC-St. Jude
American Red Cross, Southern Region
ARC Attrition and Retention Consortium
Bryce Corporation
Buckman Labs

Campbell Clinic
Georgia Department of Family and Children Services
First Horizon/First Tennessee
Harrah's (Caesar's) Entertainment
Methodist Hospitals
Monogram Foods
Pfizer, Inc.
Pinnacle Corporation
Region's Bank
U.S. Navy

KEYNOTE ADDRESSES

The Network Architecture of Human Capital: A Relational Identity Perspective. 9th International Research Meeting in Business and Management, IPAG Business School, July 2018

Networked Talent Management: Social Networks, Relational Identity, and Talent Management. 5th Workshop on Talent Management, Copenhagen Business School, October 2016

HIGHER ED LEADERSHIP PRESENTATIONS

Talent Management for Tomorrow, GMAC Admissions Director Summit, 2022
Balancing the Demands of Multiple Program Offerings, GMAC Leadership 2022
What Have I Gotten Myself Into: Surviving and Thriving as an MBA Director or Dean, GMAC Leadership 2022
Rethinking Global Study During a Time of Limited Travel, GMAC Leadership 2021
New Directors Orientation, GMAC Leadership 2020
Shifting Full-Time MBA Student Career Goals and Impact on the Business School, GMAC Leadership 2020

INVITED COLLOQUIA

Arizona State University
Auburn University
Georgia Institute of Technology
IESE, University of Navarra, Spain
Louisiana Tech University
Maastricht University, Netherlands
Mississippi State University
Northeastern University
Ohio University
Purdue University
Rotterdam School of Management, Erasmus University, Netherlands
Rutgers University
Texas Christian University
Toulouse Business School, France
Tsinghua University, Beijing, China
University of Alabama
University of Alberta, Canada
University of Central Florida

University of Houston
University of Iowa
University of Melbourne, Australia
University of Memphis
University of Miami
University of Mississippi
University of Missouri
University of North Texas
University of Notre Dame
University of South Carolina
University of Warwick, UK
Virginia Tech University

EXECUTIVE PRESENTATIONS

Analytics for Talent Retention, ACP HR Leader Webinar, June 2022
Cultural Adaptability, Tandy Center for Executive Education, May 2022
Analytics for Talent Competition, iVentiv Talent Management Europe, October 2021
Analytics for Talent Retention, Austin Legatus, August 2021
Big Data and Business Analytics for Talent Retention, HRD Summit Master Class, February 2021
Talent Analytics for Retention, Emerson, December 2020
Talent Analytics, People Analytics Consortium, September 2020
Leading People for Engineers/Technology Professionals, Rutgers Business School Executive Education, April 2017; September 2016
Networked HR, Garden State SHRM Conference, September 2016
Retaining Talent Webinar, Rutgers SMLR Executive Education, September 2016
Hiring Scarce Talent, SHRM-Memphis Executive Roundtable, March 2015
Positive Psychology, SHRM-Memphis Executive Roundtable, November 2014
Big Data and HR, SHRM-Memphis Executive Roundtable, August 2014
Community Diversity in the Workplace, SHRM-Memphis Executive Roundtable, May 2014
Cultural Intelligence, SHRM-Memphis Executive Roundtable, February 2014
The New Normal: Performance Distributions, MIOP, February 2014
Rewards and Retention, Mid-South Compensation Association, August 2013
Talent and Communication Networks, First Horizon Leadership Forum, August 2013
Managing Stars, SHRM-Memphis Executive Roundtable, August 2013
Turnover Myths and Evidence-Based Retention, ARC Conference, May 2013
Too Much of a Good Thing, SHRM-Memphis Executive Roundtable, February 2013
Evidence-Based Retention, ACS HR Summit, November 2012
Performance Distributions, Buckeye Technologies, November 2012
Evidence-Based Retention, WTSHHRA, October 2012
Rethinking Performance, SHRM-Memphis Executive Roundtable, August 2012
Evidence-Based Retention, SHRM-Memphis, July 2012
Social Network Analysis and Turnover, ARC Teleconference, May 2012
Competency Models, SHRM-Memphis Executive Roundtable, May 2012
Employee Turnover and Firm Performance, ARC, April 2012
Financial Wellness, SHRM-Memphis Executive Roundtable, February 2012
Strategic Social Media, SHRM-Memphis Executive Roundtable, May 2011
Navigating the Diversity Labyrinth, First Tennessee, May 2011
Technology-Enabled Recruitment, SHRM-Memphis Executive Roundtable, February 2011
Navigating the Labyrinth, First Horizon/First Tennessee, December 2010
E-Learning, SHRM-Memphis HR Executive Roundtable, November 2010
Retention During Transition, Pinnacle Airlines, August-September 2010

Wellness Initiatives, SHRM-Memphis HR Executive Roundtable, August 2010
Conducting HR Research, First Horizon/First Tennessee, May 2010
Social Networks and Contagion, SHRM-Memphis HR Executive Roundtable, May 2010
Preparing for the Recovery, SHRM-Memphis HR Executive Roundtable, February 2010
Healthcare Legislation, SHRM-Memphis HR Executive Roundtable, November 2009
Social Networking Media, SHRM-Memphis HR Executive Roundtable, August 2009
Understanding Why Employees Quit, ARC Teleconference, June 2009
HR In Challenging Economic Times, SHRM-Memphis HR Executive Roundtable, May 2009
Negotiating the Economic Crisis, SHRM-Memphis HR Executive Roundtable, February 2009
Employee Engagement, SHRM-Memphis HR Executive Roundtable, November 2008
Recruiting and Retaining Talent, Memphis HR Corporate Alliance, October 2008
Ethical Decision Making, SHRM-Memphis HR Executive Roundtable, August 2008
HR Strategy, SHRM-Memphis HR Executive Roundtable, May 2008
Driving Organizational Change, SHRM-Memphis HR Executive Roundtable, February 2008
Leadership Development, SHRM-Memphis HR Executive Roundtable, November 2007
Managing Healthcare Costs, SHRM-Memphis HR Executive Roundtable, August 2007
Personality and Communication, ALSAC-St. Jude, June 2007
Recruitment, SHRM-Memphis HR Executive Roundtable, April 2007
Talent Retention, SHRM-Memphis HR Executive Roundtable, February 2007

EXPERT WITNESS

Presidential Emergency Board No. 250, July 2022 in the matter of the Railroads represented by the National Carriers' Conference Committee and their Employees represented by the Coordinated Bargaining Coalition and the Brotherhood of Maintenance of Way/SMART Mechanical Coalition