

# V I T A

## PAMELA L. PERREWÉ

The Haywood and Betty Taylor Eminent Scholar of Business Administration  
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### Education

- Ph.D. Business Administration, University of Nebraska - Lincoln, 1985.  
Major Fields: Organizational Behavior and Theory  
Minor Fields: Social Psychology and Organizational Sociology
- M.A. Business Administration, University of Nebraska - Lincoln, 1980.  
Major Fields: Organizational Behavior and Theory  
Minor Fields: Social Psychology and Organizational Sociology
- B.S. Psychology, Purdue University, 1978.

### Professional Experience

- 2008 – present The Haywood and Betty Taylor Eminent Scholar Chair of Business Administration and Distinguished Research Professor, Director of the Human Resource Management Center, The College of Business, Florida State University
- 2006 – 2008 Director of the Human Resource Management Center, Distinguished Research Professor and Jim Moran Professor of Management, The College of Business, Florida State University
- 2004 – 2006 Distinguished Research Professor and Jim Moran Professor of Management, The College of Business, Florida State University
- 2003 –2004 Jim Moran Professor of Management, The College of Business, Florida State University

1997 - 2003	Associate Dean for Graduate Programs and Jim Moran Professor of Management, The College of Business, Florida State University
1996 - 1997	Associate Dean for Graduate Programs and Professor of Management, The College of Business, Florida State University
1995 - 1996	Chairman and Professor of Management, The College of Business, Florida State University
1992 - 1995	Chairman and Associate Professor of Management, The College of Business, Florida State University
1989 - 1992	Associate Professor of Management, The College of Business, Florida State University
1984 - 1989	Assistant Professor of Management, The College of Business, Florida State University

### **Administrative Experience**

2010 – present      **Faculty Athletic Representative.**

The Faculty Athletic Representative (FAR) is recognized as the representative of The Florida State University and its faculty in the relationship between the National Collegiate Athletic Association (NCAA), the Atlanta Coast Conference (ACC), and the local campus. The FAR chairs the Athletic Board, represents FSU as the voting delegate to the annual NCAA convention and any other NCAA or ACC meetings. In addition, the FAR serves on NCAA councils, cabinets, and committees as appointed. The FAR helps to interpret NCAA and ACC legislation and policies, and is also empowered to assist in the preparation, on behalf of FSU, any requests for waivers or appeals from such legislation or policy.

2006 – present      **Director, Center for Human Resource Management**  
The College of Business, Florida State University

The mission of the HR Center is to facilitate networking among HR professionals and FSU faculty and students to establish and transfer current best practices that support the advancement of HR as a business discipline in member organizations. Position entails responsibility for coordinating all aspects of the Center including the recruiting of HR professionals as Center members, arranging bi-annual meetings and speakers for the Center, and student scholarships.

2003 – present                    **Chair of the Doctoral Program Policy Committee**  
College of Business, Florida State University

Position entails responsibility for coordinating seven doctoral program areas within the College of Business. Position reports to the Associate Dean for Graduate Programs and the Dean of the College of Business.

1996 - 2003                    **Associate Dean for Graduate Programs**  
College of Business, Florida State University

Position entails responsibility for all aspects of the seventeen graduate programs in the College of Business. Graduate programs include doctoral programs, masters programs, and MBA programs. The doctoral programs represent seven areas (i.e., accounting, finance, management information systems, marketing, organizational behavior and human resource management, risk management and insurance, and strategic management). The master degree programs represent accounting, management information systems, hospitality and tourism, and an on-line master of insurance program. MBA programs include an accelerated 12-month full time MBA, two traditional part time MBA programs (one in Tallahassee and one in Panama City, FL), and an off-site Corporate MBA program. Position directly responsible for the graduate staff, the doctoral policy committee, the masters policy committee, the MBA committee, our MBA Alumni Board of Directors, and graduate fund raising. Position reports directly to the Dean of the College of Business.

1992 – 2003                    **Member of the College of Business Executive Committee**  
College of Business, Florida State University

The executive committee is comprised of the Dean of the College of Business, the Associate Deans, and all of the Department Chairmen. This committee is responsible for recommending as well as making the strategic decisions regarding issues such as undergraduate education, graduate education, and faculty and staff salaries for the College of Business.

1992 - 1996                    **Chairman of the Management Department**  
College of Business, Florida State University

During this time, the Management Department was comprised of approximately 15 full-time faculty members. Position entailed overall responsibility for and coordination of many aspects of the department's activities including departmental staff, students, faculty evaluations and merit raises. Position reported directly to the Dean of the College of Business.

### **Professional Societies**

American Psychological Association (Fellow, 2005)

Society for Industrial and Organizational Psychology (Fellow, 2004)

Academy of Management

Southern Management Association (Fellow, 2001)

### **Honor Societies**

Sigma Iota Epsilon

Beta Gamma Sigma

Delta Sigma Pi (Faculty Advisor 1986-1990)

### **Professional Awards and Distinctions**

Recipient of the 2008 Southern Management Association Sustained Outstanding Service Award.  
This award is given to a member who has consistently helped SMA reach its goals through elected, appointed, and volunteer service and through extraordinary contributions.

Recipient of the 2007-2008 Graduate Mentor Award, Florida State University.  
In recognition of outstanding mentoring contributions to doctoral education at Florida State University.

Visiting Scholar for the West Management Seminar, University of Texas – Arlington, Arlington, TX, February 21-22, 2008.

The Haywood and Betty Taylor Eminent Scholar Chair of Business Administration, The College of Business, Florida State University; 2008 – present.

Member, Society of Organizational Behavior  
This small group of organizational scientists meets annually to discuss academic research, 2006 – present.

Visiting Scholar, Martin J. Whitman School of Management, Syracuse University, Syracuse, New York, April, 2006.

Fellow, American Psychological Association  
In recognition of outstanding contribution in the field of psychology, 2005 - present.

Distinguished Research Professor, Florida State University  
In recognition of outstanding research and scholarly productivity, as well as obtaining national and international visibility, 2004 - present.

Alumni Achievement Award from the University of Nebraska  
In recognition of outstanding career achievements, 2004.

Fellow, Society for Industrial and Organizational Psychology  
In recognition of scholarship and impact on the field of industrial psychology  
and its advancement, 2004 – present.

Fellow, Southern Management Association:  
In recognition of research scholarship and service to the  
Southern Management Association, 2001 – present.

Named professorship in Florida State University's College of Business  
Jim Moran Professor of Management, 1997 – 2008.

Recipient of the 1994 - 1995 Teaching Incentive Program Award.  
A financial award given in recognition of excellence in teaching,  
Florida State University

Recipient of the 1992 - 1993 Developing Scholar Award.  
In recognition of distinction achieved in basic research and creative activity,  
Florida State University

Recipient of the 1991 - 1992 University Teaching Award.  
In recognition of excellence in teaching at The Florida State University

Recipient of the 1989 - 1990 McKnight Minority Junior Faculty Development Fellowship  
Awarded through the Florida Endowment Fund for Higher Education. This grant  
supported my release time from teaching responsibilities for one year to pursue research  
interests.

## **RESEARCH**

### **Journal Publications**

#### **In Press**

Meurs, J.A., Perrewé, P.L., & Ferris, G.R. (in press). Political Skill as Moderator of the Trait Sincerity - Job Performance Relationship: A Socioanalytic, Narrow Trait Perspective, *Human Performance*.

Meurs, J.A., & Perrewé, P.L. (in press). Cognitive activation theory of stress: An integrative theoretical approach to work stress, *Journal of Management*.

Stoner, J., Perrewé, P.L., & Hofacker, C. (in press). The development and validation of the multi-dimensional identification scale (MDIS), *Journal of Applied Social Psychology*.

Treadway, D.C., Duke, A.B., Perrewé, P.L., Breland, J.W., & Goodman, J.M. (in press). Time may change me: The impact of future time perspective on the relationship between work-family demands and employee commitment, *Journal of Applied Social Psychology*.

Miles, A.K. & Perrewé, P.L. (in press). The relationship between person-environment fit, control, and strain: The role of ergonomic work design and training, *Journal of Applied Social Psychology*.

### 2011

Zellars, K.L., Hochwarter, W.A., Lanivich, S.E., Perrewé, P.L., & Ferris, G.R. (2011). Accountability for others, perceived resources, and well being: Convergent restricted nonlinear results in two samples, *Journal of Occupational and Organizational Psychology*, 84, 95-115.

Stoner, J., Perrewé, P.L., Munyon, T.P. (2011). The role of identity in extra-role behaviors: Development of a conceptual model, *Journal of Managerial Psychology*, 26, 94-107.

### 2010

Halbesleben, J.R.B., Zellars, K.L., Carlson, D.S., Perrewé, P.L. & Rotondo, D. (2010). The moderating effect of work-linked couple relationships and work-family integration on the spouse instrumental support – emotional exhaustion relationship, *Journal of Occupational Health Psychology*, 15, 371-387.

Hochwarter, W.A., Summers, J.K., Thompson, K.W., Perrewé, P.L., & Ferris, G.R. (2010). Strain reactions to perceived entitlement behavior by others as a contextual stressor: Moderating role of political skill in three samples, *Journal of Occupational Health Psychology*, 15, 388-398.

Munyon, T.P., Hochwarter, W.A., Perrewé, P.L., & Ferris, G.R. (2010). Optimism and the nonlinear citizenship behavior – job satisfaction relationship in three studies, *Journal of Management*, 36, 1505-1528.

Davidson, O.B., Eden, D., Westman, M., Cohen-Charash, Y., Hammer, L.B., Kluger, A.N., Krausz, M., Maslach, C., O'Driscoll, M., Perrewé, P.L., Quick, J.C., Rosenblatt, Z., & Spector, P.E. (2010). Sabbatical leave: Who gains and how much? *Journal of Applied Psychology*, 95, 953-964.

Meurs, J.A., Gallagher, V., & Perrewé, P.L. (2010). The role of political skill in the stressor-outcome relationship: Differential predictions for self- and other-reports of political skill, *Journal of Vocational Behavior*, 76, 520-533.

Blickle, G., Schneider, P.B., Meurs, J.A., & Perrewé, P.L. (2010). Antecedents and consequences of perceived barriers to obtaining mentoring: A longitudinal investigation. *Journal of Applied Social Psychology, 40*(8), 1897-1920.

## 2009

Munyon, T. P., Breaux, D. M, Rogers, L. M., Perrewé, P. L., & Hochwarter, W. A. (2009). Mood crossover and relationship reciprocity, *Career Development International, 14*, 408-427.

Hochwarter, W.A., Rogers, L.M., Summers, J.K., Meurs, J.A., Perrewé, P.L., & Ferris, G.R. (2009). Personal control antidotes to the strain consequences of generational conflict as a stressor: A two-study constructive replication and extension. *Career Development International, 14*, 465-486.

Ralston, D.A., Lee, C.H., Perrewé, P.L., Van Deusen, C.A., Vollmer, G., Maignan, I., Tang, M., Wan, P., & Rossi, A.M. (2009). A Multi-Society Examination of the Impact of Psychological Resources on Stressor-Strain Relationships, *Journal of International Business Studies, 1-19*.

Van Iddekinge, C. H., Ferris, G. R., Perrewé, P. L., Perryman, A. A., Blass, F. R., & Heetderks, T. D. (2009). Effects of Selection and Training on Unit-Level Performance over Time: A Latent Growth Modeling Approach. *Journal of Applied Psychology, 94*, 829-843.

Zellars, K.L., Meurs, J.A., Perrewé, P.L., Kacmar, C.J., & Rossi, A.M. (2009). Reacting to and recovering from a stressful situation: The NA-physiological strain relationship. *Journal of Occupational Health Psychology, 14*, 11-22.

Prati, L.M., Liu, Y., Perrewé, P.L., & Ferris, G.R. (2009). Emotional intelligence as moderator of the surface acting – strain relationship. *Journal of Leadership & Organizational Studies, 15*, 368-380.

Ralston, D., et al. (2009). Ethical preferences for influencing superiors: A 41-society study. *Journal of International Business Studies.*

## 2008

Meurs, J.A., Breaux, D., & Perrewé, P.L. (2008). The changing family and HRM: Theoretical and practical implications of the changing demographics. *The International Journal of Human Resource Management, 19*, 1455-1471.

Blickle, G., Schneider, P.B., Perrewé, P.L., Blass, F.R., & Ferris, G.R. (2008). The roles of self-disclosure, modesty, and self-monitoring in the mentoring relationship: A longitudinal

multi-source investigation. *Career Development International*, 13, 224-240. Won the CDI Best Paper published in 2008 by Emerald Publishing Group; won the Emerald Literati Network 2009 Award for Excellence.

Zellars, K.L., Perrewé, P.L., Rossi, A.M., Tepper, B.T., & Ferris, G.R. (2008). Moderating effects of political skill, perceived control, and job-related self efficacy on the relationship between negative affectivity and physiological strain. *Journal of Organizational Behavior*, 29, 549-571.

Breaux, D. M., Perrewé, P.L., Hochwarter, W. A., Hall, A., & Frink, D. (2008). Consequences of accountability: The role of abusive supervision, *Journal of Leadership and Organizational Studies*, 15, 111-122.

Liu, Y., Prati, L.M., Perrewé, P.L., & Ferris, G.R. (2008). The relationship between emotional resources and emotional labor: An exploratory study. *Journal of Applied Social Psychology*, 38, 2410-2439.

## 2007

Blass, F.R., Brouer, R.L., Perrewé, P.L., & Ferris, G.R. (2007). Politics understanding and networking ability as a function of mentoring: The roles of race and gender. *Journal of Leadership & Organizational Studies*, 4, 93 - 105.

Ferris, G.R., Treadway, D.C., Perrewé, P.L., Brouer, R.L., Douglas, C., & Lux, S. (2007). Political skill in organizations. *Journal of Management*, 33, 290-320.

Ferris, G.R., Perrewé, P.L., Ranft, A.L., Zinko, R., Stoner, J.S., Brouer, R.L., & Laird, M.D. (2007). Human resources reputation and effectiveness. *Human Resource Management Review*, 17, 117-130.

Hochwarter, W.A., Ferris, G.R., Gavin, M., Perrewé, P.L., Hall, A.T., & Frink, D.D. (2007). Political skill as moderator of the felt accountability – job performance relationship: Longitudinal convergence of mediated moderation results. *Organizational Behavior and Human Decision Processes*, 102, 226-239.

Hochwarter, W.A., Meurs, J.A., Perrewé, P.L., Royle, M.T., & Matherly, T. (2007). Attention regulation as a moderator of the relationship between others' entitlement behaviors and job and health outcomes. *Journal of Managerial Psychology*, 22, 506-528.

Hochwarter, W.A., Perrewé, P.L., Meurs, J.A., & Kacmar, C.J. (2007). The interactive effects of work-induced guilt and ability to manage resources on job and life satisfaction. *Journal of Occupational Health Psychology*, 12, 125-135.



Liu, Y., Ferris, G.R., Zinko, R., Perrewé, P.L., Weitz, B.A., & Xu, J. (2007). Dispositional antecedents and outcomes of political skill in organizations: A four-study investigation with convergence. *Journal of Vocational Behavior*, 2007, 71, 146-165.

### 2006

Hall, A.T., Royle, M.T., Brymer, R.A., Perrewé, P.L., Ferris, G.R., & Hochwarter, W.A. (2006). Relationships between felt accountability as a stressor and strain reactions: The neutralizing role of autonomy across two studies. *Journal of Occupational Health Psychology*, 11, 87-99.

Segrest Purkiss, S.L., Perrewé, P.L., Gillespie, T.L., Mayes, B.T., & Ferris, G.R. (2006). Implicit sources of bias in employment interview judgments and decisions. *Organizational Behavior and Human Decision Processes*, 101, 152-167.

Zellars, K.L., Perrewé, P.L., Hochwarter, W.A., & Anderson, K.S. (2006). The interactive effects of positive affect and conscientiousness on strain. *Journal of Occupational Health Psychology*, 11, 281-289.

Liu, Y., & Perrewé, P.L. (2006). Are they for real? The intrapersonal and interpersonal outcomes of perceived authenticity. *International Journal of Work Organization and Emotions*, 1 (Special issue: Emotive perception at work), 204-214.

### 2005

Treadway, D.C., Ferris, G.R., Hochwarter, W.A., Perrewé, P.L., Witt, L.A., & Goodman, J.M. (2005). The role of age in the perceptions of politics – job performance relationship: A three-study constructive replication. *Journal of Applied Psychology*, 90, 872-881.

Liu, Y., & Perrewé, P.L. (2005). Another look at the role of emotion in the organizational change process: The implication of emotion as a process. *Human Resource Management Review*, 15, 263-280.

Perrewé, P.L., Zellars, K.L., Rossi, A.M., Ferris, G.R., Kacmar, C.J., Liu, Y., Zinko, R., & Hochwarter, W.A. (2005). Political skill: An antidote in the role overload – strain relationship. *Journal of Occupational Health Psychology*, 10, 239-250.

Hochwarter, W.A., Perrewé, P.L., Hall, A.T., & Ferris, G.R. (2005). Negative affectivity as a moderator of the form and magnitude of the relationship between felt accountability and job tension. *Journal of Organizational Behavior*, 26, 517-534.

### 2004

- Liu, Y., Perrewé, P.L., Hochwarter, W.A., & Kacmar, C.J. (2004). Dispositional antecedents and performance-related consequences of emotional labor at work. *Journal of Leadership & Organizational Studies*, 10, 12-25.
- Perrewé, P.L., & Nelson, D.L. (2004). Gender and career success: The facilitative role of political skill. *Organizational Dynamics*, 33, 366-378.
- Perrewé, P.L., Zellars, K.L., Ferris, G.R., Rossi, A.M., Kacmar, C.J., & Ralston, D.A. (2004). Neutralizing job stressors: Political skill as an antidote to the dysfunctional consequences of role conflict stressors. *Academy of Management Journal*, 47, 141-152.
- Sayegh, L., Anthony, W.P., & Perrewé, P.L. (2004). Managerial decision-making under crisis: The role of emotion in an intuitive decision process. *Human Resource Management Review*, 14, 180-199.
- Young, A.M., & Perrewé, P.L. (2004). Identifying the role of expectations in the mentoring process: An analysis of mentor and protégé perceptions. *Journal of Managerial Issues*, 16, 103-126.
- Zellars, K.L., Hochwarter, W.A., Perrewé, P.L., Hoffman, N., & Ford, E. (2004). Experiencing job burnout: The impact of positive and negative traits and states. *Journal of Applied Social Psychology*, 34, 887-911.
- Zellars, K.L., Liu, Y., Bratton, V., Brymer, R., & Perrewé, P.L. (2004). An examination of the dysfunctional consequences of injustice and escapist coping. *Journal of Managerial Issues*, 16, 528-544.

### 2003

- Hochwarter, W.A., Kacmar, C.J., Perrewé, P.L., & Johnson, D. (2003). Perceived organizational support as a mediator of the relationship between politics perceptions and work outcomes: A multi-level analysis. *Journal of Vocational Behavior*, 63, 438-456.
- Hochwarter, W.A., Kiewitz, C., Castro, S.L., Perrewé, P.L., & Ferris, G.R. (2003). Positive affectivity and collective efficacy as moderators of the relationship between perceived politics and job satisfaction. *Journal of Applied Social Psychology*, 33, 1009-1035.

### 2002

- Ferris, G.R., & Perrewé, P.L., & Douglas, C. (2002). Social effectiveness in organizations: Construct validity and research directions. *Journal of Leadership & Organizational Studies*, 9, 49-63.
- Perrewé, P.L., Ralston, D.A., Hochwarter, W.A., Westman, M., Rossi, A.M., Vollmer, G., Wallace, A., Tang, M., Wan, P., Maignan, I., Van Deusen, C., & Castro, S. (2002). Are

work stress relationships cross-nationally universal? A nine region examination of role stressors, general self-efficacy, and burnout. *Journal of International Management*, 8, 163-187.

Thatcher, J.B., & Perrewé, P.L. (2002). An empirical examination of individual traits as antecedents to computer anxiety and computer self-efficacy. *Management Information Systems Quarterly*, 26, 381-396.

Zivnuska, S., Kiewitz, C., Hochwarter, W.A., Perrewé, P.L., Zellars, K.L., & Brymer, R. (2002). What is too much or too little? The curvilinear effects of job tension on turnover intent, value attainment, and job satisfaction. *Journal of Applied Social Psychology*, 32, 1344-1360.

### 2001

Bozeman, D.P., & Perrewé, P.L. (2001). The effect of item contamination on OCQ-turnover cognition relationships. *Journal of Applied Psychology*, 86, 161-173.

Bozeman, D.P., Perrewé, P.L., Hochwarter, W.A., & Brymer, R.A. (2001). Organizational politics, perceived control, and work outcomes: Boundary conditions on the effects of politics. *Journal of Applied Social Psychology*, 31, 486-503.

Hochwarter, W.A., Ferris, G.R., Cauty, A.L., Frink, D.D., Perrewé, P.L., & Berkson, H.M. (2001). Reconsidering the job performance – turnover relationship: The role of gender in form and magnitude. *Journal of Applied Social Psychology*, 31, 2357-2377.

Hochwarter, W.A., Ferris, G.R., Perrewé, P.L., Witt, L.A., & Kiewitz, C. (2001). A note on the nonlinearity of the age-job satisfaction relationship. *Journal of Applied Social Psychology*, 31, 1223-1237.

Zellars, K.L., Hochwarter, W.A., Perrewé, P.L., Miles, A.K., & Kiewitz, C. (2001). Beyond self-efficacy: Interactive effects of role conflict and perceived group efficacy in a health care environment. *Journal of Managerial Issues*, 13, 483-489.

Zellars, K.L., & Perrewé, P.L. (2001). Affective personality and the content of emotional social support: Coping in organizations. *Journal of Applied Psychology*, 86, 459-467.

### 2000

Ferris, G.R., Perrewé, P.L., Anthony, W.P., & Gilmore, D.C. (2000). Political skill at work. *Organizational Dynamics*, 28, 25-37.

Reprinted in L.W. Porter, H.L. Angle, & R.W. Allen (Eds.) (2003), *Organizational influence processes* (Second edition, pp. 395-406). Armonk, NY: M.E. Sharpe

- Hochwarter, W.A., Harrison, A.W., Ferris, G.R., Perrewé, P.L., & Ralston, D.A. (2000). A re-examination of Schriesheim and Hinkin's (1990) measure of upward influence. *Educational and Psychological Measurement, 60*, 755-771.
- Perrewé, P.L., Ferris, G.R., Frink, D.D., & Anthony, W.P. (2000). Political skill: An antidote for workplace stressors. *Academy of Management Executive, 14*, 115-123.
- Perrewé, P.L., & Hochwarter, W.A. (2000). Can we really have it all? The attainment of work and family values. *Current Directions in Psychological Science, 10*, 29-33.
- Rotondo, D.M., & Perrewé, P.L. (2000). Coping with career plateau: An empirical examination of what works and what doesn't. *Journal of Applied Social Psychology, 30*, 2262-2646.
- Valle, M., & Perrewé, P.L. (2000). Do politics perceptions relate to political behaviors? Tests of an implicit assumption and expanded model. *Human Relations, 53*, 359-386.
- Young, A.M. & Perrewé, P.L. (2000). What did you expect? An examination of career-related support and social support among mentors and protégés. *Journal of Management, 26*, 611-632.
- Young, A.M., & Perrewé, P.L. (2000). The exchange relationship between mentors and protégés: The development of a framework. *Human Resource Management Review, 10*, 177-211.
- Zellars, K.L., Perrewé, P.L., & Hochwarter, W.A. 2000. Burnout in healthcare: The role of the five factors of personality. *Journal of Applied Social Psychology, 30*, 1570-1598.

### 1999

- Carlson, D.S., & Perrewé, P.L. (1999). The role of social support in the stressor-strain relationship: An examination of work-family conflict. *Journal of Management, 25*, 513-540.
- Hochwarter, W.A., Perrewé, P.L., Ferris, G.R., & Brymer, R.A. (1999). Job satisfaction and performance: The moderating effects of value attainment and affective disposition. *Journal of Vocational Behavior, 54*, 296-313.
- Hochwarter, W.A., Perrewé, P.L., Ferris, G.R., & Guercio, R. (1999). Commitment as an antidote to the tension and turnover consequences of organizational politics. *Journal of Vocational Behavior, 55*, 277-297.
- Hochwarter, W.A., Zellars, K.L., Perrewé, P.L., & Pearson, A.H. (1999). The interactive role of negative affectivity and job characteristics: Are high NA employees destined to be unhappy at work? *Journal of Applied Social Psychology, 29*, 2203-2218.

Perrewé, P.L., Hochwarter, W.A., & Kiewitz, C. (1999). Value attainment: An explanation for the negative effects of work/family conflict on job and life satisfaction. *Journal of Occupational Health Psychology, 4*, 318-326.

Perrewé, P.L., & Zellars, K.L. (1999). An examination of attributions and emotions in the transactional approach to the organizational stress process. *Journal of Organizational Behavior, Point/Counterpoint, 20*, 739-752.

Zellars, K.L., Perrewé, P.L., & Hochwarter, W.A. (1999). Mitigating burnout among high-NA employees in healthcare: What can organizations do? *Journal of Applied Social Psychology, 29*, 2250-2271.

### 1998

Pearson, A.H., Hochwarter, W.A., Perrewé, P.L., & Ralston, D.A. (1998). The ingratiation construct: An assessment of the validity of the measure of ingratiation behaviors in organizational settings (MIBOS). *Journal of Applied Psychology, 83*, 932-943.

### 1996

Hochwarter, W.A., Stepina, L.P., & Perrewé, P.L. (1996). Always getting the short end of the stick: The effects of negative affectivity on perceptions of equity. *Journal of Managerial Issues, 8*, 457-469.

### 1995

Carlson, D.S., & Perrewé, P.L. (1995). Institutionalization of organizational ethics through transformational leadership. *Journal of Business Ethics, 14*, 829-838.

Fernandez, D.R., & Perrewé, P.L. (1995). Implicit stress theory: An experimental examination of subjective performance information on employee evaluations. *Journal of Organizational Behavior, 16*, 353-362.

Hassell, B.L., & Perrewé, P.L. (1995). An examination of beliefs about older workers: Do stereotypes still exist? *Journal of Organizational Behavior, 16*, 457-468.

Hochwarter, W.A., Perrewé, P.L., & Dawkins, M.C. (1995). Gender differences in perceptions of stress-related variables: An examination of occupational context. *Journal of Managerial Issues, 7*, 62-74.

Perrewé, P.L., Ralston, D.A., & Fernandez, D.R. 1995. A model depicting the relations among perceived stressors, role conflict, and organizational commitment: A comparative analysis between Hong Kong and the United States. *Asia Pacific Journal of Management, 12*, 1-21.

### 1994

Steen, J.E., Perrewé, P.L., & Hochwarter, W.A. (1994). A re-examination of gender bias in arbitration decisions. *Labor Law Journal*, 45, 298-305.

### 1993

Hochwarter, W.A., Perrewé, P.L., & Kent, R. (1993). The influence of persistence on the stressor-strain and strain-intentions to leave relationships: A field examination. *Journal of Social Behavior and Personality*, 8, 389-404.

Perrewé, P.L., Fernandez, D.R., & Morton, K.S. (1993). An experimental examination of implicit stress theory. *Journal of Organizational Behavior*, 14, 677-686.

Ford, R.C., & Perrewé, P.L. (1993). After the layoff: Closing the barn door before all the horses are gone. *Business Horizons*, July-August, 1-7.

Hassell, B.L., & Perrewé, P.L. (1993). An examination of the relationship of age discrimination to employee psychological states. *Journal of Managerial Issues*, 5, 109-120.

### 1992

Hennessey, H.W., Perrewé, P.L., & Hochwarter, W.A. (1992). The impact of benefit awareness on employee and organizational outcomes: A longitudinal field examination. *Benefits Quarterly*, 8, 90-96.

### 1991

Perrewé, P.L., Brymer, R.A., Stepina, L.P., & Hassell, B.L. (1991). A causal model examining the effects of age discrimination on employee psychological reactions and subsequent turnover intentions. *International Journal of Hospitality Management*, 10, 245-260.

Stepina, L.P., Perrewé, P.L., Hassell, B.L., Harris, J.R., & Mayfield, C.R. (1991). A comparative test of the independent effects of interpersonal, task, and reward domains on personal and organizational outcomes. *Journal of Social Behavior and Personality*, 6, 93-104.

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## CONFERENCE PAPERS, SYMPOSIA AND PROCEEDINGS

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## 2004

- Douglas, C., Ferris, G.R., & Perrewé, P.L. (2004, June). *Leader political skill and authentic leadership*. Paper presented at the Gallup Leadership Summit, Omaha, NE.
- Ralston, D., Lee, C.H., Perrewé, P.L., Van Deusen, C., Vollmer, G., Maignan, I., Tang, M., Wan, P., & Rossi, A.M. (2004, November). *A multi-cultural investigation of stressor-strain relationships*. Paper presented at the Academy of International Business, Southeast USA Annual Conference, Knoxville, TN.
- Liu, Y., Ferris, G.R., Treadway, D.C., Prati, M.L., Perrewé, P.L., & Hochwarter, W.A. (2004, November). The emotion of politics and the politics of emotions: Affective and cognitive reactions to politics as a stressor. In, *Four perspectives: How politics, emotional contagion, coping styles, and job characteristics influence emotions in the workplace*. Symposium conducted at the Annual Meeting of the Southern Management Association, San Antonio, TX.
- Zellars, K.L., Perrewé, P.L., Hochwarter, W.A., & Anderson, K.S. (2004, November). *Is conscientiousness always a good thing? The interactive effects of conscientiousness and positive affectivity on strain*. Paper presented at the Annual Meeting of the Southern Management Association, San Antonio, TX.
- Perrewé, P.L., Zellars, K.L., Rossi, A.M., Kacmar, C.J., Liu, Y., Zinko, R., Hochwarter, W.A., & Ferris, G.R. (2004, August). *Reducing psychological and physiological strain: The role of political skill in the overload-strain relationship*. Paper presented at the Academy of Management, 64<sup>th</sup> Annual Meeting, New Orleans, LA.
- Liu, Y., & Perrewé, P.L. (2004, June). *Another look at the role of emotion in the organizational change process: The implication of emotion as a process*. Paper presented at the Western Academy of Management Meeting, Shanghai, China.
- Perrewé, P.L., Zellars, K.L., Ferris, G.R., Hochwarter, W.A., Kacmar, C.J., & Rossi, A.M. (2004, April). *Neutralizing the dysfunctional impact of NA: Role of control*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hochwarter, W.A., Hall, A.T., Perrewé, P.L., Ferris, G.R., & Frink, D. (2004, April). *Felt accountability and political skill: Their impact on job performance*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hochwarter, W.A., Perrewé, P.L., Hall, A.T., & Ferris, G.R. (2004, April). *Felt accountability as a stressor on strain reactions: Nonlinear and linear relations with job tension as a function of negative affectivity*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Zellars, K.L., Perrewé, P.L., Hochwarter, W.A., & Ferris, G.R. (2004, February). *Examining the role of attributions and emotions in the work-family conflict process*. Paper presented at the 2<sup>nd</sup> Florida State International Symposium on Attribution Theory, Florida State University, Tallahassee, FL.

### 2003

Spector, P., Liu, Y., Ferris, G.R., Roberts, M., Hochwarter, W., James, M., Zellars, K., & Perrewé, P.L. (2003, November). Papers. In P.L. Perrewé (Chair), N. Ashkanasy (Discussant), *Emotion in the workplace*. Symposium conducted at the Annual Meeting of the Southern Management Association, Clearwater, FL.

Hall, A.T., Hochwarter, W.A., Perrewé, P.L., & Ferris, G.R. (2003, November). *Job autonomy as an antidote to the dysfunctional effects of accountability as a stressor: Implications for job satisfaction and emotional exhaustion*. Paper presented at the Annual Meeting of the Southern Management Association, Clearwater, FL. Winner of the Best Doctoral Student Paper in the Organizational Behavior/Organizational Theory/Organizational Development Track.

Liu, Y., Perrewé, P.L., & Xu, J. (2003, May). When it goes beyond a work laugh: A cross-cultural examination of subordinate emotional expressions in leader-member exchange (LMX) relationship. *Proceedings of the Pan-Pacific Business Association, Shanghai, China*. Conference cancelled due to Severe Acute Respiratory Syndrome (SARS).

Liu, Y., Perrewé, P.L., & Xu, J. (2003, April). Emotional communication between supervisor and subordinate and quality of LMX: A cross-cultural examination. In, *Affective processes in team leadership: Conceptual and empirical developments*. Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

### 2002

Zellars, K.L., Perrewé, P.L., Ferris, G.R., Rossi, A.M., & Ralston, D. (2002, November). *Neutralizing job stressors: Political skill as an antidote to the dysfunctional consequences of role conflict stressors*. Paper presented at the Annual Meeting of the Southern Management Association, Atlanta, GA.

Liu, Y., & Perrewé, P.L. (2002, July). *The role of emotion in employee counterproductive work behavior (CWB): Integrating the psychoevolutionary and constructivist perspective*. Paper presented at the 3<sup>rd</sup> Conference on Emotions and Organizational Life, Goldcoast, Australia.

Zellars, K.L., Liu, Y., Perrewé, P.L., Brymer, R.A., & Bratton, V. (2002, November). *Prompting me to quit: Injustice, escapism, and affect*. Paper presented at the Annual Meeting of the Southern Management Association, Atlanta, GA.

Zivnuska, S., Ralston, D.A., Perrewé, P.L., Wallace, A., & Maignan, I. (2002, April). *Nations under stress: Masculinity/femininity and stress responses*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

### 2001

Liu, Y., & Perrewé, P.L. (2001, November). The role of emotion and emotional expression in job satisfaction. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Young, A.M., & Perrewé, P.L. (2001, August). *Identifying the role of expectations in the mentoring process: An analysis of mentor and protégé perceptions*. Paper presented at the Academy of Management, 61<sup>st</sup> Annual National Meeting, Washington, DC.

Miles, A.K., & Perrewé, P.L. (2001, August). *Can I get a chair that fits? An examination of the ergonomic design and training influence on person-environment fit*. Paper presented at the Academy of Management, 61<sup>st</sup> Annual National Meeting, Washington, DC.

Zellars, K.L., Hochwarter, W.A., Perrewé, P.L., & Hoffman, N. (2001, April). *Job burnout: The mediating impact of states on traits*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

### 2000

Young, A.M., & Perrewé, P.L. (2000). *Expectations of mentors and protégés: The influence of need for achievement and power on expectations formed about a mentoring partner*. Paper presented at the Institute for Behavioral and Applied Management, San Diego, CA.

Hochwarter, W.A., Kiewitz, C., Castro, S.L., Perrewé, P.L., & Ferris, G.R. (2000, November). Positive affectivity and collective efficacy as moderators of the relationship between perceived politics and job satisfaction. *Proceedings of the Annual Meeting of the Southern Management Association*, Orlando, FL.

Hochwarter, W.A., Zivnuska, S., Perrewé, P.L., Kiewitz, C., Witt, L.A., & Brymer, R.A. (2000, November). What is too much or too little? The curvilinear effects of job tension on turnover intent, value attainment, and job satisfaction. *Proceedings of the Annual Meeting of the Southern Management Association*, Orlando, FL.

Thatcher, J.B., & Perrewé, P.L. (2000, November). An empirical examination of computer self-efficacy: The role of personality and anxiety. *Proceedings of the Annual Meeting of the Southern Management Association*, Orlando, FL.

Hochwarter, W.A., Ferris, G.R., Perrewé, P.L., Witt, L.A., & Berkeson, H. (2000, November). *Reconsidering the job performance-turnover relationship: The role of gender*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

### 1999

Young, A.M., & Perrewé, P.L. (1999, August). *What do I expect? An examination of career-related support and social support among mentors and protégés*. Paper presented at the Academy of Management, 59<sup>th</sup> Annual National Meeting, Chicago, IL.

Ralston, D.A., Perrewé, P.L., Rossi, A.M., Westman, M., Vollmer, G., Maignan, I., Tang, M., Wan, P., Wallace, A., & Van Deusen, C. (1999). *A nine culture study of work stressors and outcomes*. Paper presented at the Association for International Business, Charleston, 1999.

Miles, A.K., & Perrewé, P.L. (1999, August). *An examination of ergonomic training on organizational strain: A person-environment fit perspective*. Paper presented at the Academy of Management, 59<sup>th</sup> Annual National Meeting, Chicago, IL.

Hochwarter, W.A., Ferris, G.R., & Perrewé, P.L. (1999, August). *A note on the nonlinearity of the age-job satisfaction relationship*. Paper presented at the Academy of Management, 59<sup>th</sup> Annual National Meeting, Chicago, IL. Nominated for Best Paper Award in the Careers Division.

Perrewé, P.L., Ralston, D.A., Hochwarter, W.A., Westman, M., Rossi, A.M., Wallace, A., Vollmer, G., Tang, M., & Wan, P. (1999, April). *Self-efficacy as a critical variable in occupational burnout: A cross-cultural examination*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Hochwarter, W.A., Harrison, A.W., Ferris, G.R., Perrewé, P.L., & Ralston, D.A. (1999, April). *A re-examination of Schriesheim and Hinkin's (1990) measure of upward influence*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

### 1998

Zellars, K.L., & Perrewé, P.L. (1998, November). *The good and the bad: The impact of moods on job burnout*. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Hochwarter, W.A., & Perrewé, P.L. (1998, November). *Should I be committed? The effects of perceptions of organizational politics and commitment on job tension and intent to*

turnover. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Hochwarter, W.A., Zellars, K.L., & Perrewé, P.L. (1998, August). *The interactive effects of role conflict and collective efficacy on satisfaction and intent to turnover in a healthcare environment*. Paper presented at the Academy of Management, 58<sup>th</sup> Annual National Meeting, San Diego, CA.

Zellars, K.L., Perrewé, P.L., & Hochwarter, W.A. (1998, August). *The impact of individual differences on role conflict and burnout*. Paper presented at the Academy of Management, 58<sup>th</sup> Annual National Meeting, San Diego, CA.

Young, A.M., & Perrewé, P.L. (1998, August). *The mentoring relationship as an organizational exchange: The process of developing and maintaining successful mentoring relationships*. Paper presented at the Academy of Management, 58<sup>th</sup> Annual National Meeting, San Diego, CA.

Hochwarter, W.A., Perrewé, P.L., & Brymer, R.A. (1998, April). *The interactive effects of value attainment, attitudes, and moods on job performance: An examination of the VAM model*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Zellars, K.L., & Perrewé, P.L. (1998, April). *Testing the effects of attributions and emotions in the transactional model: An examination of work/family conflict*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

### 1997

Valle, M., & Perrewé, P.L. (1997, November). Individual determinants of organizational politics: Perceptions and actions. *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA.

Hochwarter, W.A., Zellars, K.L., Harrison, A., & Perrewé, P.L. (1997, August). *Destined to be unhappy at work? The interactive role of negative affectivity and job characteristics*. Paper presented at the Academy of Management, 57<sup>th</sup> Annual National Meeting, Boston, MA.

Cady, S.H., Perrewé, P.L., & Gist, M. (1997, August). *Resurrecting expectancy theory: New life for an important but prematurely dismissed mode for motivational research*. Paper presented at the Academy of Management, 57<sup>th</sup> Annual National Meeting, Boston, MA.

Zellars, K.L., Perrewé, P.L., & Hochwarter, W.A. (1997, August). *Mitigating burnout among high-NA employees in the health care industry: What can organizations do?* Paper presented at the Academy of Management, 57<sup>th</sup> Annual National Meeting, Boston, MA.

### 1996

Zellars, K.L., & Perrewé, P.L. (1996, November). The effects of attributions and emotions in the transactional model. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Hochwarter, W.A., Harrison, A.W., Ralston, D.A., & Perrewé, P.L. (1996, November). An examination of dispositional and situational predictors to ingratiation behaviors: A field investigation. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Bozeman, D.P., Perrewé, P.L., Hochwarter, W.A., Kacmar, K.M., & Brymer, R.A. (1996, November). An examination of reactions to perceptions of organizational politics. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Morton, K.S., & Perrewé, P.L. (1996). The impact of a stressful work situation on employee evaluations: The moderating effects of gender. *Proceedings of the Southwest Academy of Management*, San Antonio, TX.

### 1995

Hochwarter, W.A., Stepina, L.P., & Perrewé, P.L. (1995, November). The effects of negative affectivity on perceptions of equity: A field examination. *Proceedings of the Annual Meeting of the Southern Management Association*, Orlando, FL.

### 1994

Steen, J.E., Perrewé, P.L., & Hochwarter, W.A. (1994, November). The effect of gender bias on arbitration decision: Another look at an assumed problem. *Proceedings of the Decision Sciences Institute*, Honolulu, HI.

Hochwarter, W.A., Stepina, L.P., & Perrewé, P.L. (1994, November). The effects of negative affectivity on perceptions of equity. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Perrewé, P.L., Fernandez, D.R., & Williams, J. (1994, August). *The dual dimensionality of the control construct: Reducing barriers to understanding*. Paper presented at the Academy of Management, 54<sup>th</sup> Annual National Meeting, Dallas, TX.

Perrewé, P.L., Hochwarter, W.A., Bozeman, D.P., & Brymer, R.A. (1994, August). *Organizational politics, self-efficacy and work control: An examination of their combined effects in the hotel industry*. Paper presented at the Academy of Management, 54<sup>th</sup> Annual National Meeting, Dallas, TX.

### 1993



Fernandez, D.R., & Perrewé, P.L. (1993, April). *Implicit stress theory: An experimental examination of subjective performance information*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Perrewé, P.L., Ralston, D., & Fernandez, D.R. (1993). The relations among perceived stressors, role conflict, and organizational commitment: A comparative analysis between Hong Kong and the United States. *Proceedings of the Academy of International Business*, Maui, HI.

Fernandez, D.R., & Perrewé, P.L. (1993, November). *Learned helplessness in the work place: A field examination of public-private differences*. Paper presented at the Decision Sciences Institute, Washington, DC.

Kacmar, K.M., & Perrewé, P.L. (1993, November). Organizational politics, control, and job stress: Two field investigations. *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA.

### 1992

Carlson, D., & Perrewé, P.L. (1992). Institutionalization of organizational ethics through transformational leadership. *Proceedings of the National Conference for the Council on Employee Responsibilities and Rights*, Miami, FL.

Perrewé, P.L., Fernandez, D.R., & Morton, K. (1992, November). Implicit stress theory: An experimental examination. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Thomson, N., & Perrewé, P.L. (1992, August). Gender bias in performance evaluations: An experimental examination. *Proceedings of the National Association of Management*, Las Vegas, NV.

Limpaphayom, P., Perrewé, P.L., & Martinko, M.J. (1992, November). Learned helplessness: An alternative explanation for job stress. *Proceedings of the National Decision Sciences Meetings*, San Francisco, CA.

### 1991

Hochwarter, W.A., Dawkins, M., Thomson, N., Perrewé, P.L., & Anthony, W.P. (1991, November). Sex differences in perceptions of work-related variables: An examination of organizational context. *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA.

### 1989

Moss, S.E., & Perrewé, P.L. (1989, November). The effects of job environment and supervisor feedback on satisfaction and performance: An experimental analysis. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Maroney, P.F., Nelson, J.M., & Perrewé, P.L. (1989). *Modification of the collateral source rule: The effect on jury awards*. Paper presented at the Northeastern Regional Business Law Association, Kiamesha, NY.

### 1988

Maroney, P.F., Nelson, J.M., & Perrewé, P.L. (1988). *The effect of tort reform on juries*. Paper presented at the Southern Risk and Insurance Meeting, Charleston.

Perrewé, P.L., & Anthony, W.P. (1988, November). *The impact of job demands, personal control, and employee age on health strain*. Paper presented at the Annual Meeting of the Southern Management Association, Atlanta, GA.

Perrewé, P.L., Nelson, J.M., & Maroney, P.E. (1988, November). *The impact of Type A behavior and personal control on perceptions of the jury decision making process*. Paper presented at the Annual Meeting of the Decision Sciences Institute, Las Vegas, NV.

### 1987

Pucely, M., Mizerski, R.W., & Perrewé, P.L. (1987). A comparison of involvement measures for the purchase and consumption of prerecorded music. *Proceedings of the National Association for Consumer Research*, Boston, MA.

Hassell, B.L., & Perrewé, P.L. (1987, November). The debilitating effect of perceived loss of control on older workers' performance. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA.

Hassell, B.L., Stepina, L.P., & Perrewé, P.L. (1987, August). *Nonmonetary rewards and punishments: An extension of the dual attachment concept in the public sector*. Paper presented at the Academy of Management, 47<sup>th</sup> Annual National Meeting, New Orleans, LA.

### 1986

Stepina, L.P., & Perrewé, P.L. (1986). Boundary Spanning: An examination of individual role orientations and internal structure. *Proceedings of the Midwest Meeting of the Decision Sciences Institute*, Lincoln, NE.

Perrewé, P.L., & Vickory, F.A. (1986, November). The impact of quantitative work overload and personal control on satisfaction, psychological anxiety, and physiological arousal: An

experimental analysis. *Proceedings of the Annual Meeting of the Decision Sciences Institute*, Honolulu, HI.

### 1985

Perrewé, P.L. (1985, November). *The impact of quantitative job demands, locus of control, and Type A behavior patterns on task satisfaction and psychological stress*. Paper presented at the Annual Meeting of the American Institute for Decision Sciences, Las Vegas, NV.

### 1983

Perrewé, P.L., & Anderson, K.S. (1983, November). *Conceptual and empirical linkages between task design and job stress: A refined model*. Paper presented at the Annual Meeting of the American Institute for Decision Sciences, San Antonio, TX.

### 1982

Perrewé, P.L., & Cullen, J.B. (1982, November). *Superior-subordinate gender pairings and job satisfaction: A test for moderating effects*. Paper presented at the Annual Meeting of the American Institute for Decision Sciences, San Francisco, CA.

### 1981

Luthans, F., Davis, T., & Perrewé, P.L. (1981, November). *A social learning approach to organizational socialization*. Paper presented at the Annual Meeting of the American Institute for Decision Sciences, Boston, MA.

Cullen, J.B., & Perrewé, P.L. (1981, August). *Superiors' and subordinates' gender: Does it really matter?* Paper presented at the Academy of Management, 41<sup>st</sup> Annual National Meeting, San Diego, CA.

Perrewé, P.L., & Cullen, J.B. (1981). Loci of decision making influence and organization structure: A multiple discriminant analysis. *Proceedings of the Western Meeting of the American Institute for Decision Sciences*, Hilo, HI.

### 1980

Conti, M.B., Ganster, D.C., Mayes, B.T., & Perrewé, P.L. (1980). Organizational systems and sources of stress. *Proceedings of the International Conference on Systems Science in Health Care*, Willowdale, Ontario: Pergamon Press.

Perrewé, P.L., & Cullen, J.B. (1980). Relative decision making influence in business schools. *Proceedings of the Midwest Division of the Academy of Management*, Cincinnati, OH.

Fischetti, M., Curran, J.P., Peterson, J.L., & Perrewé, P.L. (1980, August). The heterosocially unskilled: All can't dance, some hear music. *Proceedings of the National Meeting of the American Psychological Association*, Toronto, Canada.

### **Other Publications**

Zellars, K.L., Perrewé, P.L., & Miles, A. (1997). *Work attitudes, job tension, physiological symptoms and health concerns among women lawyers*. Technical Report for the Association for Women Lawyers.

Zellars, K.L., Perrewé, P.L., Hochwarter, W.A., & Miles, A. (1996). *Job stress, burnout and coping among nurses*. Technical Report for St. Joseph's Hospital of Atlanta, GA.

Perrewé, P.L. (1989). *Understanding and managing job stress: A guide for the small business manager*. Guide published by the Florida Economic Development Center and the Small Business Development Center, 1989.

Perrewé, P.L., & Anthony, W.P. (1988). *An examination of environmental and organizational stressors at Berg Steel Pipe Corporation*. Technical Report for Berg Steel Pipe Corporation of Panama City, FL.

Perrewé, P.L., & Anthony, W.P. (1988). *Job evaluation procedures for Berg Steel Pipe Corporation*. Technical Report for Berg Steel Pipe Corporation of Panama City, FL.

Luthans, F., Davis, T., & Perrewé, P.L. (1982). *Organizational socialization: A social learning interpretation*. Technical Report for the Office of Naval Research, No. 8, Contract No. N00014-80-C-0554, NR 170-913, University of Nebraska, Lincoln, NE.

### **Small Grant Activities**

Received a \$5,000.00 grant from NASA at Kennedy Space Center (1993) to create a vendor profile useful in predicting vendor support (Pamela L. Perrewé and K. Michele Kacmar).

Received a research grant (1990) from The Council on Faculty Research Support at Florida State University to investigate the impact of perceived age discrimination on organizational turnover.

Received summer development grant (1989) from the College of Business at Florida State University to write a handbook entitled, "Understanding and Managing Job Stress: Strategies for Small Businesses."

Received summer research grant (1988) from the College of Business at Florida State University to investigate the differential effects of various task design strategies on stress and performance.

Received summer research grant (1986) from the College of Business at Florida State University to investigate the buffering effects of personal control on experienced job stress.

## **TEACHING EXPERIENCE**

### **Florida State University – The College of Business**

#### ***Ph.D. Teaching***

##### **Organizational Behavior**

An in-depth review of the literature and research in the field of organizational behavior and industrial/organizational psychology. Emphasis was placed on the classic as well as current theoretical and empirical literature.

##### **Organizational Theory**

An in-depth review of the literature and research in the field of organizational theory and organizational sociology. Emphasis was placed on the classic organizational theorist as well as the current theoretical and empirical literature.

##### **Quality of Work Life Seminar**

An in-depth review of the literature and research in job design and occupational stress and coping. Emphasis was placed on the current theoretical and empirical literature.

##### **Data Analysis and Interpretation**

An examination of issues within the domain of designing, analyzing and reporting empirical research including hands-on application of statistical tests utilizing current computer packages.

##### **Seminar in Occupational Stress**

An in-depth review of the literature and research in the field of occupational stress and well being. Emphasis was placed on the classic as well as current theoretical and empirical literature regarding stress and coping.

#### ***MBA and Corporate MBA Teaching***

##### **Organizational Behavior**

An in-depth examination of the field of organizational behavior. This course was designed to emphasize the application of knowledge in understanding and managing employees using current case analyses and group work. Topics included personality,

perception, leadership, motivation, occupational stress, job design, decision making and group processes.

### **Organizational Theory**

An in-depth examination of the macro perspective to organizational science. Organizations were used as the unit of analysis and emphasis was on the distinct structures, rules, organizational norms, and life cycles that develop over time within and between organizations.

### **Human Resource Management**

An in-depth examination of the field of human resource management. This course was designed to emphasize the application of current knowledge regarding topics such as employee selection, training, compensation, testing, and employment law.

## ***Undergraduate Teaching***

### **Concepts of Management**

An overview of the major components of management designed to focus on the breadth of management. Topics included organizational theory, the functions of management, organizational behavior, and production/operations management.

### **Organizational Analysis and Change**

An overview of organizational development, analysis, and change. Topics included the organization-environment interface, the group-group interface, and the individual-organization interface. Emphases on how organizational development issues are relevant to practicing professionals.

### **Organizational Behavior**

An in-depth examination of the various aspects of the field of organizational behavior designed to emphasize the application of knowledge in understanding and managing employees. Topics included leadership, motivation, occupational stress, job design, and decision making.

### **Human Resource Management**

An examination of the various aspects of the field of human resource management designed to emphasize the application of knowledge regarding topics such as employee selection, training, compensation, job analysis, testing, and employment law.

### **Training and Development**

An in-depth examination of training, development, and socialization. The focus of the course centered on ways to socialize employees into the organizational culture, train employees to enhance their occupational skills, and develop employees to their potential.

### ***Executive Education***

#### **Executive Stress Management 1996 – present**

Conduct ½ day workshops on managing occupational stress. Emphasis is on identifying both occupational and family stressors as well as problem-solving and emotion-focused coping mechanisms useful in combating organizational strain and work/family conflict. Psychological as well as physiological consequences of job stress are considered. Further, personality antecedents to perceived stressors and strain are examined.

### **University of Nebraska - College of Business Administration**

#### **Human Behavior in Organizations**

An in depth examination of the various aspects of the field of organizational behavior designed to emphasize the application of knowledge in understanding and managing employees. Topics included leadership, motivation, occupational stress, job design, and decision making.

#### **Human Resource Management**

An in-depth examination of the various aspects of the field of human resource management designed to emphasize the application of knowledge regarding topics such as employee selection, training, compensation, testing, and employment law.

#### **Principles of Management**

An overview of the major components of management designed to focus on the breadth of management. Topics included organizational theory, the functions of management, organizational behavior, and production/operations management.

## **DOCTORAL STUDENT DEVELOPMENT AND MENTORING**

### **Dissertation Committee Chair**

**Tina Thompson, current (Co-chair with Gerald R. Ferris)**

**Student, Florida State University**

*Dissertation Topic:* “Underemployment.”

**Laci M. Rogers, current  
Student, Florida State University**

*Dissertation Topic:* “Antecedents and Consequences of Mentoring Relational Quality and Mentoring Effectiveness in Academia.”

**Denise M. Breaux, 2009  
University of Arkansas**

*Dissertation Topic:* “An Experimental Examination of Injustice and Abusive Behavior.”

**James A. Meurs, 2008  
University of Mississippi**

*Dissertation Topic:* “Personality and Learned Behavior Antecedents of the Dimensions of Political Skill: Their Role in the Stress Process.”

**Vickie Coleman Gallagher, 2007  
Northern Kentucky University (currently at Cleveland State University)**

*Dissertation Topic:* “Situational and Dispositional Antecedents and Consequences of Impression Management Tactics: The Role of Political Skill”

**Jason Stoner, 2007  
Ohio University**

*Dissertation Topic:* “The Nature of Collective Identity: Construct Validity of a Scale and a Preliminary Examination of Predictive Validity.”

**Yongmei Liu, 2006  
University of Texas at Arlington (currently at Illinois State University)**

*Dissertation Topic:* “The Role of Emotional Regulation in Workplace Relations.”

**Lillis Melita Prati, 2004 (Co-Chair with Gerald R. Ferris)  
East Carolina University**

*Dissertation Topic:* “Emotional Intelligence as a Facilitator of the Emotional Labor Process.”

**Fred R. Blass, 2003 (Co-Chair with Gerald R. Ferris)  
United States Air Force (currently at Florida State University)**

*Dissertation Title:* “The Role of Political Skill in Organizational Socialization.”

**Angela K. Miles, 2000  
Old Dominion University (currently at North Carolina A & T University)**

*Dissertation Title:* “The Ergonomics and Organizational Stress Relationship.”

**Sharon L. Segrest, Ph.D., 1999  
California State University – Bakersfield (California State University – Fullerton; currently at University of South Florida – St. Petersburg)**



*Dissertation Title:* “Still Judging the Book by the Cover? Ethnic and Accent-Based Bias in the Employment Interview and the Effects of Interviewer Training.”

**Kelly L. Zellars, Ph.D., 1998**

**University of Alabama – Birmingham (currently at University of North Carolina – Charlotte)**

*Dissertation Title:* “Vulnerable to Job Burnout: The Influence of Personality, Social Support, Role Stressors, and Moods.”

**Angela M. Young, Ph.D., 1997**

**California State University - Los Angeles**

*Dissertation Title:* “The Mentoring Relationship as an Organizational Exchange: The Process of Developing and Maintaining Successful Mentoring Relationships.”

**Steven Cady, Ph.D., 1996**

**Bowling Green State University**

*Dissertation Title:* "A Reformulation of Expectancy-Value Theories of Motivation: A Test of a Proposed Tri-part Expectancy Model."

**Matthew Valle, Ph.D., 1995**

**Troy State University (Wichita State University 1999; currently Department Chairman at Elon College)**

*Dissertation Title:* "Individual Determinants of Organizational Politics: Perceptions and Actions."

**Denise R. Fernandez, Ph.D., 1995**

**Salisbury State University (currently Dean of the Business School at Meredith College, Raleigh, NC)**

*Dissertation Title:* "Career Plateau Response as a Function of Personal Coping Strategies."

**Karen S. Morton, Ph.D., 1994**

**Houston Baptist University (Currently not in academics)**

*Dissertation Title:* "A Schema Model of Dispositional Attribution in the Employment Selection Process."

### **Dissertation Committee Member**

Sungil Hong (Sport Management, current)

Michelle Brimecombe (Sport Management, current)

Art Martinez (Organizational Behavior, 2011)

Marko Horn (Strategic Management, 2010)

Kevin Basik (Organizational Behavior, 2010)

Kelly Cowart (Marketing, 2010)

Timothy Munyon (Organizational Behavior, 2009)

Myung “Mike” Jin (Public Administration, 2009)

Cindi Smatt (Management Information Systems, 2009)

Reneé Pratt (Management Information Systems, 2009)

Mary Dana Laird (Management, 2008)

Robyn Brouer (Management, 2007)

Robert Zinko (Management, 2007)

Melanie Kopp Hicks (Public Administration, 2007)

Bryan Hosack (Management Information Systems, 2006)

Vera Hoover (Management, 2006)

Lisa D. Barbanell (Social Work, 2006)

Jeanine Plowman (Psychology, 2005)

Matricia James (Management, 2005)

Cory Reed (Counseling Psychology, 2005)

Angela Hall (Management, 2005)

Ginny Bratton (Management, 2004)

Trent Ashley Tull (Higher Education, 2004)

Ken Harris (Management, 2004)

Tom DeWitt (Marketing, 2004)

Damon Andrew (Sports Management, 2004)

Sam Todd (Sports Management, 2003)

Leanne Whicker (Organizational Psychology, 2003)

Steve Lewis (Social Work, 2003)

Bob Kolodinsky (Management, 2002)

Matthew Girton (Communication, 2001)

Elisa DeKaney (Music, 2001)

Daryl Weisman (Communication, 2000)

Scott Douglas (Management, 2000)

Jarvis Moore (Management Information Systems, 2000)

John Galvin (Management Information Systems, 2000)

Kim Lucker (Psychology, 2000)

Barbara Lafferty (Marketing, 1999)

Janet Barnett (Psychology, 1999)

Martha Andrews (Management, 1999)

Bradley Bowes (Marketing, 1999)

Dennis Bozeman (Management, 1997)

Robert Bennett (Management, 1996)

John Austin (Psychology, 1996)

Philip Rothchild (Communications, 1996)

Tim Kayworth (Management Information Systems, 1996)

Carriela Nance (Psychology, 1995)

Neal Thomson (Management, 1995)

Jorge Perez (Management Information Systems, 1995)

Dawn Carlson (Management, 1994)

Wayne Hochwarter (Management, 1993)

Gary Wilson (Theatre, 1993)

Joe Saturley (Educational Psychology, 1993)

Darby Godwin (Educational Psychology, 1993)

John Henry (Management, 1992)

Constance Campbell (Management, 1992)

Joel Nicholson (Management, 1991)

Russell Kent (Management, 1991)

Brenda Massetti (Management Information Systems, 1991)

Kim McDougal (Movement Science, 1991)

Sherry Moss (Management, 1991)

James Harris (Management, 1990)

Barbara Hassell (Management, 1990)

## **PROFESSIONAL SERVICE**

### **Committees and Activities**

Member of the International Scientific Organizing Committee for the Work Stress and Health 2011 Conference, May 2011, Orlando Florida.

Member of the International Scientific Organizing Committee for the Work Stress and Health 2009 Conference, November 2009, San Juan, Puerto Rico.

Member of the International Scientific Organizing Committee for the Work Stress and Health 2008 Conference, March 2008, Washington, DC.

Conducted a roundtable discussion on doctoral mentoring for the Academy of Management, August 2008, Anaheim, CA.

Conducted a doctoral student workshop with Kelly Zellars on “Navigating the Dissertation: Hints from a Successful Student/Chair Partnership,” Southern Management Association, Clearwater, FL 2006.

Member of the International Scientific Organizing Committee for the Work Stress and Health 2006 Conference, March 2006, Miami, FL.

Invited speaker on “Developing a Program of Research” with Gerald R. Ferris, College of Business, Auburn University, February 2006.

Scholarly Achievement Award Committee, HR Division of the Academy of Management, 2004-2005.

Member of the Board of Scientific Counselors, National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention, 2004-2007.

HRDIV Net Steward. The purpose is to serve as an influential HR scholar and regularly post and answer messages on the HR net for the Academy of Management.

Scholarly Achievement Award Committee, HR Division of the Academy of Management, 2003-2004.

Director of the Doctoral Consortium for the Southern Management Association, San Antonio, TX, 2004.

“Building a successful research career.” (Buckley, M.R., Douglas, C., Ferris, G.R., Gardner, W.L., and Perrewé, P.L.) Invited presentation in October Research Roundtable, School of Business Administration, University of Mississippi, 2003.

Society for Industrial and Organizational Psychology (SIOP) Program Committee, 2003-04.

Chair of the Junior Faculty Consortium for the Human Resource Management Division of the Academy of Management, 2003-2004, New Orleans.

Discussant for SIOP symposium, “Individuals within the Collective: Psychological Perspectives on Work in China,” for the Society for Industrial and Organizational Psychology, Orlando, FL, April 2003.

Associate Director of the Doctoral Consortium for the Southern Management Association, Clearwater, FL, 2003.

Member of the Junior Faculty Consortium Committee for the Human Resource Management Division of the Academy of Management, 2002-2003, Seattle.

Speaker for the Doctoral Consortium on professional commitment for the Southern Management Association, Atlanta GA, 2002.

Review Board for the 2<sup>nd</sup> Florida State University International Symposium on Attribution Theory

Executive Committee Member for the Human Resources Division of the Academy of Management 2002.

Member of the Scientific Organizing Committee for the fifth interdisciplinary conference on Work Stress and Health: New Challenges in a Changing Workplace, March 2003, Toronto, Canada.

Faculty speaker (with Gerald R. Ferris) on managing doctoral student stress for the 23rd Annual Industrial/Organizational and Organizational Behavior (IOOB) Graduate Student Conference, Tampa FL, March 2002.

Society for Industrial and Organizational Psychology (SIOP), mentor for the M2M program, 2001-present.

Faculty panelist for the 13<sup>th</sup> Annual Doctoral Consortium, Southern Management Association, New Orleans LA, November 2001.

Past President, Southern Management Association, 2000-01

Keynote Luncheon Speaker for the 12<sup>th</sup> Annual Doctoral Consortium, Southern Management Association, Orlando FL, 2000.

President, Southern Management Association, 1999-00.

Served as a faculty panelist for the Annual New Doctoral Consortium, National Academy of Management Association, Chicago IL, 1999.

President Elect, Southern Management Association, 1998-99.

Society for Industrial and Organizational Psychology (SIOP) Program Committee, 1997-99.

Vice President/Program Chair, Southern Management Association, 1997-98.

Reviewer for the Southern Management Association's Best Paper Award Committee, 1997.

Chair of the SMA committee charged with re-structuring the pre-conference activities at the annual meetings, 1996-97.

Vice President/Program Chair Elect, Southern Management Association, 1996-97.

Served as the Organization Theory, Organizational Behavior, and Strategic Management Track Chairman for NE Decision Sciences Institute, St. Croix, 1995-96.

Served on SMA subcommittee charged with developing the Southern Management Association Institute, 1993-94.

Proceedings Coordinator, Decision Science Institute, Hawaii, 1993-94.

Board of Governors, Southern Management Association, 1993-96.

Professional Division Review Board for the National Academy of Management, 1993-94.

Board member for the Center for Human Resource Management, College of Business, Florida State University, 1986 - present.

### **Professional Reviewing**

#### ***Editorial Review Boards***

Associate Editor for *Journal of Occupational Health Psychology*, 2010 – 2011.

Special Issue Editor for *Human Resource Management Review* on the Role of Personality in Human Resource Management, 2011.

Editorial Review Board for *Academy of Management Journal*, 2008 – present.

Member of the Advisory Board for the annual research series, *Managerial Issues in Theory & Practice* edited by Michael G. Bowen and Michael L. Barnett (Information Age Publishing), 2006-present.

Editorial Review Board for *Journal of Leadership and Organizational Studies*, 2002 – present.

Editorial Review Board for *Journal of Occupational Health Psychology*, 2001 – present.

Editorial Review Board for *Organizational Analysis*, 2004 – 2005.

Editorial Review Board for *Journal of Management*, 1999 – 2002.

Editorial Review Board for *Human Resource Management Review*, 1997 – present.

Editorial Review Board for the *Journal of Managerial Issues*, 1988 – present.

Editorial Review Board for the *International Journal of Workplace Management*, 2008 – present.

Editorial Review Board for *Akron Business and Economic Review*, 1987 – 1991.

Editorial Review Board for *Review of Business*, 1989 – 1991.

Editor for *Human Resource Management Today*, 1988 – 1993.

### ***Ad hoc Reviewing***

Ad hoc reviewer for *Academy of Management Review*

Ad hoc reviewer for *Journal of Management*

Ad hoc reviewer for *Contemporary Psychology*

Ad hoc reviewer for *Decision Sciences*

Ad hoc reviewer for *Human Resource Management Journal*

Ad hoc reviewer for the *Journal of Applied Social Psychology*

Ad hoc reviewer for *Journal of Business Ethics*

Ad hoc reviewer for the *Journal of Social Behavior and Personality*

Ad hoc reviewer for the *Journal of Organizational Behavior*

Ad hoc reviewer for *Journal of Occupational and Organizational Psychology*

Ad hoc reviewer for *MIS Quarterly*

Ad hoc reviewer for *Social and Preventative Medicine*

Ad hoc reviewer for *Policy & Politics*

Ad hoc reviewer for *Scandinavian Journal of Work, Environment, & Health*

### **UNIVERSITY SERVICE**

2011 – present

**Faculty Athletic Representative.** This position reports to the President and Faculty Senate on the status of intercollegiate athletics and represents the University at meetings of the NCAA and ACC.



- 2008 – 2010 **Chair of the Florida State University Equity and Student Welfare Subcommittee of the Athletic Board.** This subcommittee examines equity issues in sports at Florida State University.
- 2008 **Member of the Search Committee for an Associate Professor of Sports Management.** Committee charged with identifying, interviewing, and selecting a new faculty member for the Sports Management, Recreation Management, and Physical Education Department.
- 2005 – present **Member of the Distinguished Research Professor Selection Committee.** This committee is charged with selecting outstanding research faculty for this annual award at Florida State University.
- 2004 – present **Member of the Florida State University Athletic Board Equity Subcommittee.** This subcommittee examines equity issues in sports at Florida State University.
- 2004 – present **Member of the Florida State University Athletic Board.** The Board is responsible for overseeing the athletic operations with regard to the general athletic budget, academics, and equity issues in sports.
- 2005 – 2006 **Member of the Academic Integrity Subcommittee for the NCAA Certification Program.** The overall committee is responsible for evaluating the FSU athletics program in the areas of Governance and Commitment to Rules Compliance, Academic Integrity, Fiscal Integrity and Commitment to Equity.
- 2005 – 2006 **Member of the Faculty Advisory Council on the Status of Women.** Position entails responsibility for advising the University on mechanisms to ensure an equitable climate for all faculty members on campus, but with particular emphasis on women.
- 2003 – 2005 **Member of the Office for Distributed and Distance Learning (ODDL) Advisory Committee.** This committee is charged with reviewing ODDL's activities and advising the Director on how ODDL can best help meet the needs of Florida State University.
- 2003 – 2004 **Member of the President's Policy Task Force on Sexual Assault Procedures.** Committee charged with refining and specifically outlining the procedures to follow in a sexual assault case at Florida State University.

- 2001 – 2005 **Member of the Task Force on the Status of Women Faculty.** Committee charged with guiding a study examining the status of women at Florida State University.
- 2001 – 2003 **Member of the Technology Subcommittee of the University Graduate Enrollment Management Committee.** This committee is responsible for reviewing and coordinating the university efforts toward on-line admissions for graduate programs. The goal is to be able to track inquiries from potential graduate students and to create a seamless system between the university admissions office and the individual schools, colleges and departments.
- 2002 **Representative for Florida State University for the American Campus and Alcohol Regional Conference.** This conference is built upon an integrated combination of lectures, panels, and workshops with academic, governmental, and industry experts with the aim of reducing alcohol abuse on campus.
- 2001 – 2002 **Member of the Review Committee for the Center for Professional Development.** This committee is charged with reviewing and assessing the status of the Center for Professional Development at Florida State University. The goal is to examine the entire set of operations within CPD and make recommendations to the Provost.
- 2001 – 2002 **Member of the Advisory Board for the Center for Professional Development at Florida State University.** This committee serves as an overview committee for Florida State University's Center for Professional Development. The committee is responsible for evaluating and recommending major initiatives in continuing education.
- 2000 – 2001 **Mentor for the Opportunity Leadership Enhancement (OLE) Program.** The purpose of OLE is to strengthen the professional and executive management preparation of upper level FSU personnel. This is accomplished by intensive exposure in critical areas required for success including direct contact and communication with executive administrators.
- 1999 – 2004 **Member of the University Graduate Enrollment Management Committee.** This committee is responsible for examining and making recommendations regarding graduate enrollment at Florida State University. Specific issues include the electronic admissions and data systems, recruitment strategies, and the review of admissions practices and processes.

- 1997 - present      **Chairman, University's Employee Assistance Program Committee.** This committee advises the FSU employee assistance program that serves all University employees. The program is intended to provide, free of charge, confidential assessment, consultation, and referral services to employees and members of their families who desire professional help in resolving matters of personal concern and distress.
- 1997 - 1998      **University Dissertation Fellowship Committee.** This committee was charged with making the decisions as to which doctoral students throughout the university should receive a dissertation fellowship.
- 1997 – 2001      **Florida State University representative for the McKnight Doctoral Fellowship Program for the State of Florida.** Committee charged with reviewing and selecting the recipients of the McKnight Minority Fellowships for the State of Florida.
- 1998 – 1999      **Graduate Program Review Committee.** This committee examined the graduate program review process in order to develop more data on programs that would be kept systematically and made available to department and the GPC.
- 1998 – 1999      **Member of the FSU Panama City Campus Commission.** This commission was charged with the responsibility to review the mission of the Panama City campus of The Florida State University.
- 1996 - 1997      **Member of the University Council for Teacher Education.** This council is responsible for coordinating the undergraduate teacher education programs throughout the University in accordance with policies established by the schools and colleges.
- 1996 - 1997      **University Search Committee for Director, Operations Analysis.** This committee was charged with selecting the new Director of Operations Analysis for The Florida State University.
- 1995 - 1997      **University Honorary Doctorate Degree Committee.** This committee is charged with recommending nominations for honorary degrees to the President.
- 1995 – 1996      **Member of the Committee on Goals and Accountability.** Committee charged with examining the goals, planning, evaluation processes, and accountability of FSU.
- 1994 - 1996      **University Employee Assistance Program Advisory Committee.** This committee oversees the FSU employee assistance program to serve all

University employees. The program is intended to provide, free of charge, confidential assessment, consultation, and referral services to employees and members of their families who desire professional help in resolving matters of personal concern and distress.

- 1993 - 1996      **University Budget Advisory Committee.** This committee provides the President with advice on general policy governing allocation of resources to major functions of The Florida State University.
- 1993 – 1994      **Member of the Florida State University Presidential Search Advisory Committee.** This committee was appointed by the Board of Regents of the State University System of Florida to evaluate candidates and to make a recommendation for the new President of the Florida State University.
- 1992 - 1995      **University Calendar Committee.** This committee recommends an academic calendar for each year to the Vice President for Academic Affairs.

## **INVITED PRESENTATIONS, COMMUNITY SERVICE, AND CONSULTING**

### **Invited Presentations**

Ferris, G.R., & Perrewé, P.L. (2010). *Socialization into the academic life: Reflections on 25 years of mentoring Ph.D. students*. Seminar presented to the University of Oklahoma Departments of Management and Psychology faculty and Ph.D. students, September 10, 2010.

Invited speaker on “Tips for Success and Managing Stress in Graduate School” for the Celebration of Graduate Student Excellence, Florida State University, April 2010.

Invited speaker on Managing Graduate Student Stress, Florida State University, February 2010.

Invited speaker for the Professional Development Workshop Series, on tips for determining meaningful dissertation/thesis topics; Florida State University, January 27, 2009.

Invited speaker for the West Management Seminar, University of Texas – Arlington, Arlington, TX, on building a program of research in occupational stress, February 21-22, 2008.

Invited speaker for the College of Business MBAs on managing graduate student stress, January 30, 2008.

Invited speaker for the Professional Development Workshop Series, on tips for determining meaningful dissertation/thesis topics; Florida State University, January 16, 2008.

Invited speaker for the Sophomore Honor's Colloquium, on the managing student stress; Florida State University, September 24, 2007.

Invited speaker for the Graduate Student Colloquium, on the managing graduate student stress; Florida State University, January 10, 2007.

Invited scholar (with Jerry Ferris) on building a program of research; developing research centers; and workshop on managing job stress; Martin J. Whitman School of Business, Syracuse University, Syracuse, New York, April 9<sup>th</sup> – 11<sup>th</sup>, 2006.

Invited speaker (with Jerry Ferris) on "Building a program of research: The case of political skill" at Auburn University, February 10<sup>th</sup> and 11<sup>th</sup>, 2006.

Member of the Presbyterian University Center's Board of Director's Vision 2005 Steering Committee, 2005-2006, charged with hands-on authority to provide precise direction and means for developing PUC's existing property and facilities in a responsible fashion that honors its mission.

Facilitator for department chair and dean discussion group entitled, "Faculty Evaluations, Third-Year Reviews, Sustained Performance Evaluations," Fall Meeting of Deans and Chairs, 2004.

Invited speaker for SHRM (Society for Human Resource Management) at the Leon County Civic Center, June 2003. Presentation entitled, "*Your Professional Human Resources Career - You are in the Driver's Seat.*"

Invited speaker for Administrative Professional's Day at the Turnbull Center for Professional Development, April 2003. Presentation entitled, "*Learning to Manage and Cope with Stress.*"

Keynote speaker for the undergraduate Honors Society of the Dedman School of Hospitality and Tourism, March 2003.

Guest lecturer for the Risk Management Insurance senior seminar at Florida State University on "*Balancing Stress and Work/Family Conflict*", March 2003.

Invited speaker for the 18<sup>th</sup> Annual University Support Staff Seminar, Florida State University, May 2001. Presentation entitled, "*Managing and Coping with Florida "Stress" University.*"

Invited speaker for the 17<sup>th</sup> Annual University Support Staff Seminar, May 2000. Presentation entitled, "*Managing Diversity and Coping with Stress.*"

Invited Speaker for the Inaugural University Forum entitled, "Celebrating and Valuing Diversity at Florida State University," February 2000.

Keynote Speaker for the Florida Association of Women in Education (FAWE) on occupational stress and coping, January 2000.

Speaker for Florida State University's Auditing and Budget Analysis group on employee stress and coping, November 1997.

Speaker for the Jim Moran Institute on Global Entrepreneurship on turning employees into assets, May, 1996.

Speaker on coping with job stress for the Florida Bar Examiners, May 1995.

Speaker on coping with job loss for the Professional Placement Network in Tallahassee, May 1995.

### **Community Service**

Member of the Education Committee for Tallahassee Heights United Methodist Church, 2000 - 2004.

Board of Directors for the Presbyterian University Center, 1999 -2002.

Served as an outside expert for JM Family Enterprises as the corporation undergoes significant changes in their information processing systems (Enterprise Architectural Planning). Charged with validating their change process, 1995.

Speaker for State Farm Insurance Southeastern Operation's Conference on coping with work and non-work stress, October 11-13, 1994.

### **Consulting**

Conducted a consulting project for the Department of Administration in Florida (1990-1991). Examined the effects of several interventions that included benefit-awareness programs and wellness programs on employee and organizational outcomes (with Dr. Harry W. Hennessey).

Conducted a consulting project for Sunshine Jr. Food Stores (1988-1989). Revised the performance appraisal system and provided training for top managers on how to effectively utilize their new performance appraisal system (with Dr. William P. Anthony).

Southern Management Institute - Credit Bureaus. One-half day seminar entitled, "Managing Job Stress" (1988).

American Society for Training and Development. Guest speaker on current developments in stress research and stress management programs (1988).

Berg Steel Pipe Corporation. Guest speaker on managing job stress (1988).

Florida Credit Union League Management Seminar. One-half day seminar entitled, "The Roles and Responsibilities of Management," (1986 - 1988).

Consulting project for Berg Steel Pipe Corporation (1987 - 1988). Conducted job analyses for hourly steel pipe employees, clerical workers, and supervisors with Dr. William P. Anthony.

Florida Federal Commerce Credit Union Seminar. Day and one-half workshop with Dr. William P. Anthony entitled, "Practical Strategic Planning," (1988).

Center for Personnel and Industrial Relations Conference. One-half day seminar entitled, "Critical Issues in Personnel Management: Managing Job Stress," (1988).

Florida Legislature, "Partners in Politics." One day workshop with Drs. William P. Anthony and Greg J. Neimeyer entitled, "Stress Management for Legislative Spouses," (1988).