John D. Kammeyer-Mueller
Curtis L. Carlson Professor of Industrial Relations
Department of Work and Organizations
Carlson School of Management
University of Minnesota
3-300 CarlSMgt
Minneapolis, MN 55455
jkammeye@umn.edu

Professional Experience

January 2017-Present: Curtis L. Professor, University of Minnesota Department of Work and Organizations
July 2015-Present: Professor, University of Minnesota Department of Work and Organizations
August, 2013-July 2015: Associate Professor (with tenure), University of Minnesota Department of Work and Organizations
August 2012-May 2013: Co-director, Human Resources Research Center, University of Florida Department of Management
August, 2008-May 2013: Associate Professor (with tenure), University of Florida Department of Management
August, 2002-July, 2008: Assistant Professor, University of Florida Department of Management

Education

Ph.D., Human Resources and Industrial Relations, University of Minnesota, 2002

Peer-Reviewed Journal Publications

Judge, T.A., Weiss, H. M., Kammeyer-Mueller, J. D, & Hulin, C. L. (2017). Job attitudes, job satisfaction, and job affect: A century of continuity and of change. *Journal of Applied Psychology, 102,* 356-374.

Kammeyer-Mueller, J. D., Simon, L. S., & Judge, T. A. (2016). A head start or step behind: Understanding how dispositional and motivational resources influence emotional exhaustion. *Journal of Management, 42*, 561-581.

Steel, P. D. G., Kammeyer-Mueller, J. D., & Paterson, T. (2015). Improving the meta-analytic assessment of effect size variance with an informed Bayesian prior. *Journal of Management, 41*, 718-743.

Wang, M., Liu, S., Liao, H., Gong, Y., Kammeyer-Mueller, J., & Shi, J. (2013). Can't get it out of my mind: Employee rumination after customer mistreatment and negative mood in the next morning. *Journal of Applied Psychology, 98*, 989-1004.

Kammeyer-Mueller, J. D., Wanberg, C. R., Rubenstein, A. L., & Song, Z. (2013). Support, undermining, and newcomer socialization: Fitting in during the first 90 days. *Academy of Management Journal, 56*, 1104-1124.

Kammeyer-Mueller, J. D., Rubenstein, A. L., Long, D. M., Odio, M. A., Buckman, B. R., Zhang, Y., & Halvorsen-Ganepola, M. D. K. (2013). A meta-analytic structural model of dispositional affectivity and emotional labor. *Personnel Psychology, 66*, 47-90.

Cohen-Charash, Y., Scherbaum, C. A., Kammeyer-Mueller, J. D., & Staw, B. M. (2013). Mood and the market: Can press reports of investors' mood predict stock prices?. *PloS One*, 8, e72031.

Judge, T. A., & Kammeyer-Mueller, J. D. (2012). On the value of aiming high: The causes and consequences of ambition. *Journal of Applied Psychology, 97*, 758-775.

Kammeyer-Mueller, J.D., Simon, L.S., & Rich, B. L. (2012). The psychic cost of doing wrong: Socialization, ethical conflict, and burnout. *Journal of Management, 38*, 784-808.

Judge, T. A., & Kammeyer-Mueller, J. D. (2012). Job attitudes. *Annual Review of Psychology, 63*, 341–367.

Kammeyer-Mueller, J.D., Livingston, B.A., & Liao, H. (2011). Perceived similarity, proactive adjustment, and organizational socialization. *Journal of Vocational Behavior, 78*, 225-236.

Kammeyer-Mueller, J.D., Steel, P. D. G., & Rubenstein, A. (2010). The other side of method bias: The perils of distinct source research designs. *Multivariate Behavioral Research, 45*, 294-321.

Goeddeke, F.X., & Kammeyer-Mueller, J.D. (2010). Perceived support in a dual organizational environment: Union participation in a university setting. *Journal of Organizational Behavior, 31*, 65-83.

Kammeyer-Mueller, J.D., Judge, T.A., & Scott, B.A. (2009). The role of core self-evaluations in the coping process. *Journal of Applied Psychology, 94*, 177-195.

Steel, P.D.G., & Kammeyer-Mueller, J.D. (2009). Using a meta-analytic perspective to enhance job component validation. *Personnel Psychology, 62*, 533-552.

Kammeyer-Mueller, J.D., & Judge, T.A. (2008). A quantitative review of mentoring research: Test of a model. *Journal of Vocational Behavior, 73*, 269-283.

Kammeyer-Mueller, J.D., Judge, T.A., & Piccolo, R.F. (2008). Self-esteem and extrinsic career status: Test of a dynamic model. *Applied Psychology: An International Review, 57*, 204-224.

Steel, P.D.G., & Kammeyer-Mueller, J.D. (2008). Bayesian variance estimation for meta-analysis: Quantifying our uncertainty. *Organizational Research Methods, 11*, 54-78.

Wanberg, C.R., Welsh, E., & Kammeyer-Mueller, J.D. (2007). Protégé and mentor self-disclosure: Levels and outcomes within formal mentoring dyads in a corporate context. *Journal of Vocational Behavior, 70*, 398-412.

Kammeyer-Mueller, J.D., & Liao, H. (2006). Workforce reduction and job-seeker attraction: Examining job seekers' reactions to firm workforce reduction policies. *Human Resource Management, 45*, 585-603.

Wanberg, C.R., Kammeyer-Mueller, J.D., & Marchese, M. (2006). Mentor and protégé predictors and outcomes of mentoring in a formal mentoring program. *Journal of Vocational Behavior, 69, 410-423.*

Steel P.D.G., Huffcutt A.I., Kammeyer-Mueller J. (2006). From the work one knows the worker: A systematic review of the challenges, solutions, and steps to creating synthetic validity. *International Journal of Selection and Assessment, 14,* 16-36.

Kammeyer-Mueller, J.D., Wanberg, C. R., Glomb, T. M. & Ahlburg, D. (2005). The role of temporal shifts in turnover processes: It's about time. *Journal of Applied Psychology, 90,* 644-658.

Glomb, T.M., Kammeyer-Mueller, J.D., & Rotundo, M. (2004). Emotional labor and compensating wage differentials. *Journal of Applied Psychology, 89*, 700-714.

Judge, T.A., Kammeyer-Mueller, J.D., & Bretz, R.D. (2004). A Longitudinal Model of Sponsorship and Career Success: A Study of Industrial-Organizational Psychologists. *Personnel Psychology, 57*, 271-303.

Kammeyer-Mueller, J.D., & Wanberg, C.R. (2003). Unwrapping the Organizational Entry Process: Disentangling Multiple Antecedents and Their Pathways to Adjustment. *Journal of Applied Psychology, 5*, 779-794.

Stellmack, A.L., Wanberg, C.R., & Kammeyer-Mueller, J.D. (2003). Transitions off welfare: An examination of demographic, socioeconomic, and motivational predictors. *Industrial Relations, 42*, 623-649.

McCall, B.P., Horwitz, I.B., Kammeyer-Mueller, J.D. (2003). Have health conditions associated with latex increased among health care workers since the Issuance of Universal Precautions? *American Journal of Public Health, 93*, 599-604.

Steel, P.D., & Kammeyer-Mueller, J.D. (2002). Comparing meta-analytic moderator estimation techniques under realistic conditions. *Journal of Applied Psychology, 87*, 96-111.

Horwitz, I.B., & Kammeyer-Mueller, J.D. (2002). Natural rubber latex allergy workers' compensation claims: Washington State healthcare workers 1991-1999. *Applied Occupational and Environmental Hygiene, 17*, 267-275.

Horwitz, I. B., & Kammeyer-Mueller, J. D. & McCall, B.P. (2002). Workers' compensation claims related to natural rubber latex gloves among Oregon healthcare employees from 1987-1998. *BMC Public Health, 2*.

Wanberg, C.R., & Kammeyer-Mueller, J.D. (2000). Predictors and outcomes of proactivity in the socialization process. *Journal of Applied Psychology, 85*, 373-385.

Textbooks, Book Chapters, and Invited Journal Publications

Heneman, H. G., Judge, T. A., & Kammeyer-Mueller, J. D. (2018). *Staffing organizations, 9th Edition*. Columbus, OH: Pangloss/McGraw-Hill.

Kammeyer-Mueller, J.D. (2016). Socialization: Employee proactive behaviors. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology, 2nd Ed*.

Kammeyer-Mueller, J.D. (2016). Job choice. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology, 2nd Ed*.

Kammeyer-Mueller, J. D. (2016). *Personnel Selection*. In S. K. Whitbourne (Ed.), *The Encyclopedia of Adulthood and Aging*.

Heneman, H. G., Judge, T. A., & Kammeyer-Mueller, J. D. (2015). *Staffing organizations, 8th Edition*. Mishawaka, IN: Pangloss/McGraw-Hill.

Kammeyer-Mueller, J.D. (2015). *Casebook to accompany staffing organizations*. Mishawaka, IN: Pangloss/McGraw-Hill.

Wang, M., Kammeyer-Mueller, J., Liu, Y., & Li, Y. (2015). Context, socialization, and newcomer learning. *Organizational Psychology Review, 5*, 3–25.

Kammeyer-Mueller, J.D., Schilpzand, P. & Rubenstein, A. L. (2013). Dyadic Fit and the Process of Organizational Socialization. In J. Billsberry & A. Kristof-Brown (Eds.), *New Directions in Organizational Fit*, (pp. 50-73). Wiley-Blackwell.

Hurst, C., Kammeyer-Mueller, J.D., & Livingston, B. A. (2012). The Odd One Out: How Newcomers Who Are Different Become Adjusted. In C. Wanberg (Ed.), *Frontiers of Organizational Socialization*, (pp. 115-138). NY: Oxford University Press.

Judge, T. A., & Kammeyer-Mueller, J. D. (2012). General and specific measures in organizational behavior research: Considerations, examples, and recommendations for researchers. *Journal of Organizational Behavior, 33*, 161-174.

Judge, T. A., & Kammeyer-Mueller, J. D. (2011). Happiness as a societal value. *Academy of Management Perspectives, 25*, 30-41.

Judge, T. A., & Kammeyer-Mueller, J.D. (2011). Implications of core self-evaluations for a changing organizational context. *Human Resource Management Review, 21*, 331-341.

Judge, T.A., & Kammeyer-Mueller, J.D. (2008). Affect, satisfaction, and performance. In Neal Ashkanasy & C. Cooper (Eds.), *Research Companion to Emotion in Organizations.* Thousand Oaks, CA: Sage.

Wanberg, C.R., & Kammeyer-Mueller, J.D. (2008). Successful navigation of career transitions: Implications from motivation theory (pp. 443-470). In R.Kanfer, G.Chen, & R.Pritchard (Eds), *Work Motivation: Past, Present, and Future.* New York: Routledge.

Kammeyer-Mueller, J.D. (2007). The dynamics of newcomer adjustment: Dispositions, context, interaction, and fit. In C. Ostroff & T. Judge (Eds.), *Perspectives on Organizational Fit*, (pp. 99-122). Greenwich: CT: Information Age Publishing.

Judge, T.A., & Kammeyer-Mueller, J.D. (2007). Personality and Career Success. In M. Peiperl & H. Gunz (Eds.), *Handbook of Career Studies*, (pp. 59-78). Thousand Oaks, CA: Sage.

Kammeyer-Mueller, J.D. (2006). Socialization: Employee proactive behaviors. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*, (pp. 744-747). Thousand Oaks, CA: Sage.

Kammeyer-Mueller, J.D. (2006). Job choice. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*, (pp. 386-391). Thousand Oaks, CA: Sage.

Judge, T.A., & Kammeyer-Mueller, J.D. (2004). Core Self-Evaluations, Aspirations, Success, and Persistence: An Attributional Model. In M. Martinko (Ed.), *Advances in Attribution Theory*, (pp. 111-132). Greenwich: CT: Information Age Publishing.

Kammeyer-Mueller, J.D., Liao, H., & Arvey, R. D. (2001). Downsizing and organizational performance: A review of the literature from a stakeholder perspective. In G.R. Ferris (Ed.), *Research in Personnel and Human Resources Management*, (Vol. 20, pp. 269-329). Stamford CT: JAI Press.

Wanberg, C.R., Kammeyer-Mueller, J.D., & Shi, K. (2001). Job loss and the experience of unemployment: International research and perspectives. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *International Handbook of Work and Organizational Psychology* (Vol. 2, pp. 253-269). London, UK: Sage.

Conference and Invited Presentations

Kammeyer-Mueller, J. D. (December, 2017). Starting off on the right foot: Research perspectives on newcomer onboarding. Invited Presentation, 3M Corporation Headquarters, Maplewood, MN.

Barnes, T. & Kammeyer-Mueller, J. D. (August, 2017). Bringing your home to work with you: Enhancing newcomer commitment through collective identities. In T. Barnes and Y. Liu (Chairs) Newcomer socialization: Revisiting the Social Context. Session conducted at the Academy of Management Conference in Atlanta, GA.

Rubenstein, A. L., Klotz, A. C., Leavitt, K. N., & Kammeyer-Mueller, J. D. (August, 2017). Exploring the bright and dark consequences of performing necessary evil at work: An investigation of repossession agents. In D. W. Newton and J. D. Nahrgang (Chairs) Is being a good Samaritan always good? Unpacking the pitfalls of prosocial behavior. Session conducted at the Academy of Management Conference in Atlanta, GA.

Kammeyer-Mueller, J. D. (June, 2016). Employee onboarding and newcomer engagement. Invited Presentation, Best Buy Corporation Headquarters, Richfield, MN.

Jin, Y., Park, J., Zhou, L., & Kammeyer-Mueller, J. D. (April, 2016). A multifoci model of changes in new leaders' organizational commitment. In L. Zhou, C. K. Maupin, and D. R. Carter (Chairs) The intersection of leadership development and social contexts. Session conducted at the Society of Industrial and Organizational Psychology Conference in Anaheim, CA.

Jin, Y., Park, J., Zhou, L., & Kammeyer-Mueller, J. D. (April, 2016). A multifoci model of changes in new leaders' organizational commitment. In L. Zhou, C. K. Maupin, and D. R. Carter (Chairs) The intersection of leadership development and social contexts. Session conducted at the Society of Industrial and Organizational Psychology Conference in Anaheim, CA.

Kim, Y., & Kammeyer-Mueller, J. D. (April, 2016). Self-conscious emotions in the workplace: Guilt, shame, and pride. In E. Larson (Chair) Discrete emotion processes in the workplace: New Research Frontiers. Session conducted at the Society of Industrial and Organizational Psychology Conference in Anaheim, CA.

Kammeyer-Mueller, J. D. (August, 2015). Discussant. In J. Hofmans (Chair), Antecedents and consequences of within-person variation in core self-evaluations. Session conducted at the Academy of Management Annual Conference in Vancouver, BC, Canada.

van Hooft, E. A. J., Wanberg, C. R., Kanfer, R., Kammeyer-Mueller, J. D., & Basbug, G. (August, 2015). Job search and employment success predictors: A meta-analytic test of motivation and self-regulation. In T. Trzebiatowski, C. Wanberg, & K. Dossinger (Chairs), Unemployment and re-employment: Job search, outcomes, and intervention efforts. Session conducted at the Academy of Management Annual Conference in Vancouver, BC, Canada.

Glomb, T. M., Yang, T., & Kammeyer-Mueller, J. D. (August, 2015). The interactive effects of pay hierarchy and pay standing on stress and health. In M. S. Mitchell & R. J. Vandenberg (Chairs), The diminishing effects of work: Theoretical and empirical advances on employee health. Session conducted at the Academy of Management Annual Conference in Vancouver, BC, Canada.

Kammeyer-Mueller, J. D. (August, 2015). Ask the methodological experts: Qualitative and quantitative. Professional Development Workshop presented at the Academy of Management Conference in Vancouver, BC, Canada.

Kammeyer-Mueller, J. D. (June, 2015). I just knew you'd fit in. Invited Presentation, Sun Yat Sen University, Guangzhou, China.

Livingson, B. A., Hurst, C., & Kammeyer-Mueller, J. D. (August, 2014). Stigmatizing women in the workplace: The consequences of gendered labeling of aggression. In L. Tourigny (Organizer) Perceptions and outcomes of sexual/gender harassment. Session conducted at the Academy of Management Conference in Philadelphia, PA.

Wang, M., Liu, Y., Kammeyer-Mueller, J. D., & Shi, J. (August, 2013). Use of proactive tactics and P-O fit. In A. Garza (Organizer) Person-environment fit: Unanswered questions and new directions. Session conducted at the Academy of Management Conference in Orlando, FL.

Kammeyer-Mueller, J. D. (August, 2013). Performance predicted by specific cognitive aptitudes versus GMA. In T. A. O'Neill and P. D. G. Steel (Chairs) Broad factors versus narrow facets: Prediction at optimal resolution. Session conducted at the Academy of Management Conference in Orlando, FL.

Kammeyer-Mueller, J. D. (May, 2013). Modeling the Process of Adjustment: Individuals and Contexts. Invited Presentation, Peking University, Beijing, China.

Kammeyer-Mueller, J. D. (May, 2013). Modeling the Process of Adjustment: Individuals and Contexts. Invited Presentation, Shanghai Jiao Tong University, Shanghai, China.

Santoro, J. M., Zhou, L., Wang, M., Kammeyer-Mueller, J. D., Halvorsen-Ganepola, M. D., & Grass, S. S. (April, 2013). Mood moderates the indirect relationship between interviewing self-efficacy and performance. Session conducted at the Society for Industrial and Organizational Psychology Conference in Houston, TX.

Steel, P., Nguyen, B., & Kammeyer-Mueller, J. D. (April, 2013). Removing meta-analytic bias: Bayesian variance estimation with an informed prior. Session conducted at the Society for Industrial and Organizational Psychology Conference in Houston, TX.

Hurst, C., Kammeyer-Mueller, J.D., & Livingston, B. A. (August, 2012). The Odd One Out: How Newcomers Who Are Different Become Adjusted. In C. Wanberg and Yongjun Choi (Chairs) Organizational Socialization: Taking the Next Steps. Session conducted at the meeting of the Academy of Management Conference in San Boston, MA.

Kammeyer-Mueller, J. D. (February, 2012). Organizational Socialization from a Social Perspective. Invited Presentation, Michigan State University.

Kammeyer-Mueller, J.D., Judge, T. A., & Simon, L. S. (August, 2011). A head start or a step behind? Emotional exhaustion and motivational resources through the work day. Session conducted at the meeting of the Academy of Management Conference in San Antonio, TX.

Kammeyer-Mueller, J.D. (August, 2011). Discussant. In S. Nurmohamed (Chair) Accept the New: Directions for Research on Socialization and Newcomers. Session conducted at the meeting of the Academy of Management Conference in San Antonio, TX.

Kammeyer-Mueller, J.D., Schilpzand, P., & Rubenstein, A. L., (August, 2011). Dyadic Fit and the Process of Organizational Socialization. In J. Bilsberry, (Chair) New Directions in Organizational Fit. Session conducted at the meeting of the Academy of Management Conference in San Antonio, TX.

Kammeyer-Mueller, J. D. (January, 2011). Emotionally Resilient Service Workers: How Do They Do It? Invited Presentation, University of British Columbia.

Kammeyer-Mueller, J.D., Wanberg, C.R., Song, Z., & Rubenstein, A. L., (August, 2010). Support, Undermining, and the Newcomer Adjustment Process. In A. L. Rubenstein and J.D. Kammeyer-Mueller (Co-Chairs), Socialization Content and Context: New Directions. Session conducted at the meeting of the Academy of Management Conference in Montreal, QC, Canada.

Livingston, B.A., Kammeyer-Mueller, J. D., & Liao, H. (August, 2009). Proactive Newcomer Adjustment Behavior and Work Group Diversity. In S. Nurmohamed and S. Ashford (Co-Chairs), Proactivity: Benefits, Costs and Temporal Dynamics. Session conducted at the meeting of the Academy of Management Conference in Chicago, IL.

Kammeyer-Mueller, J. D. (August, 2009). Adjustment in Organizations: Ethics, Diversity, and Proactive Behavior. Invited Presentation, National University of Singapore.

Bussman, M., Schilpzand, P., Lee, T.W., & Kammeyer-Mueller, J. D. (August, 2008). Jumping through Hoops: How Selection Process Intensity Impacts Applicant Attitudes and Cognitions. Session conducted at the meeting of the Academy of Management Conference in Anaheim, CA.

Schilpzand, P., & Kammeyer-Mueller, J. D. (August, 2008). A Qualitative Investigation of Dyadic Relationships in the Workplace. Session conducted at the meeting of the Academy of Management Conference in Anaheim, CA.

Livingston, B.A., Kammeyer-Mueller, J. D., & Liao, H. (April, 2008). Perspectives on group socialization from established members and newcomers. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in San Francisco, CA.

Simon, L.S., Kammeyer-Mueller, J.D., & Rich, B.L., (April, 2008). Socialization, Ethical Conflict, and Stress: An Empirical Investigation. In L.S. Simon and J.D. Kammeyer-Mueller (Co-Chairs), Ethics in Organizations: Context and Authority Effects on Employees. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in San Francisco, CA.

Livingston, B.A., Kammeyer-Mueller, J. D., & Liao, H. (August, 2007).Odd Man (or Woman) Out: Demographic Dissimilarity and the Socialization of Newcomers. Session conducted at the meeting of the Academy of Management Conference in Philadelphia, PA.

Kammeyer-Mueller, J.D. (April, 2007). Data report on the stress levels of transition lawyers. Session conducted at the Florida Bar Retreat on Young Lawyers and Their Transition into Practice in Tampa Bay, FL.

Kammeyer-Mueller, J. D., Judge, T. A., & Miliffe, K. A. (April, 2005). Changes in Self-Concept as a Function of Personal and Situational Characteristics. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Los Angeles, CA.

Kammeyer-Mueller, J. D., Judge, T.A., & Piccolo, R.F. (April, 2004). Self-Esteem and Career Success: Examining Reciprocal Effects. In R. F. Piccolo (Chair), Reconsidering the Outcomes of a Positive Self-Concept. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Chicago, IL.

Kammeyer-Mueller, J.D. (April, 2004). Chair, Job-Search: Tactics, Processes, and Outcomes. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Chicago, IL.

Wanberg, C.R., Kammeyer-Mueller, J.D., & Marchese, M.C. (April, 2004). Antecedents and Outcomes of Formal Mentoring Quality. In T.D. Allen (Chair), Reconsidering the Outcomes of a Positive Self-Concept. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Chicago, IL.

Kammeyer-Mueller, J. D., & Steel, P.D. (August, 2003). Controlling Instability and Method Variance when Estimating Predictor Importance:Siphoning the Bathwater Away from the Baby. Presentation at the Academy of Management Conference in Seattle, WA.

Steel, P.D., & Kammeyer-Mueller, J. D. (August, 2003). The iterative homogeneity of variance index. Presentation at the Academy of Management Conference in Seattle, WA.

Glomb, T. M., Kammeyer-Mueller, J. D., Wanberg, C. R., Ahlburg, D. A., & Chuang, A. (April, 2003). Longitudinal examination of multiple dimensions of person-environment fit. In A. M. Ryan & L. J. Ramsay (Chairs), Redefining Personality's Role in Fit Assessments. Session conducted at the meeting of the Society for Industrial and Organizational Psychology Conference in Orlando, FL.

Steel, P.D., & Kammeyer-Mueller, J. D. (April, 2003). Determining the heterogeneity of meta-analytic variance: Going beyond straws. Presentation at the Society for Industrial and Organizational Psychology Conference in Orlando, FL.

Kammeyer-Mueller, J.D. (August, 2002). The Well-Adjusted Newcomer: Personality, Pre-Entry Knowledge, Perceived Mobility and Socialization. Presentation at the Academy of Management Conference in Denver, CO.

Kammeyer-Mueller, J.D., & Glomb, T.M. (August, 2002). Emotional Labor and Compensating Wage Differentials. Presentation at the Academy of Management Conference in Denver, CO.

Steel, P.D., & Kammeyer-Mueller, J.D. (April, 2001). Comparing meta-analytic moderator estimation techniques under realistic conditions. Presented at the Society for Industrial and Organizational Psychology Conference in San Diego, CA.

Wanberg, C.R., & Kammeyer-Mueller, J.D. (April, 1999). Predictors and outcomes of proactivity in the socialization process. Presented at the Society for Industrial and Organizational Psychology Conference in Atlanta, GA.

Teaching and Advisory Activities

Teaching awards

- 2016 “Herbie” award for excellence in teaching in MA-HRIR master’s program
- 2015 “Herbie” award for excellence in teaching in MA-HRIR master’s program

Courses taught

- Leading others (MBA)
- Organizational behavior (MBA, undergraduate)
- Organizational staffing, training, and development (MA-HRIR)
- Human resource management (undergraduate)
- Doctoral seminar in organizational staffing
- Doctoral seminar in research methodology

Dissertation committees

- Greg Beaver (University of Minnesota Work and Organizations, Member)
- Jin Park (University of Minnesota Work and Organizations, Chair)
- Sima Sajjadiani (University of Minnesota Work and Organizations, co-Advisor)
- Lingtao Yu (University of Minnesota Work and Organizations, Member)
- Yeonka Kim (University of Minnesota Work and Organizations, Advisor)
- Karyn Dossinger (University of Minnesota Work and Organizations, Chair)
- Gabe Licht (University of Minnesota Work and Organizations, Member)
- Rachael Klein (University of Minnesota Industrial/Organizational Psychology, Member)
- Alex Rubenstein (University of Florida Department of Management, Advisor)
- Le Zhou (University of Florida Department of Management, Member)
- David Long (University of Florida Department of Management, Member)
- Lauren Simon (University of Florida Department of Management, Member)
- Beth Livingston (University of Florida Department of Management, Co-advisor)
- Charlice Hurst (University of Florida Department of Management, Member)
- Ronald Piccolo (University of Florida Department of Management, Member)
- Francis X. Goeddeke (University of Florida Department of Management, Advisor)
- Bruce Louis Rich (University of Florida Department of Management, Member)

Professional Review Activities

- Associate Editor, Personnel Psychology (January 2017-present)
- Editorial review board member
    - Journal of Applied Psychology
    - Personnel Psychology
    - Organizational Research Methods
    - Academy of Management Discoveries
- Ad-hoc reviewer
    - Academy of Management Journal
    - Organizational Behavior and Human Decision Processes
    - Organization Science
    - Applied Psychology: An International Review
    - International Journal of Selection and Assessment
    - Journal of Applied Social Psychology
    - Journal of Economics and Management Strategy
    - Journal of Management Studies
    - Journal of Occupational and Organizational Psychology
    - Journal of Occupational Health Psychology
    - Journal of Personality

Professional Service Activities

- Division Chair (five-year leadership track), Research Methods Division, Academy of Management (2017)
- Program Chair (five-year leadership track), Research Methods Division, Academy of Management (2016)
- Professional Development Workshop-Chair (five-year leadership track), Research Methods Division, Academy of Management (2015)
- Representative on National Science Foundation Grant Panel
- Former representative-at-large, Research Methods Division, Academy of Management

University of Minnesota Service Activities

- 2016-present:Department of Work and Organizations PhD Coordinator
- 2015-present Representative for Carlson Research Committee
- 2015-present Member of Department of Work and Organizations PhD Committee
- 2013-2016 Representative for Carlson Master's Faculty Advisory Committee
- 2014 Member of Carlson School of Management Strategic Roadmap Committee
- 2013-2014 Member of two faculty search committees, Department of Work and Organizations