

## LAUREN RACHEL LOCKLEAR

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### PROFESSIONAL APPOINTMENTS

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**Rawls College of Business, Texas Tech University**  
2021 Assistant Professor of Management

Lubbock, TX

### EDUCATION

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**College of Business Administration, University of Central Florida**  
2021 Ph.D. Business Administration (Organizational Behavior)  
Certificate: Advanced Quantitative Methodologies

Orlando, FL

**Franklin College of Arts and Sciences, The University of Georgia**  
2015 B.S. Psychology  
Concentration: Industrial and Organizational Psychology

Athens, GA

### RESEARCH INTERESTS

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Workplace Gratitude, Interpersonal Relationships at Work, Emotions at Work, Positive Psychology Interventions, Workplace Mistreatment

### REFEREED PUBLICATIONS

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8. **Locklear, L.R.**, Sheridan, S.B., & Kong, D.T. (2023). Appreciating social science research on gratitude: An integrative review for organizational scholarship on gratitude in the workplace. *Journal of Organizational Behavior*, 44, 225-260.

- Top downloaded JOB article among articles published in 2023

7. Carlson, R.G., Barden, S.M., **Locklear, L.R.**, Dillman-Taylor, D., & Carroll, K. (2022). Examining Quality Time as a Mediator of Dyadic Change in a Randomized Controlled Trial of Relationship Education for Low-Income Couples. *Journal of Marital and Family Therapy*, 48, 484-501.

6. Barden, S.M., Carlson, R.G., Toomey, T., **Locklear, L.R.**, Dillman-Taylor, D., & Silverio, N. (2022). Examining the Effects of Relationship Education for Same-Sex Couples: A Randomized Control Trial. *Marriage & Family Review*, 58, 291-311.

5. Taylor, S.G., & **Locklear, L.R.** (2022). A Little Rudeness Goes a Long Way: How to Stop Incivility from Spreading in Your Organization. *MIT Sloan Management Review*, 63(3), 68-73.

4. Taylor, S.G., **Locklear, L.R.**, Kluemper, D., & Lu, X. (2022). Beyond targets and instigators: Examining workplace incivility in dyads and the moderating role of perceived incivility norms. *Journal of Applied Psychology*, 107(8), 1288–1302.
  - *Featured in MIT Sloan Management Review: “A Little Rudeness Goes a Long Way: How to Stop Incivility from Spreading in Your Organization.”*
3. **Locklear, L.R.**, Taylor, S.G., & Ambrose, M.L. (2021). How a gratitude intervention influences workplace mistreatment: A multiple mediation model. *Journal of Applied Psychology*, 106, 1314–1331.
  - *Featured in Harvard Business Review: “Building a Better Workplace Starts with Saying Thanks.”*
2. Buengeler, C., Piccolo, R. F., & **Locklear, L.R.** (2021). LMX differentiation and group outcomes: A framework and review drawing on group diversity insights. *Journal of Management*, 47(1), 260-287.
1. Williamson, R.A., Beiler-May, A., **Locklear, L.R.**, & Clark, M.A. (2017). Bringing home what I'm hiding at work: The impact of sexual orientation disclosure at work for same-sex couples. *Journal of Vocational Behavior*, 103, 7-22.

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**MANUSCRIPTS UNDER REVIEW** (Note: † Ph.D. student, PhD student advised)

- Aiken, J. † & **Locklear, L.R.** Diverse Differentiation: Empirical Tests of an LMXD Configurations Framework. Conditional Acceptance at *Journal of Management Scientific Reports*.
- **Locklear, L.R.**, Kane, M.†, & Ehrhart, M.G. Grateful Leaders and Attentive Followers: How Grateful Attention Transmits the Cascade of Gratitude Expressions to Strengthen Coworker Relationships. Under Review (2<sup>nd</sup> Round) at *Journal of Applied Psychology*.
- Kane, M. E.†, **Locklear, L. R.**, Gupta, A.†, & Ehrhart, M. G. Thankful at work, thankful at home: How workplace gratitude strengthens personal relationships via spillover and crossover. Revise & Resubmit (1<sup>st</sup> Round) at *Personnel Psychology*.
- Taylor, S.G., **Locklear, L.R.**, & Ambrose, M.L. Did You Mean to be Mean? Toward a Theory of (Un)Intentional Workplace Mistreatment. Under Review at *Personnel Psychology*.
- Sandvik, A.M., Whiting, S.W., Morrison, H.M.†, **Locklear, L.R.**, Ehrhart, M.E. Teams Bouncing Back: A Study of Team Psychological Safety, Learning Norms and Resilience. Under Review at *Journal of Managerial Psychology*.
- Idso, C.†, Call, M., Koopman, J., & **Locklear, L.R.** Praise in the Presence of Others: Bystander Outcomes of Praise Social Comparisons. Under Review at *Organizational Behavior and Human Decision Processes*.

## OTHER PUBLICATIONS

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- Bigelow, B.A., **Locklear, L.R.**, Bennett, R.J., Robinson, S., Posey, C. (2025). The Reflective Workplace Deviance Measure (RWD). In S. Lim, R.S. Dalal, & J. Jensen (Eds), *Handbook of Counterproductive Work Behavior*. Edward Elgar Publishing.
- **Locklear, L.R.**, Taylor, S.G., & Ambrose, M.L. (2020). Building a Better Workplace Starts with Saying “Thanks.” *Harvard Business Review*, online only.
- **Locklear, L.R.**, & Folger, R. (2020). Other-Focused Emotion Triads: Contempt, Anger, and Disgust (CAD) and Awe, Gratitude, and Elevation (AGE). In L. Yang, R. Cropanzano, C. Daus, & V. Martínez-Tur (Eds.), *The Cambridge Handbook of Workplace Affect* (pp. 452-467). Cambridge: Cambridge University Press.
- Bennett, R.J., Marasi, S., & **Locklear, L.R.** (2018). Workplace deviance. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press. doi: 10.1093/acrefore/9780190224851.013.111

## SELECTED WORKS IN PROGRESS (Note: † Ph.D. students, PhD students advised)

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- **Locklear, L.R.**, Taylor, S.G., Klotz, A.K., & Aiken, J.† Our Better Nature: The Influence of a Biophilic Intervention on Counterproductive Work Behavior. Finalizing manuscript for submission to *Journal of Management*.
- **Locklear, L.R.**, Ehrhart, M.G., Morrison, H.†, Sandvik, A.M., & Whiting, S.W. The emergence and impact of gratitude norms in groups. Finalizing manuscript for submission to *Personnel Psychology*.
- Packard, M., Andrus, J., Sullivan, D., & **Locklear, L.R.** Stakeholder Heartstrings: Activating Empathic Concern in Stakeholder Enrollment. Finalizing manuscript for submission to *Strategic Management Journal*.
- Sheridan, S.M., **Locklear, L.R.**, & Kong, D.T. Does my boss appreciate me? The meta-accuracy of subordinate’s perceptions of leader’s expressions of appreciation. Writing Manuscript.
- **Locklear, L.R.**, Sheridan, S.M., Ambrose, M.L., & Crossley, C. Thanks for your assistance: The empowering effects of appreciation from customers. Analyzing data.
- Aiken, J.† & **Locklear, L.R.**, & Kluemper, D. Distrust Divided: The Detrimental and Beneficial Outcomes of Interpersonal Distrust via Cognitive Appraisals. Designing Study 2 of 2.
- Nitttrouer, C. L., French, K., Thomas, S.†, Aiken, J.†, Martinez, L., Smith, N., & **Locklear, L.R.** Better Together: Dual Career Academic Couples’ Experiences in the Academic Job Market. Collecting and Coding Data.

- **Locklear, L.R.**, Taylor, S.G., & Ambrose, M.L. Appreciation (dis)agreement: A relational perspective on workplace appreciation. Collecting data.
- Kane, M.<sup>†</sup>, Suh, H.<sup>†</sup>, **Locklear, L.R.**, Reeves, C., Sheridan, S.M., Howell, T. & Ehrhart, M. A meta-analytic review of workplace gratitude. Analyzing data.
- **Locklear, L.R.**, Joseph, D.G., & Allen, J. A meta-analytic review of workplace positive psychology interventions. Coding data.
- Kane, M.<sup>†</sup>, **Locklear, L. R.**, Rubenstein, A., & Ehrhart, M. G. The impact of workplace gratitude on newcomer socialization: How leader & coworker gratitude expressions can speed the socialization process. Collecting data.
- Kane, M.<sup>†</sup>, Chaviano, G., **Locklear, L. R.**, & Ehrhart, M. G. Developing an improved measure of trait gratitude. Collecting data.

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**CONFERENCE PARTICIPATION** (Note: <sup>†</sup> Ph.D. student, PhD students advised, \* Undergraduate or Master's student)

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**REFEREED CONFERENCE PRESENTATIONS**

- Kane, M.E.<sup>†</sup>, Zachman, J., Ehrhart, M.G., **Locklear, L.R.**, & Whiting, S.W. (2026). Motivations for Reciprocating Help: A Mixed-Methods Examination of Reciprocity in the Workplace. Paper submitted to Symposium at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.
- Bizjak, E.\*, Kane, M. E.<sup>†</sup>, Ehrhart, M. G., & **Locklear, L. R.** (2026). Checking in on appreciation: Lessons in appreciation from the hotel industry. Poster submitted to the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.
- Thomas, S.<sup>†</sup>, French, K., Aiken, J.<sup>†</sup>, Nitttrouer, C., Martinez, L., Smith, N. & **Locklear, L. R.** (2026). How (Not) to Hire an Academic Couple. Poster submitted to the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.
- Zapoli, J.<sup>†</sup> & **Locklear, L.R.** (2025, July). *A Constructive Reproduction of LMX Differentiation Research*. Paper presented at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen.
- **Locklear, L.R.**, Kane, M. E.<sup>†</sup>, & Ehrhart, M.G (2025, July). *The Relational Impacts of Appreciation In Leader-Follower Dyads*. Paper presented at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen.
- Kane, M. E.<sup>†</sup>, **Locklear, L.R.**, & Ehrhart, M.G (2025, July). *The Dynamic Impact of Workplace Gratitude on Employee Well-Being*. Paper presented at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen.

- Jones, S., Suh, H. <sup>†</sup>, Sheridan, S., Crossley, C., & Locklear, L.R. (2025, July). *The Role of Appreciation in Reducing Burnout for Support Givers*. Paper presented at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen.
- Kane, M. E., <sup>†</sup> Chaviano, G., \* **Locklear, L. R.**, & Ehrhart, M. G. (2025, May). *Trait Gratitude in Positive Organizational Scholarship: Evaluating and Advancing Current Measures*. Paper presented at the 11<sup>th</sup> Biennial Positive Organizational Scholarship (POS) Research Conference, Ann Arbor.
- Kane, M. E., <sup>†</sup> Chaviano, G., \* Bizjak, E., \* Philio, M., \* Orellana, A., \* **Locklear, L. R.**, & Ehrhart, M. G. (2025, May). *The Importance of Leader Gratitude: How Supervisors and Subordinates Perceive and Value Workplace Gratitude*. Flash talk presented at TLC Global Gratitude Summit, Virtual.
- Kane, M. E., <sup>†</sup> Chaviano, G., \* Philio, M., \* Orellana, A., \* Sonnenberg, S., \* **Locklear, L. R.**, & Ehrhart, M. G. (2025, April). *Lost in Translation: Exploring Perceived Shortcomings of Workplace Gratitude*. Poster presented at the 40th Annual Meeting of the Society for Industrial and Organizational Psychology, Denver.
- Kane, M. E., <sup>†</sup> Zachman, J.C., <sup>†</sup> **Locklear, L. R.**, & Ehrhart, M. G. (2025, April). *Envy's Shadow: How Envy Weakens the Impact of Support on Gratitude and Helping*. Poster presented at the 40th Annual Meeting of the Society for Industrial and Organizational Psychology, Denver.
- Kane, M. E. <sup>†</sup>, Gupta, A. <sup>†</sup>, **Locklear, L.R.**, & Ehrhart, M.G. (2024, October). Thankful at work, thankful at home: How workplace gratitude strengthens personal relationships via spillover and crossover. Paper presented at the 2024 Meeting of the Southern Management Association, San Antonio.
- **Locklear, L.R.** (2024, August). *Toxic Traits and Hot Takes: Thoughts on Balance and Burnout*. Presentation and panel discussion presented at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.
- Kane, M. E. <sup>†</sup>, **Locklear, L.R.**, Ehrhart, M.G. (2024, August). *I (Actually) Can't Thank You Enough: How Expectations for Gratitude Expressions Impact Relationships*. Paper presented at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.
- Sheridan, S., **Locklear, L.R.**, & Kong, D.T. (2024, August). *Do You See What I See? The Modesty Curse for Subordinates' Meta-Appreciation Accuracy at Work*. Paper presented at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.
- Zapoli, J. <sup>†</sup> & **Locklear, L.R.** (2024, August). *Navigating Distrust: Unveiling its Dual Impact on Employees*. Paper presented at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.

- Kane, M. E.<sup>†</sup>, Geisler, P.<sup>\*</sup>, Philio, M.<sup>\*</sup>, Patel, R.<sup>\*</sup>, **Locklear, L. R.**, & Ehrhart, M. G. (2024, April). *Don't thank me like that: When and why gratitude expressions violate our expectations*. Poster presented at the 39th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago.
- **Locklear, L.R.**, Kane, M.<sup>†</sup>, & Ehrhart, M.G. (2023, October). *Top-down: The Trickle-Down Effects of Gratitude Expressions in the Workplace*. Paper presented at the 2023 Meeting of the Southern Management Association, St. Pete.
  - *Selected as best paper in OB track and best overall conference paper*
- Kane, M.<sup>†</sup>, **Locklear, L.R.**, & Ehrhart, M. (2023, September). *The Goldilocks Effect of Gratitude Expressions at Work*. Flash talk presented at the TLC Global Gratitude Summit, Virtual.
- **Locklear, L.R.**, Kane, M.<sup>†</sup>, & Ehrhart, M. (2023, September). *Thanks, I Hate It: Antecedents of Inauthentic Gratitude Expressions at Work*. Flash talk presented at the TLC Global Gratitude Summit, Virtual.
- **Locklear, L.R.**, Taylor, S. & Ambrose., M.L. (2023, August). *An Awareness Intervention to Increase Supervisor Appreciation Expressions*. Paper presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston.
- **Locklear, L.R.**, Taylor, S. & Klotz., A. (2023, August). *Our Better Nature: How a Biophilia Intervention Influences Uncivil Workplace Behavior*. Paper presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston.
- Kane, M. E.<sup>†</sup>, Gupta, A.<sup>†</sup>, **Locklear, L. R.**, & Ehrhart, M. G. (2023, August). *Trickle Out: How Gratitude Spills Over from Work to Home and Crosses Over to Partners*. Paper presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston.
- Kane, M.<sup>†</sup>, **Locklear, L.R.**, & Ehrhart, M. (2023, April). *Thanks, I Hate It: Antecedents of Inauthentic Gratitude Expressions at Work*. Poster presented at the 38<sup>th</sup> Annual Society of Industrial and Organizational Psychology Conference, Boston.
- Kane, M.<sup>†</sup>, Pandey, P.<sup>†</sup>, Chaviano, G.<sup>\*</sup>, Mazur, S.<sup>\*</sup>, **Locklear, L.R.**, & Ehrhart, M., (2023, April). *When and Why Gratitude Expressions Spillover from Work to Home*. Poster presented at the 38<sup>th</sup> Annual Society of Industrial and Organizational Psychology Conference, Boston.
- **Locklear, L.R.**, Kane, M.<sup>†</sup>, & Ehrhart, M.G. (2022, August). *The ripple effect of gratitude: A trickle-down model of gratitude expressions in organizations*. Paper presented to the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle.
- Morrison, H.M.<sup>†</sup>, Whiting, S.W., Ehrhart, M.G., Sandvik, A.M., & **Locklear, L.R.** (2022, August). *Sanctioned for Speaking Up: An Examination of Peer Punishment for Voice and the Buffering Effect of In-Group Status*. Paper presented to the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle.

- **Locklear, L.R.,** Joseph, D.G., & Allen, J. (2022, June). *A meta-analytic review of workplace positive psychology interventions*. Poster presented at the 10<sup>th</sup> biennial Positive Organizational Scholarship (POS) Research Conference, Ann Arbor.
- **Locklear, L.R.** (2020, July). *A relational model of workplace appreciation: Examining appreciation agreement and disagreement in supervisor-subordinate dyads*. Paper presented at the 1<sup>st</sup> Florida Management Conference, Virtual.
- **Locklear, L.R.,** Whiting, S.G. & Ehrhart, M.G. (2020, August). *Returning the favor: Examining reciprocation of help received*. Paper presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Virtual.
- **Locklear, L.R.,** Taylor, S.G., Campbell, E.M. (2020, April). *Selling yourself short: Examining modesty as a tactic to avoid victimization*. Paper presented at the 35<sup>th</sup> Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.
- **Locklear, L.R.** & Joseph, D.G. (2020, April). *A meta-analytic review of workplace positive psychology interventions*. Paper presented at the 35<sup>th</sup> Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.
- Broksch, E.A., **Locklear, L.R.,** Ehrhart, M.E. & Whiting, S.W. (2020, April). *A new hope: Examining the light and dark sides of helping*. Poster presented at the 35<sup>th</sup> Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.
- **Locklear, L.R.,** Taylor, S.G., & Ambrose, M.L. (2019, August). *Examining the effect of a gratitude intervention on instigated incivility: A test of multiple mediation processes*. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston.
- Taylor, S.T., Kluemper, D., & **Locklear, L.R.** (2018, August). *Is incivility really tit-for-tat? Experienced and instigated incivility in dyadic relationships*. Paper presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.
- **Locklear, L.R.,** Bigelow, B.A., Bennett, R.J., Robinson, S.L., & Posey, C. (2017, October). *Development of a short, generalizable reflective measure of workplace deviance (RWD)*. Paper presented at the 2017 Meeting of the Southern Management Association, St. Petersburg.
- Williamson, R.A., Beiler-May, A., **Locklear, L.R.,** & Clark, M.A. (2017, May). *The impact of sexual orientation disclosure at work for same-sex couples*. Paper presented at the 2017 Annual Meeting of the European Association of Work and Organizational Psychology, Dublin.
- **Locklear, L.R.,** Williamson, R.A., & Clark, M.A. (2017, April). *Function of gender roles in work experiences of same-sex couples*. Poster presented at the 32<sup>nd</sup> Annual Meeting of the Society of Industrial and Organizational Psychology, Orlando.

- Williamson, R.A., Beiler-May, A., **Locklear, L.R.**, & Clark, M.A. (2017, April). *Crossover effects of sexual orientation disclosure at work*. Poster presented at the 32<sup>nd</sup> Annual Meeting of the Society of Industrial and Organizational Psychology, Orlando.

### CHAired CONFERENCE SYMPOSIA

- Kane, M.<sup>†</sup>, **Locklear, L.R.**, & Ehrhart, M.G. (2023, August). Trickle down effects of manager gratitude expressions: An affective, behavioral, and cognitive approach. In **Locklear, L.R.** & Kane, M.<sup>†</sup> (Chairs), *Gratitude at Multiple Levels of the Organization. Showcase Symposium* presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston.
  - *Selected as a Showcase Symposium for the OB and HR divisions*
- Kane, M.<sup>†</sup>, **Locklear, L.R.**, & Ehrhart, M.G. (2023, April). Trickle down effects of manager gratitude expressions: An affective, behavioral, and cognitive approach. In **Locklear, L.R.** & Kane, M.<sup>†</sup> (Chairs), *Gratitude, Appreciation, Anger, Oh My! Moral Emotions in the Workplace*. Symposium presented at the 38<sup>th</sup> Annual Society of Industrial and Organizational Psychology Conference, Boston.
- **Locklear, L.R.**, Sheridan, S., & Ambrose, M.L. (2022, August). Gratitude as positive feedback in organizations: Examining the psychologically empowering nature of gratitude expressions from supervisors, coworkers, and customers. In Khan, U.A.<sup>†</sup>, & **Locklear, L.R.** (Chairs), *Gratitude in the workplace*. Symposium presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle.
- **Locklear, L.R.**, Ehrhart, M.G., Morrison, H., Sandvik, A.M., & Whiting, S.G. (2021, August). The emergence and impact of gratitude norms in work groups: Examining member attributes and behavior. In **L. Locklear** (Chair), *Appreciating the Relational Nature of Gratitude in the Workplace*. Symposium presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management, Virtual.
- **Locklear, L.R.**, Ehrhart, M.G., & Whiting, S.G. (2020, August). Light versus dark: A team trait approach to helping and performance in teams. In **L. Locklear** (Chair), *Help offers, receipt, and provisions at work: Individual and team perspectives*. Symposium presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Virtual.
- **Locklear, L.R.**, Ehrhart, M.G., & Whiting, S.W. (2019, August). Antecedents of gratitude expressions in the workplace. In **L. Locklear** & S. Sheridan (Chairs), *Gratitude in the workplace: Fostering inclusive organizations*. Symposium presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston.

### ORGANIZED PROFESSIONAL DEVELOPMENT WORKSHIPS

- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (AOM, 2025; Virtual and In-Person Components).
- Women in Management: Allying and Advocating in the Academy (SMA, 2024).



- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (AOM, 2024).
- Speaking Science (AOM, 2024).
- Tools for Becoming a Prolific Writer: The Use and Effectiveness of Writing Groups (AOM MCC Off-Cycle PDW, 2024).
- Women in Management: Challenges and Strategies for Enduring and Thriving in Academia (SMA, 2023).
- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (AOM, 2023).

### PANELIST PARTICIPATION

- Organizational Behavior Doctoral Consortium (AOM, 2025).
- Organizational Behavior Doctoral Consortium (AOM, 2024).
- Organizational Behavior Doctoral Consortium (AOM, 2023).
- Human Resources Division New Faculty Consortium (AOM, 2023).
- Human Resources Division Middle-Stage Doctoral Consortium (AOM, 2022).
- Translating Research for Practical Impact (AOM, 2022).
- Allying & Advocating in the Classroom and Beyond (SMA, 2021).

### INVITED RESEARCH TALKS

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- 2025 University of Houston, Department of Management and Leadership
- 2025 University of California, San Diego Rady School of Management.
- 2024 Consortium for the Advancement of Research Methods and Analysis (CARMA)
- 2024 University of South Carolina, Department of Management
- 2024 University of Central Florida, Department of Management
- 2024 WorkHuman
- 2023 Texas Health and Human Services
- 2022 International HRM
- 2022 University of Central Florida, Department of Management
- 2022 University of Georgia, Department of I/O Psychology
- 2022 North Dakota Substance Abuse and Mental Health Services Administration
- 2020 Florida Association of Collegiate Registrars and Admissions Officers.

### TEACHING EXPERIENCE

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#### TEXAS TECH UNIVERSITY

- Advanced Research Methods, Doctoral Seminar
  - Fall 2025
  - Fall 2024 [NA]
- Organizational Behavior, Management Core
  - Fall 2025, *two sections*
  - Fall 2024, *two sections* 4.6/5.0
  - Fall 2023, *three sections* 4.6/5.0
  - Fall 2022, *three sections* 4.8/5.0
  - Fall 2021, *three sections* 4.6/5.0

- Independent Study, Doctoral Seminar
  - Summer 2022
  - Fall 2022

## UNIVERSITY OF CENTRAL FLORIDA

- Strategic Management, Undergraduate Capstone
  - Summer 2020, *two sections (synchronous virtual)* 4.8/5.0
  - Spring 2019 4.5/5.0
  - Spring 2018 4.7/5.0
  - Summer 2017 4.3/5.0

## SERVICE

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### REVIEWING

- Editorial board member, *Journal of Applied Psychology* (2025 – Present)
- Editorial board member, *Personnel Psychology* (2024 – Present)
- Ad hoc reviewer, *Personnel Psychology*
- Ad hoc reviewer, *Journal of Applied Psychology*
- Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*
- Ad hoc reviewer, *Journal of Organizational Behavior*
- Ad hoc reviewer, *Human Resource Management Review*
- Ad hoc reviewer, *Journal of Leadership and Organizational Studies*
- Ad hoc reviewer, *Journal of Management*
- Conference reviewer *SMA, AOM, SIOP*

### SERVICE TO TEXAS TECH UNIVERSITY

- 2021-Present, Tech Feral Cat Coalition Co-Advisor
- 2022 TTU Rawls Dean Margaret Williams Review Committee

### SERVICE TO TTU RAWLS COLLEGE OF BUSINESS

- 2022 Rawls Undergraduate Research Program – Faculty Mentor

### SERVICE TO TTU AREA OF MANAGEMENT

- 2023-Present, Research Committee Member
- 2021-Present, TTU PhD & Comprehensive Exams Committee Member
- 2022-2023 Research Excellence Committee Chair

### SERVICE TO SIOP

- 2023 SIOP Awards Committee Member
- 2023 SIOP Early Career Faculty Consortia Chair
- 2022 SIOP Early Career Faculty Consortia Co-Chair
- 2022 SIOP Ambassador Program – Faculty Mentor

### SERVICE TO AOM

- 2025-Present AOM OB Division Executive Committee Member, Making Connections Committee Co-Chair
- 2022-Present AOM OB Division Making Connections Committee Member

### **GRANTS AND FELLOWSHIPS**

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- 2024 Big XII Faculty Fellowship (\$2,500)
- 2024 Rawls College of Business Competitive Summer Research Grant (\$30,000)
- 2022 Texas Health & Human Services Commission Grant (\$560,644)
- 2022 Rawls Undergraduate Research Program Grant (\$2,000)
- 2021 NIOSH Pilot Project SERC Grant (\$15,000)
- 2021 Fellow of the Project for Ethical Leadership Excellence (\$5,000)
- 2019 UCF College of Business Research Grant (\$10,000)
- 2019 UCF College of Graduate Studies Grant (\$500)
- 2018 UCF College of Graduate Studies Grant (\$500)
- 2018 UCF College of Business Research Grant (\$7,500)
- 2018 Southern Management Association Grant (\$500)
- 2017 UCF Student Government Association Grant (\$500)
- 2016 UCF College of Business Research Grant (\$3,500)

### **HONORS AND AWARDS**

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- 2023 *Journal of Applied Psychology* Best Ad Hoc Reviewer Award
- 2023 Southern Management Association Best Conference Paper Award
- 2023 TTU Rawls Carl & Linda Stem Distinguished Faculty Research Award Recipient
- 2023 Jerry S. Rawls Excellence in Undergraduate Teaching Award Nominee
- 2022 TTU Rawls College of Business Research Spotlight
- 2021 TTU Volleyball Game Day Guest Coach
- 2021 UCF Office of Research, Student Research Spotlight
- 2020 UCF Order of Pegasus Finalist
- 2020 Visiting Ph.D. Student, University of British Columbia
- 2019 Visiting Research Fellow, Norwegian School of Economics

### **STUDENTS MENTORED & SUPERVISED**

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#### **DOCTORAL STUDENTS**

- Joscelin Aiken (PhD Student, Management, TTU; August 2023-Present)
- Meghan Kane (PhD Student, I/O Psychology, UCF; August 2021-Present)

#### **UNDERGRADUATE STUDENTS**

- Brooke Mashburn (B.S. in Management, TTU; Fall 2024)
- Kellie Schwendiman (TTU Rawls Undergraduate Research Program; Fall 2022-Spring 2023)
- Maria Celest House (B.S. in Management, TTU; Fall 2022-Spring 2023)
- Hunter Arnette (B.S. in Management, TTU; Fall 2022)
- Bailey Dietzmann (B.S. in Management, TTU; Fall 2022)
- Angelina Hinojosa (B.S. in Management, TTU; Fall 2021)

- Courtney Gorman (B.S. in Management, UCF; Fall 2019-Spring 2020)
- Zouhair Chouait (B.S. in Chemistry, UCF; Fall 2019-Spring 2020)
- Kayla Cuff (B.S. in Biomedical Science, UCF; Fall 2019-Spring 2020)

## **SELECTED MEDIA COVERAGE & RESEARCH FEATURES**

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### **Appreciating social science research on gratitude: An integrative review for organizational scholarship on gratitude in the workplace**

- LinkedIn, [Gratitude](#)

### **Beyond targets and instigators: Examining workplace incivility in dyads and the moderating role of perceived incivility norms**

- UCF Today, [Rude Behavior at Work Not an Epidemic, UCF Study Shows](#) (This article was [#9 most popular](#) research story published by UCF Today in 2021, per media reach)
- Psychology Today, [Rudeness: How Workplace Incivility Spirals Out of Control](#)
- Fast Company, [Is Your Workplace Toxic? Now You Can Blame that one Toxic Colleague](#)
- Consumer Affairs, [Rude Behavior in the Workplace Isn't Too Widespread, Study Finds](#)
- 94.3 Jack FM Segment, [70% Percent of Us Have Experienced Rudeness at Work](#)
- CBS This Morning Segment, [How to Deal with Workplace Rudeness](#)
- I-O at Work, [Examining Uncivil Behaviors within Dyads at Work](#) (Chosen by the *Journal of Applied Psychology* for “translational summary” in I/O at Work because it was identified as a “high profile article with strong publicity potential”)

### **How a gratitude intervention influences workplace mistreatment: A multiple mediation model**

- UCF Today, [Study Shows Keeping Gratitude Journal Reduces Gossip, Incivility in Workplace](#) (This article was [#9 most popular](#) research story published by UCF Today in 2020 per to media reach, and [continued](#) to generate significant media attention in 2021)
- Psychology Today, [How Gratitude Journaling Can Reduce Workplace Mistreatment](#)
- CNBC, [The Simple Habit That Will Make You Less of a Jerk to Your Coworkers](#)
- The Washington Post, [Ask Amy: The Office Seems More Toxic Than Ever](#) (This column is nationally syndicated, meaning this research was featured in the [Chicago Tribune](#), [Denver Post](#), [Baltimore Sun](#), and many other national newspapers)
- Inc., [This 3-Minute Habit Kills Office Drama, New Study Says](#)
- Forbes, [Researchers Find Gratitude Cuts Down On Gossip And Rudeness At Work](#)
- Ladders, [Office Gossip May Go Away if Everyone Reads This Article](#)

### **Bringing home what I'm hiding at work: The impact of sexual orientation disclosure at work for same-sex couples**

- UGA Today, [Study of Same-Sex Couples Reveals Causes of Work, Family Stress](#)
- US News & World Report, [Remaining 'In the Closet' at Work Stresses Gay Couples](#)
- Washington Blade, [Closet Takes Toll in Workplace](#)

## **CONSULTING & APPLIED EXPERIENCE**

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2023 Recognition Platform [Redacted per NDA], *Consultant*  
2021-2020 UCF Marriage and Family Research Institute, *Statistician and Methods Consultant*  
2017-2015 Strategic Management Decisions, *Analytics Intern*  
2016 Virtucom, Inc., *Human Resources Administrator*  
2015 APT Metrics, *Data Analytics Intern*