

DECEMBER 2024

**ABBIE J. SHIPP
NEELEY SCHOOL OF BUSINESS
TEXAS CHRISTIAN UNIVERSITY
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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
2020-2023 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 and subjective aspects of time at work including how individuals think about the past/present/future, trajectories of work experiences, experiencing change, and how time is spent on work tasks.

RESEARCH AWARDS AND HONORS

- 2021 *Academy of Management Annals*, Top 10 Most Cited Article (#3) and #1 Most Read Article
- 2014-2024 Summer Research Grant, Neeley School of Business, Texas Christian University
- 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*
- 2019 *Outstanding Reviewer Award*, *Academy of Management Review*
- 2019 Finalist for the *Best Paper of the Year*, *Human Relations*
- 2015 *Outstanding Reviewer Award*, *Academy of Management Journal*
- 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
- 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 AND SERVICE AWARDS AND HONORS

- 2024 *Best Undergraduate Business Professors*, Poets & Quants
- 2023 *Rob Rhodes Professor of the Year* (Best all-around professor), Neeley School of Business, Texas Christian University

- 2022 *Distinguished Service Award for the Discipline & Community*, Neeley School of Business, Texas Christian University
- 2014, 2015, 2016, 2017, 2019, 2020 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
- 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* (2020-2023)
- Editorial Board Member:
 - *Academy of Management Journal* (2011-present)
 - *Academy of Management Review* (2017-2020; 2023-present)
 - *Journal of Applied Psychology* (2012-2019)
 - *Journal of Management* (2008-2020)
- Special Issue Editor
 - "Theorizing Time in Management and Organizations" (2022-present) at *Academy of Management Review*, with Tima Bansal, Donal Crilly, Karen Jansen, Ann Langley, and Gerardo Okhuysen.
 - "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*
- Co-editor of two-volume book, *Time and Work*, with Yitzhak Fried (2014)

PUBLICATIONS

Bansal, P., Shipp, A. J., Crilly, D., Jansen, K. J., Okhuysen, G. A., & Langley, A. (In Press). Theorizing time in management and organizations. *Academy of Management Review*.

Zhao, H., Shipp, A. J., Xu, E., Carter, K. & Gonzalez-Mule, E. (2024). Time and change: A meta-analysis of temporal decisions in longitudinal studies. *Journal of Organizational Behavior*, 45(4), 620-640.

- 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.
- Shipp, A. J., Gabriel, A. S., Lambert, L. S. (2022). Profiles in time: Understanding the nature and outcomes of profiles of temporal focus. *Journal of Applied Psychology*, 107(9), 1640–1654.
- Bundy, J., Shipp, A. J., & Brickson, S. (2022). From the Editors—Demystifying and normalizing the psychological experience of writing for AMR: A qualitative analysis of the highs, lows, and suggested coping strategies. *Academy of Management Review*, 47(3), 341-357.
- 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.
-2021 #1 Most Read Article and #3 Most Highly Cited Article, *Academy of Management Annals*
- 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*.
- 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.
- 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.
- 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
- 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.
- 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.
- 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.
- 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*
- 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.

WORKING PAPERS

- Shipp, A. J., Leroy, S., & Litt, D. (Title omitted; under review.)
- Giurge, L., & Shipp, A. J. Temporal footprints: How others' time-use behaviors shape dyadic collaboration. (Writing in progress. Target: *Academy of Management Review*.)
- Krause, R. A., & Shipp, A. J. Out of sync: Board-TMT entrainment problems related to collaborative corporate governance. (Writing in progress. Target: *Academy of Management Review*.)

Hubbard, A., Methot, J. R., Zipay, K. A., & Shipp, A. J. A framework of organizational nostalgia (Conceptualization phase. Target: *Academy of Management Review*).

Shipp, A. J., Anglin, A., Allen, D. A., & Vaziri, H. The timing of a pitch. (Data analysis and writing in progress. Target: *Academy of Management Journal*.)

Thatcher, S. M. B., & Shipp, A. J. Objective and subjective time in teams. (Integrative review in progress. Target: *Academy of Management Collections*.)

Krause, R. A., & Shipp, A. J. How does board member temporal focus impact governance decisions? (Conceptualization phase. Target: *Academy of Management Journal*.)

Boyd, T. L., Tomova Shakur, T., Shipp, A. J., & Allen, D. G. ALICE identity and experiences. (Conceptualization stage; Target journal: *Personnel Psychology*.)

Tomova Shakur, T., Boyd, T. L., Shipp, A. J., & Allen, D. G. Income variability and relationships. (Data collection; Target journal: *Journal of Applied Psychology*.)

CONFERENCE PRESENTATIONS

Shipp, A. J. (August 2023). Theorizing the intersection of time and control. Discussant for symposium at Eighty-Third Annual Meeting of the Academy of Management, Boston, MA.
--Finalist for the MOC Division Best Symposium Award

Shipp, A. J. (August 2022). The productivity process: Research tips and strategies from prolific junior faculty. Keynote for professional development workshop at Eighty-Second Annual Meeting of the Academy of Management, Seattle, WA.

Shipp, A. J. (August 2022). Unpacking the relationship between subjective time and creativity. Discussant for professional development workshop at Eighty-Second Annual Meeting of the Academy of Management, Seattle, WA.

Howe, L., Menges, J., 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), Burris, 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., Burris, 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

- 2024** University of Cincinnati
University of Tennessee (Guest speaker in Ph.D. seminar)
- 2023** Oklahoma State University
University of Arizona (Guest speaker in Ph.D. seminar)
- 2022** University of Utah (Ph.D. program's "Traveling Scholars Program")
- 2021** Copenhagen Business School, @bout Time Research Seminar
- 2020** Arizona State University
- 2019** University of Pennsylvania, Wharton OB Conference (25th 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 (2015-2021)
 - Faculty Participant for sessions such as “*Leading Change*” and “*Leading at the Next Level*” (2015-2024)
 - “*Emerging Leaders*” Certificate Program (open enrollment)
 - Faculty Participant for session on “*The Challenge of Leadership*” (Fall 2020, Spring 2021, Fall 2021, Fall 2022, Spring 2023, Fall 2023)
 - JPS Physician Leadership Program (custom)
 - Faculty Participant, “*Leading Change in Health Care Systems*” (Spring 2017, Spring 2018, Spring 2019, Spring 2024)
 - Faculty Participant, “*Critical Thinking & Decision Making*” (Spring 2024)
 - Cook Children’s Advancing Health Care Leadership Programs (custom)
 - Faculty Participant “*Influence Mapping*” (Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022, Spring 2023, Spring 2024).
 - Faculty Participant, “*Leading Change*” (Fall 2017, Fall 2018, Fall 2019)
 - Team Project Mentor (Fall 2015-Spring 2016)
 - Tarrant Regional Water District, Leadership Development (custom)
 - Faculty Participant, “*Building Networks & Relationships*” (Summer 2024)
 - igus, iLead@TCU (custom)
 - Faculty Participant, “*Networks, Power, and Influence in Organizations*” (Spring 2023; Fall 2023)
 - Advanced Economic Development Leadership Institute (custom)

- Faculty Participant, “*Influencing Change for Economic Success*” (Spring 2018; Spring 2023)
- Goodway Group, Leader Development Program (custom)
 - Faculty Participant, “*Leading Change by Influencing Your Network*” (Fall 2022)
- Allied, Leadership Program (custom)
 - Faculty Participant, “*Collaboration: Building a Network for Change*” (Fall 2022)
- 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)
- 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 (graduated 2022)
- 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

- Board of Governors:
 - Elected Representative-at-Large (2023-2026)
 - Chair of Content Portfolio Committee
 - Member of Elsevier Steering Committee
- Organizational Behavior Division:
 - Elected Representative-at-Large for the OB Division Executive Committee.
Positions 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, 2023)
 - 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, 2020, 2021, 2022, 2023)
 - "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 (2020-2023)
- Faculty Evaluation Committee (2020-2023)
- Dean Search Committee (2019, 2023)
- TCU Connected Campus Committee (2020-2021)
- Faculty Director, "Neeley MBA's Give Back" Partnership with Fort Worth Chamber of Commerce (2020)
- 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

- Department Chair Search Committee (2024-2025)
- Management & Leadership Department Advisory Board, Founding Member (2021-Present) and Chair (2021-2024)
- OB Search Committee Chair (2016; 2023)
- Panelist for the Ph.D. Project’s Management Student Association Annual Meeting (2021)
- Tenure Standards Task Force (2019)
- BNSF Professorship in Leadership Search Committee (2013-2014)
- Department Chair 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

The Guardian (2024)

BusinessInsider.com (2023)

Brain for Business podcast (2022)

PsychologyToday.com (2022)

Harvard Business Manager (Germany; 2021)

CBS News Radio – Los Angeles: “In Depth with Mike Simpson and Charles Feldman” (2021)
CNBC.org (3 articles; 2021)
HRDive.org (2021)
L’Express Magazine (France, 2021)
TheConversation.com (2021)
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 employee time use; person-environment fit; 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
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- Board member (2020-present) and Chair of Strategic Planning Committee (2022-present) for United Way of Tarrant County, an organization that provides leadership and harnesses resources to solve Tarrant County's toughest social challenges.
 - 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.