Frederick P. Morgeson

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EDUCATION

Purdue University, Doctor of Philosophy, Industrial and Organizational Psychology (1998)

Eastern Michigan University, Master of Science, General Experimental Psychology (1995)

Eastern Michigan University, Bachelor of Science, Psychology/Philosophy (1989)

PROFESSIONAL EXPERIENCE

2013-Present	Eli Broad Professor of Management, The Eli Broad College of Business, Michigan State University
2009-Present	Adjunct Professor, Department of Psychology, Michigan State University
2007-Present	Professor, Department of Management, Michigan State University
2019-2024	Senior Consortium Research Fellow, U.S. Army Research Institute
2007-2012	Valade Research Scholar, The Eli Broad College of Business, Michigan State University
2007-2012	Visiting Research Scientist, Center for Creative Leadership
2003-2007	Associate Professor, Department of Management, Michigan State University
2000-2003	Assistant Professor, Department of Management, Michigan State University
1998-2000	Assistant Professor, Department of Management, Texas A&M University
1997-1998	Independent Management Consultant
1994-1997	Graduate Teaching Assistant, Department of Psychology, Purdue University
1993-1994	Graduate Research Assistant, Department of Psychology, Eastern Michigan University
1987-1993	Manager, Studio A Recording, Inc.

AWARDS

- AMR Decade Award, "Event System Theory: An Event-Oriented Approach to the Organizational Sciences," *Academy of Management Review*, 2025.
- Best Article Award Finalist, "The end is just the beginning: Turnover events and their impact on those who remain," *Personnel Psychology*, 2023.
- Wiley Top Cited Article 2021-2022, "The end is just the beginning: Turnover events and their impact on those who remain," *Personnel Psychology*, 2023.
- Provost's Equity and Excellence Award from Michigan State University, 2022.

- Gold Award for Best Advance in Assessment and Survey Technology for HealthcareSource Staff Assessment from *Brandon Hall Group*, 2020.
- Bronze Award for Best Advance in Candidate Assessment Technology for HealthcareSource Staff Assessment from *Brandon Hall Group*, 2020.
- Lewis Quality Award, Assessment of Learning Task Force, *Eli Broad College of Business, Michigan State University*, 2019.
- Outstanding Reviewer Award from *Academy of Management Review*, 2019.
- Instructor Excellence Award for the Executive MBA program from Broad College of Business, Spring 2019.
- Instructor Excellence Award for the Executive MBA program from Broad College of Business, Fall 2018.
- Faculty Excellence Award from Michigan State University's Executive MBA Class of 2018, 2018.
- Instructor Excellence Award from Broad College of Business, Fall 2017.
- *Academy of Management Review* 2015 Best Article Award Finalist, "Event System Theory: An Event-oriented Approach to the Organizational Sciences," 2016.
- 2015 SAGE Best Paper Award, "Leadership in teams: A functional approach to understanding leadership structures and processes," *Journal of Management*, 2015.
- Emerald Citations of Excellence Award for the article, "Reconsidering the use of personality tests in personnel selection contexts," *Emerald Group Publishing Limited*, 2014. This article was chosen as one of the top 35 articles published from among the top 300 management journals in the world in the last 15 years, 2014.
- Best Leadership Paper Award for the article, "Leadership in teams: A functional approach to understanding leadership structures and processes," *Ian O. Ihnatowycz Institute for Leadership, Ivey Business School*, 2013.
- Lewis Quality Award, Building Winning Teams Executive Development Program, *Eli Broad College of Business, Michigan State University*, 2013.
- Best Symposium of the Year award for the symposium, "Some events just matter more than others: Advances in the study of individuals' transitions," *Careers Division, Academy of Management Conference*, 2012.
- Emerald Citations of Excellence Award for the article, "Reconsidering the use of personality tests in personnel selection contexts," *Emerald Group Publishing Limited*, 2011. This article was chosen as one of the top 50 articles published in 2007 from among the top 300 management publications.
- Lewis Quality Award, MBA Core Course (Leading Responsibly) Development, *Eli Broad College of Business, Michigan State University*, 2010.
- John D. and Dortha J. Withrow Endowed Teacher-Scholar Award, *Eli Broad College of Business, Michigan State University*, 2009.
- Lewis Quality Award, Broad Career Coaches Program, *Eli Broad College of Business, Michigan State University*, 2006.
- Distinguished Scientific Award for Early Career Contribution to Psychology in Applied Psychology, *American Psychological Association*, 2005.
- John D. and Dortha J. Withrow Endowed Emerging Scholar Award, *Eli Broad College of Business, Michigan State University*, 2005.

- Best Paper Award for the paper, "Cognitive and affective identification in organizational settings," *Organizational Behavior Division, Academy of Management Conference*, 2005.
- Lewis Quality Award, Leadership and Teams Course Development, MGT460/840, *Eli Broad College of Business, Michigan State University*, 2004.
- John C. Flanagan Award for Best Student Contribution for the poster session, "Work reinvention: Redesigning jobs to increase satisfaction and efficiency," *Society for Industrial and Organizational Psychology Conference*, 1998.
- Dissertation Research Award for the dissertation, "Leading as event management: Toward a new conception of team leadership," *American Psychological Association*, 1997.
- Charles H. Lawshe Doctoral Research Award, *Department of Psychology*, *Purdue University*, 1997.
- Summer Research Grant, *Purdue Research Foundation, Purdue University*, 1996, 1997.
- Graduate Deans' Award for Research Excellence, *Eastern Michigan University*, 1995.

HONORS

- 99.81 percentile (top .19%) most highly cited scholar in the world across 20 scientific disciplines and over 11.62 million scientists, 2026.
- 234th most highly cited scholar in the field of Business and Management across over 62,000 business and management scholars, 2026.
- 8th most influential scholar in the world in the field of Applied Psychology across over 14,319 scholars, 2025.
- Top Scholar – Lifetime designation from Scholar GPS as a 99.92 percentile (top .08%) most influential scholar in the world across over 29 million scholars, 2025
- 99.77 percentile (top .23%) most highly cited scholar in the world across 20 scientific disciplines and over 10.2 million scientists, 2024.
- 239th most highly cited scholar in the field of Business and Management across over 57,000 business and management scholars, 2024.
- Highly Ranked Scholar – Lifetime designation in the field of Applied Psychology from Scholar GPS. Ranked 7th out of 13,174 scholars, 2024.
- 99.74 percentile (top .26%) most highly cited scholar in the world across 20 scientific disciplines and over 9.61 million scientists, 2023.
- 241st most highly cited scholar in the field of Business and Management across over 52,000 business and management scholars, 2023.
- 99.71 percentile (top .29%) most highly cited scholar in the world across 20 scientific disciplines and over 9.07 million scientists, 2022.
- 242nd most highly cited scholar in the field of Business and Management across over 48,000 business and management scholars, 2022.
- 99.70 percentile (top .30%) most highly cited scholar in the world across 22 scientific disciplines and over 8.5 million scientists, 2021.
- 227th most highly cited scholar in the field of Business and Management across over 44,000 business and management scholars, 2021.
- 99.5 percentile (top .5%) most highly cited scholar in the world across 22 scientific disciplines and over 6.88 million scientists, 2019.

- 203rd most highly cited scholar in the field of Business and Management across over 36,000 business and management scholars, 2019.
- Top 2% of 3,190 leadership scholars in productivity and influence, 2019.
- Elected to the Fellows Group of the Academy of Management, 2018.
- The 14th most-cited author in human resource management textbooks (out of 9,744 authors) and the 83rd most-cited author in organizational behavior textbooks (out of 16,289 authors), 2018.
- The most cited article in human resource management textbooks, "Beyond employment interview validity: A comprehensive narrative review of recent research and trends over time," 2018.
- The 9th most-cited author in popular Industrial-Organizational Psychology textbooks out of more than 8,600 authors, 2017.
- The most cited article contributing to *Personnel Psychology's* 2016 Impact Factor, "The structured employment interview: Narrative and quantitative review of the research literature," 2017.
- Elected member of the Society for Organizational Behavior (SOB), 2014.
- Nominated for *Journal of Organizational Behavior* Best Paper award, "Cognitive and affective identification: Exploring the links between different forms of social identification and personality with work attitudes and behavior," *Journal of Organizational Behavior*, 2013.
- Elected faculty membership in The Honor Society of Phi Kappa Phi, 2013.
- One of the Top-10 most cited articles published in *Leadership Quarterly* during the period 2007-2011, "The leadership skills strataplex: Leadership skill requirements across organizational levels," 2012.
- Named SIOP Scholar, 2012.
- Most-cited paper in the research area of Psychiatry & Psychology, "Leader-member exchange and citizenship behaviors: A meta-analysis," *Thomson Reuters ScienceWatch*, 2011.
- One of three most highly downloaded articles from 2009-2010 across the 645 journals published by SAGE across 39 disciplines, "Leadership in teams: A functional approach to understanding leadership structures and processes," *Journal of Management*, 2011.
- Invited keynote speaker at the *15th Conference of the European Association of Work and Organizational Psychology*, Maastricht, The Netherlands, 2011.
- Most frequently read article of the year, "Leadership in teams: A functional approach to understanding leadership structures and processes," *Journal of Management*, 2010.
- Most frequently read article of the year, "Understanding the motivational contingencies of team leadership," *Small Group Research*, 2010.
- Outstanding Article of the Year Award finalist, "Same as it ever was: Recognizing stability in the BusinessWeek rankings," *Academy of Management Learning & Education*, 2009.
- Elected Fellow, *Association for Psychological Science*, 2009.
- Elected Fellow, *American Psychological Association*, 2008.
- Elected Fellow, *Society for Industrial and Organizational Psychology*, 2008.
- Nominated for Best Article of the Year, "The leadership skills strataplex: Leadership skill requirements across organizational levels," *Leadership Quarterly/Center for Creative Leadership*, 2007.

- Nominated for Outstanding Publication in Organizational Behavior, "Understanding reactions to job redesign: A quasi-experimental investigation of the moderating effects of organizational context on perceptions of performance behavior," *Organizational Behavior SWDivision, Academy of Management*, 2007.
- Innovative Teaching Award finalist for the course, Leadership and Teams, *Human Resources Division, Academy of Management*, 2006.
- Best Paper finalist for the paper, "The person and the situation: Job seeker personality in the choice and outcomes of career coaching," *Careers Division, Academy of Management Conference*, 2006.
- Elected member of the Personnel and Human Resources Research Group (PHRRG), 2003.

GRANTS

- U.S. Army Research Institute Grant, Leadership as Event Management: Toward a Contextualized and Dynamic Theory of Leadership, *U.S. Army Research Institute*, 2020-2024 ($885,064).
- U.S. Army Research Institute Grant, The Context of Unit Resilience: Exploring the Role of Disruptive Events in Challenging or Promoting Unit Resilience and Effectiveness, *U.S. Army Research Institute*, 2021-2023 ($217,581).
- Mather LifeWays Research Grant, The Causes and Consequences of Emotional Labor at Work, *Mather LifeWays Institute on Aging*, 2016-2017 ($61,050).
- Society for Human Resource Management (SHRM) Foundation Research Grant, Daily Fluctuations in Work Design: Impact on Employee Attitudes, Well-being, Emotions, Physical Health, and Performance, *SHRM Foundation*, 2012 ($110,847).
- Management Education Research Institute Grant, Quantifying Academic Quality: Establishing Program-level Criteria in Graduate Management Education, *Graduate Management Admission Council*, 2010 ($79,899).
- CIBER Research Grant, WDQ Translation, *Eli Broad College of Business, Michigan State University*, 2010 ($4,500).
- Summer Research Grant, *Eli Broad College of Business, Michigan State University*, 2004, 2005, 2006, 2007 ($10,000-$20,000).

PUBLICATIONS

Citations as of October 11, 2026
Web of Science: 24,781 citations; h-index = 55
Scopus: 20,804 citations; h-index = 54
Google Scholar: 50,521 citations; h-index = 69

1. Morgeson, F. P. (in press). Team competencies: The foundation of team functioning. In M. M. Cuddy & M. L. Winward (Eds.), *Team assessment in professions education and practice: Concepts, frameworks, and approaches*.

2. Morgeson, F. P., & Eisenhard, C. M. (in press). Work design and positive organizational scholarship. In K. S. Cameron, G. Spreitzer, & M. Worline (Eds.), *The Oxford handbook of positive organisational scholarship* (2nd Edition).

3. Eisenhard, C. M., & Morgeson, F. P. (in press). Work design and well-being. In L. Siegl, C. Cooper, & M. P. Leiter (Eds.), *The Routledge companion to wellbeing at work* (2nd Edition).

4. Morgeson, F. P., & Eisenhard, C. M. (in press). Mapping the terrain of organizational events: Developing a taxonomy and theory of event types. *Academy of Management Annals*.

5. Morgeson, F. P., Mitchell, T. R., & Liu, D. (in press). Event System Theory (EST): A decade of progress and a future of potential. *Academy of Management Review*.

6. Stajkovic, A. D., Stajkovic, K. S., Hoobler, J. M., & Morgeson, F. P. (in press). Ethics of care leadership expressions during a high strength event: A gendered analysis of combative vs. constructive policy suggestions during the Israel-Hamas war. *Journal of Applied Psychology.*

7. Morgeson, F. P., Humphrey, S. E., & Hill, G. L. (in press). Team selection. In N. Schmitt and A. M. Ryan (Eds.), *The Oxford handbook of personnel assessment and selection* (2nd edition). New York, New York: Oxford University Press.

8. Dierdorff, E. C., Ellington, J. K., & Morgeson, F. P. (2025). Contexts, people, and work designs: Developing and testing a multilevel theory for understanding variability in work design consequences. *Journal of Applied Psychology, 110,* 1135-1156.

9. Eisenhard, C. M., & Morgeson, F. P. (2025). Multilevel work design: Integrating work characteristics across individual, team, and organizational levels of analysis. In S. Parker, F. Klonek, C. Knight, & F. Zhang (Eds.), *Transformative work design: Synthesis and new directions* (pp. 55-94). New York, New York: Oxford University Press.

10. Morgeson, F. P., Liu, D., Cannella, A. A., Hillman, A. J., Seibert, S. E., & Tushman, M. L. (2025). This is an eventful era: Exploring event-oriented approaches to organizational research. *Journal of Management, 51,* 953-966.

11. Carter, K. M., Hetrick, A. L., Chen, M., Humphrey, S. E., Morgeson, F. P., & Hoffman, B. J. (2024). How culture shapes the influence of work design characteristics: A narrative and meta-analytic review. *Journal of Management, 50,* 122-157.

12. Liu, D., Morgeson, F. P., Zhu, J., & Fan, X. (2023). Event-oriented organizational behavior research: A multilevel review and agenda for future research. *Journal of Management, 49,* 2148-2186.

13. Pratt, B. R., Dunford, B. B., Vogus, T. J., Ashkanani, A. M., Morgeson, F. P., & Alexander, M. (2023). Unsafe by design: Infusion task reallocation and safety perceptions in U.S. hospitals. *Health Care Management Review, 48,* 14-22.

14. Yuan, Z., Morgeson, F. P., & Wang, X. (2022). I know how I feel but do I know how you feel? Investigating metaperceptions to advance relationship-based leadership approaches. *Journal of Applied Psychology, 107,* 1498-1523.

15. Bachrach, D. G., Vlachos, P. A., Irwin, K., & Morgeson, F. P. (2022). Does "how" firms invest in CSR matter? An attributional model of job seekers' reactions to configurational variation in corporate social responsibility. *Human Relations, 75,* 532-559.

16. Sanders, K., Kraimer, M. L., Greco, L., Morgeson, F. P., Budhwar, P. S., Sun, J-M., Shipton, H., & Sang, X. (2022). Why academics attend conferences? An extended career self-management framework. *Human Resource Management Review, 32* (1)*,* 1-12.

17. Morgeson, F. P., & Campion, M. A. (2021). Job and team design. In G. Salvendy & W. Karwowski (Eds.), *Handbook of human factors and ergonomics* (5th ed., pp. 383-413). Hoboken, New Jersey: John Wiley & Sons.

18. Laulié, L., & Morgeson, F. P. (2021). The end is just the beginning: Turnover events and their impact on those who remain. *Personnel Psychology, 74,* 387-409.
    - Best Article Award Finalist in 2023.
    - Wiley Top Cited Article 2021-2022.

19. Yuan, Z., Morgeson, F. P., & LeBreton, J. M. (2020). Maybe not so independent after all: The possibility, prevalence, and consequences of violating the independence assumptions in psychometric meta-analysis. *Personnel Psychology, 73,* 491-516.

20. Morgeson, F. P., Brannick, M. T., & Levine, E. L. (2020). *Job and work analysis: Methods, research, and applications for human resource management* (3rd ed.). Thousand Oaks, California: Sage Publications.

21. Pratt, B. R., Dunford, B. B., Alexander, M., Morgeson, F. P., & Vogus, T. J. (2019). Trends in infusion administrative practices in US health care organizations: An exploratory analysis. *Journal of Infusion Nursing,42,* 13-22.

22. Schuh, S. C., Zhang, X., Morgeson, F. P., Tian, P., & van Dick, R. (2018). Are you really doing good things in your boss's eyes? Interactive effects of employee innovative work behavior and leader-member exchange on supervisory performance ratings. *Human Resource Management, 57,* 397-409.

23. Vlachos, P. A., Panagopoulos, N. G., Bachrach, D. G., & Morgeson, F. P. (2017). The effects of managerial and employee attributions for corporate social responsibility initiatives. *Journal of Organizational Behavior, 38,* 1111-1129.

24. Parker, S. K., Morgeson, F. P., & Johns, G. (2017). One hundred years of work design research: Looking back and looking forward. *Journal of Applied Psychology, 102,* 403-420.

25. Morgeson, F. P. (2017). Job analysis. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial/organizational psychology, Second Edition* (Vol. 2, pp. 765-768). Thousand Oaks, California: Sage.

26. Morgeson, F. P. (2017). Job analysis methods. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial/organizational psychology, Second Edition* (Vol. 2, pp. 768-771). Thousand Oaks, California: Sage.

27. Morgeson, F. P. (2017). Job description. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial/organizational psychology, Second Edition* (Vol. 2, pp. 785-786). Thousand Oaks, California: Sage.

28. Morgeson, F. P., Spitzmuller, M., Garza, A. S., & Campion, M. A. (2016). Pay attention! The liabilities of respondent experience and carelessness when making job analysis judgments. *Journal of Management, 42,*1904-1933.

29. Morgeson, F. P., Mitchell, T. R., & Liu, D. (2015). Event System Theory: An event-oriented approach to the organizational sciences. *Academy of Management Review, 40,* 515-537.
    - *Academy of Management Review* 2025 Decade Paper Award.
    - *Academy of Management Review* 2015 Best Article Award Finalist.

30. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2014). The structured employment interview: Narrative and quantitative review of the research literature. *Personnel Psychology, 67,* 241-293.
    - The most cited article contributing to *Personnel Psychology's* 2016 Impact Factor.

31. Johnson, M. D., Holley, E., Morgeson, F. P., La Bonar, D., & Stetzer, A. (2014). Outcomes of absence control initiatives: A quasi-experimental investigation into the effects of policy and perceptions. *Journal of Management, 40,* 1075-1097.

32. Morgeson, F. P., Aguinis, H., Waldman, D. A., & Siegel, D. S. (2013). Extending corporate social responsibility research to the human resource management and organizational behavior domains: A look to the future. *Personnel Psychology, 66,* 805-824.

33. Dierdorff, E. C., & Morgeson, F. P. (2013). Getting what the occupation gives: Exploring multilevel links between work design and occupational context. *Personnel Psychology, 66,* 687-721.

34. Rubin, R. S., & Morgeson, F. P. (2013). Reclaiming quality in graduate management education. In B. C. Holtom & E. C. Dierdorff (Eds.), *Disrupt or be disrupted: A blueprint for change in management education* (pp. 297-345). San Francisco, California: Jossey-Bass.

35. Garza, A. S., & Morgeson, F. P. (2012). Exploring the link between organizational values and human resource certification. *Human Resource Management Review, 22,* 271-278.

36. Johnson, M. D., Morgeson, F. P., & Hekman, D. R. (2012). Cognitive and affective identification: Exploring the links between different forms of social identification and personality with work attitudes and behavior. *Journal of Organizational Behavior, 33,* 1142-1167.
    - Nominated for *Journal of Organizational Behavior* Best Paper award.

37. Levashina, J., Morgeson, F. P., & Campion, M. A. (2012). Tell me some more: Exploring how verbal ability and item verifiability influence responses to biodata questions in a high-stakes selection context. *Personnel Psychology, 65,* 359-383.

38. Morgeson, F. P., Garza, A. S., & Campion, M. A. (2012). Work design. In N. W. Schmitt & S. Highhouse (Eds.), *Handbook of psychology: Industrial and organizational psychology* (Vol. 12, 2nd Ed., pp. 525-559). Hoboken, New Jersey: John Wiley & Sons.

39. Morgeson, F. P., Humphrey, S. E., & Reeder, M. C. (2012). Team selection. In N. Schmitt (Ed.), *The Oxford handbook of personnel assessment and selection* (pp. 832-848). New York, New York: Oxford University Press.

40. Briner, R. B., Engwall, L., Juillerat, T. L., Mintzberg, H., Morgeson, F. P., Pratt, M. G., & Tengblad, S. (2012). Bridging the management theory and practice gap. In S. Tengblad (Ed.), *The work of managers* (pp. 318-336). New York, New York: Oxford University Press.

41. Morgeson, F. P., & Campion, M. A. (2012). A framework of sources of inaccuracy in job analysis. In M. A. Wilson, W. Bennett, Jr., S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis: The methods, systems, applications and science of work measurement in organizations* (pp. 593-601). New York: Routledge.

42. Morgeson, F. P., Campion, M. A., Bruning, P. F. (2012). Job and team design. In G. Salvendy (Ed.), *Handbook of human factors and ergonomics* (4th ed., pp. 441-474). Hoboken, New Jersey: John Wiley & Sons.

43. Van Iddekinge, C. H., Morgeson, F. P., Schleicher, D. J., & Campion, M. A. (2011). Can I retake it? Exploring subgroup differences and criterion-related validity in promotion retesting. *Journal of Applied Psychology, 96,* 941-955.

44. Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2011). Safety at work: A Meta-analytic investigation of the link between job demands, job resources, burnout, engagement, and safety outcomes. *Journal of Applied Psychology, 96,* 71-94.

45. Morgeson, F. P., & Dierdorff, E. C. (2011). Work analysis: From technique to theory. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology* (Vol. 2, pp. 3-41). Washington, District of Columbia: APA.

46. DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2010). Understanding the motivational contingencies of team leadership. *Small Group Research, 41,* 621-651.
    - Most frequently read article in *Small Group Research* in 2010.

47. Schleicher, D. J., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2010). If at first you don't succeed, try, try again: Understanding race, age, and gender differences in retesting score improvement. *Journal of Applied Psychology, 95,* 603-617.

48. Morgeson, F. P., Lindoerfer, D., & Loring, D. J. (2010). Developing team leadership capability. In E. Van Velsor, C. D. McCauley, & M. N. Ruderman (Eds.), *The Center for Creative Leadership handbook of leadership development* (3rd ed., pp. 285-312). San Francisco, California: Jossey-Bass.

49. Morgeson, F. P., Dierdorff, E. C., & Hmurovic, J. L. (2010). Work design in situ: Understanding the role of occupational and organizational context. *Journal of Organizational Behavior, 31,* 351-360.

50. Morgeson, F. P., DeRue, D. S., & Karam, E. P. (2010). Leadership in teams: A functional approach to understanding leadership structures and processes. *Journal of Management, 36,* 5-39.
    - Most frequently read article in the *Journal of Management* in 2010 and 2011.
    - Won 2015 Best Paper Award from *Journal of Management*.

51. Morgeson, F. P., & Ryan, A. M. (2009). Reacting to applicant perspectives research: What's next? *International Journal of Selection and Assessment, 17,* 431-437.

52. Levashina, J., Morgeson, F. P., & Campion, M. A. (2009). They don't do it often, but they do it well: Exploring the relationship between applicant mental abilities and faking. *International Journal of Selection and Assessment, 17,* 271-281.

53. Dierdorff, E. C., & Morgeson, F. P. (2009). Effects of descriptor specificity and observability on incumbent work analysis ratings. *Personnel Psychology, 62,* 601-628.

54. Dierdorff, E. C., Rubin, R. S., & Morgeson, F. P. (2009). The milieu of managerial work: An integrative framework linking work context to role requirements. *Journal of Applied Psychology, 94,* 972-988.

55. Sin, H. P., Nahrgang, J. D., & Morgeson, F. P. (2009). Understanding why they don't see eye to eye: An examination of leader-member exchange (LMX) agreement. *Journal of Applied Psychology, 94,* 1048-1057.

56. Morgeson, F. P., Campion, M. A., & Levashina, J. (2009). Why don't you just show me? Performance interviews for skill-based promotions. *International Journal of Selection and Assessment, 17,* 203-218.

57. Nahrgang, J. D., Morgeson, F. P., & Ilies, R. (2009). The development of leader-member exchanges: Exploring how personality and performance influence leader and member relationships over time. *Organizational Behavior and Human Decision Processes, 108,* 256-266.

58. Humphrey, S. E., Morgeson, F. P., & Mannor, M. J. (2009). Developing a theory of the strategic core of teams: A role composition model of team performance. *Journal of Applied Psychology, 94,* 48-61.

59. Toh, S. M., Morgeson, F. P., & Campion, M. A. (2008). Human resource configurations: Investigating fit with the organizational context. *Journal of Applied Psychology, 93,* 864-882.

60. Morgeson, F. P., & Nahrgang, J. D. (2008). Same as it ever was: Recognizing stability in the BusinessWeek rankings. *Academy of Management Learning & Education, 7,* 26-41.
    - Finalist for Academy of Management Learning & Education's Outstanding Article of the Year Award.

61. Morgeson, F. P., Reider, M. H., Campion, M. A., & Bull, R. A. (2008). Review of research on age discrimination in the employment interview. *Journal of Business and Psychology, 22,* 223-232.

62. Mumford, T. V., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2008). The team role test: Development and validation of a team role knowledge situational judgment test. *Journal of Applied Psychology, 93,* 250-267.

63. Morgeson, F. P., & Humphrey, S. E. (2008). Job and team design: Toward a more integrative conceptualization of work design. In J. Martocchio (Ed.), *Research in personnel and human resources management* (Vol. 27, pp. 39-91). United Kingdom: Emerald Group Publishing Limited.

64. Morgeson, F. P., Campion, M. A., Dipboye, R. L., Hollenbeck, J. R., Murphy, K., & Schmitt, N. (2007). Are we getting fooled again? Coming to terms with limitations in the use of personality tests for personnel selection. *Personnel Psychology, 60,* 1029-1049.

65. Morgeson, F. P., Campion, M. A., Dipboye, R. L., Hollenbeck, J. R., Murphy, K., & Schmitt, N. (2007). Reconsidering the use of personality tests in personnel selection contexts. *Personnel Psychology, 60,* 683-729.
    - Won Emerald Citations of Excellence Award as one of the top 50 articles published in 2007 from among the top 300 management publications.

66. Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2007). Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. *Journal of Applied Psychology, 92,* 1332-1356.

67. DeRue, D. S., & Morgeson, F. P. (2007). Stability and change in person-team and person-role fit over time: The effects of growth satisfaction, performance, and general self-efficacy. *Journal of Applied Psychology, 92,* 1242-1253.

68. Dierdorff, E. C., & Morgeson, F. P. (2007). Consensus in work role requirements: The influence of discrete occupational context on role expectations. *Journal of Applied Psychology, 92,* 1228-1241.

69. Barnes, C. M., & Morgeson, F. P. (2007). Typical performance, maximal performance, and performance variability: Expanding our understanding of how organizations value performance. *Human Performance, 20,* 259-274.

70. Ilies, R., Wagner, D. T., & Morgeson, F. P. (2007). Explaining affective linkages in teams: Individual differences in susceptibility to contagion and individualism–collectivism. *Journal of Applied Psychology, 92,* 1140-1148.

71. Mumford, T. V., Campion, M. A., & Morgeson, F. P. (2007). The leadership skills strataplex: Leadership skill requirements across organizational levels. *Leadership Quarterly, 18,* 154-166.
    - One of the Top-10 most cited articles published in *Leadership Quarterly* during the period 2007-2011.
    - Nominated for Leadership Quarterly/Center for Creative Leadership Best Article.

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36. Maertz, C. P., Morgeson, F. P., & Campion, M. A. (1998). How to make millions in the new millennium. *The Industrial-Organizational Psychologist, 35 (4),* 97-99.

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CHAIR, PANELIST, OR DISCUSSANT IN CONFERENCE SESSIONS

1. Morgeson, F.P. (2025, July). Participant in C. M. Eisenhard (Organizer), Peril and Promise in the New World of Work: Implications for Decency and Meaningfulness in Work. Symposium at the *85th Annual Meeting of the Academy of Management*, Copenhagen, Denmark.

2. Morgeson, F.P. (2025, July). Distinguished speaker in L. Keding & S. Showkat (Organizers), Extreme (Events and) Entrepreneurship. PDW Session at the *85th Annual Meeting of the Academy of Management*, Copenhagen, Denmark.

3. Morgeson, F.P. (2025, July). Distinguished speaker in I. Igic, M. C. Morf, & B. Avolio (Organizers), Exploring Events Shaping Leadership, Behavior and Practice in Teams, Organizations and Societies. PDW Session at the *85th Annual Meeting of the Academy of Management*, Copenhagen, Denmark.

4. Morgeson, F. P. (2023, August). Organizer in F. Morgeson, P. Li, & J. A. Gonzalez (Organizers), Advancing Turnover Research: Bridging Disciplinary and Research-Practitioner Gaps. Symposium at the *83rd Annual Meeting of the Academy of Management*, Boston, Massachusetts.
   - Showcase symposium.

5. Morgeson, F. P. (2021, August). Panelist in V. Z. Chen, & M. A. Hitt (Chairs), Curating collective wisdom: Exploring new infrastructures for knowledge synthesis. Symposium at the *81st Annual Meeting of the Academy of Management*, Online.

6. Morgeson, F. P. (2021, August). Panelist in K. Busse, W. A. Rodriguez, Y. Cohen-Charash, & M. F. Gonzalez (Chairs), Psych'ed up for business school: Preparing I-O psychologists for business school careers. PDW session at the *81st Annual Meeting of the Academy of Management*, Online.

7. Morgeson, F. P. (2021, July). Organizer in M. Biron, E. Farndale, F. Morgeson, J. Sun, & E. Stavrou (Organizers), Sharing insights from the global work design project: Cross-cultural equivalence and differences. PDW session at the *81st Annual Meeting of the Academy of Management*, Online.

8. Morgeson, F. P. (2019, August). Organizer in E. Farndale, F. Morgeson, E. Stavrou, & J. M. Sun (Organizers), The global work design project: Findings from a 40-country study. PDW session at the *79th Annual Meeting of the Academy of Management*, Boston, Massachusetts.

9. Morgeson, F. P. (2019, April). From the editors: Discussing publishing, the state of the field, and the future. Panel Discussion Chairperson at the *34th Annual Conference of the Society for Industrial and Organizational Psychology*, National Harbor, Maryland.

10. Morgeson, F. P. (2018, August). Participant in F. Morgeson (Organizer), The event revolution: Taking stock and looking forward. Symposium at the *78th Annual Meeting of the Academy of Management*, Chicago, Illinois.

11. Morgeson, F. P. (2018, August). Organizer in F. Morgeson & J. M. Sun (Organizers), The Global Work Design Project: Exploring the meaning of good work around the world. PDW session at the *78th Annual Meeting of the Academy of Management*, Chicago, Illinois.

12. Morgeson, F. P. (2017, September). Panelist in F. Morgeson (Organizer), Who's manuscript is it anyway? Discussing the role of authors, editors, and reviewers in the journal review process. Editors panel & group discussion presented at the *Society for Organizational Behavior Meeting*, Fort Collins, Colorado.

13. Morgeson, F. P. (2017, April). Panelist in B. Biermeier-Hanson & G. Chen (Chairpersons), Reflections on the state of the science. Panel discussion presented at the *32nd Annual Conference of the Society for Industrial and Organizational Psychology,*

Orlando, Florida.

14. Morgeson, F. P. (2016, August). Events really matter: Understanding how and why events impact organizational behavior. Symposium Chairperson at the *76th Annual Meeting of the Academy of Management*, Anaheim, California.

15. Morgeson, F. P. (2016, August). Organizer in F. Morgeson, M. Biron, E. Farndale, J. M. Sun, & E. Stavrou (Organizers), Work design across cultures: Exploring the meaning of good work around the world. PDW session at the *76th Annual Meeting of the Academy of Management*, Anaheim, California.

16. Morgeson, F. P. (2015, August). Discussant in C. Torres & A. L. Christensen (Chairpersons), Understanding the sources and functions of leadership in teams. Symposium presented at the *75th Annual Meeting of the Academy of Management*, Vancouver, Canada.

17. Morgeson, F. P. (2014, August). Discussant in S. K. Parker & A. Van den Broeck (Chairpersons), Multi-level perspectives on the causes of job design. Symposium presented at the *74th Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.
    - Showcase symposium.

18. Morgeson, F. P. (2014, August). Panelist in G. Grote (Chairperson), Innovation versus risk: All the same for teams? PDW session at the *74th Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

19. Morgeson, F. P. (2013, May). Panelist in R. van Dick and S. Stegmann (Chairpersons), A cross-cultural work design research incubator. Routable discussion presented at the *16th Conference of the European Association of Work and Organizational Psychology*, Münster, Germany.

20. Morgeson, F. P. (2013, April). Host in F. Morgeson (Chairperson), A cross-cultural work design research incubator. Routable discussion presented at the *28th Annual Conference of the Society for Industrial and Organizational Psychology,* Houston, Texas.

21. Nahrgang, J. D., & Morgeson, F. P. (2011, August). Leadership at the top: Exploring behaviors and processes of senior level leaders. Symposium co-chairperson at the *71st Annual Meeting of the Academy of Management*, San Antonio, Texas.

22. Morgeson, F. P. (2011, May). Panelist in D. Truxillo (Chairperson), Meet the editors: Everything you've always wanted to know about publishing and reviewing. Roundtable discussion presented at the *15th Conference of the European Association of Work and Organizational Psychology*, Maastricht, The Netherlands.

23. Morgeson, F. P. (2011, May). Discussant in F. Zijlstra (Chairperson), Psychology of decent work: Where we are, where we ought to be, how we can get there. Interactive

debate presented at the *15th Conference of the European Association of Work and Organizational Psychology*, Maastricht, The Netherlands.

24. Morgeson, F. P. (2011, April). Panelist in R. Lyons, M. L. Shuffler, & L. A. DeChurch (Chairpersons), Understanding the implications of modern organizational change for team leadership. Panel discussion at the *26th Annual Conference of the Society for Industrial and Organizational Psychology,* Chicago, Illinois.

25. Morgeson, F. P. (2011, April). Panelist in C. L. Pearce (Chairperson), The future of shared leadership research. Panel discussion at the *26th Annual Conference of the Society for Industrial and Organizational Psychology,* Chicago, Illinois.

26. Morgeson, F. P. (2011, February). Discussion of neuroscience and applied/personnel psychology journals. Panelist at *Neuroscience Applications for Leadership & Management Challenges Workshop*, Phoenix, Arizona.

27. Morgeson, F. P. (2010, August). Panelist in R. J. Klimoski (Chairperson), Evidence-based practice: Evidence on the nature of organizational leadership. Panel discussion at the *118th Annual Convention of the American Psychological Association*, San Diego, California.

28. Morgeson, F. P. (2010, August). Panelist in J. R. Edwards (Organizer), Ethics in the publication process: Policy, practice, and consequences. Symposium at the *70th Annual Meeting of the Academy of Management*, Montreal, Canada.

29. Morgeson, F. P. (2010, August). Panelist in A. M. Grant, Y. Fried, & S. K. Parker (Organizers), The future of job design. PDW session at the *70th Annual Meeting of the Academy of Management*, Montreal, Canada.

30. Morgeson, F. P. (2010, May). Panelist in D. J. Schleicher (Chairperson), Writing, publishing, and living happily ever after: Tips and strategies from exceptionally successful I/O researchers. *Association for Psychological Science 22nd Annual Convention*, Boston, Massachusetts.

31. Morgeson, F. P., & Karam, E. P. (2010, April). Team effectiveness: Concepts, causes, correlates, and consequences. Symposium co-chairperson at the *25th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

32. Morgeson, F. P. (2009, August). Panelist in T. L. Juillerat (Chairperson), Managerial work in modern organizational contexts: New work or new challenges? Panel discussion at the *69th Annual Meeting of the Academy of Management*, Chicago, Illinois.

33. Morgeson, F. P. (2009, May). Panelist in D. M. Truxillo (Chairperson), Meet the editors: Everything you've always wanted to know about publishing and reviewing. Roundtable discussion presented at the *14th European Congress on Work and Organizational Psychology,* Santiago de Compostela, Spain.

34. Morgeson, F. P. (2009, April). Discussant in D. Ford & D. M. Truxillo (Chairpersons), Identifying and correcting potential bias in job analysis ratings. Symposium presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

35. Morgeson, F. P., & Sharma, P. (2009, April). Leadership and culture: Relationships across individual, organizational, and societal levels. Symposium co-chairperson at the *24th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

36. Morgeson, F. P. (2008, June). Advancing work design research and theory: Looking back and moving forward. Panel discussion chairperson and panelist at the *IWP Conference 2008,* Sheffield, England.

37. Morgeson, F. P., & Wagner, D. T. (2008, April). Leadership in groups and teams: How and why it matters. Symposium co-chairperson at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

38. Morgeson, F. P. (2008, April). Bridging the scientist-practitioner gap: Senior executives identify critical research needs. Panel discussion chairperson and panelist at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

39. Morgeson, F. P., & Kirkman, B. L. (2007, August). Virtual team leadership in organizations. Symposium co-chairperson at the *67th Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

40. Morgeson, F. P. (2007, April). Panelist in M. A. Wilson (Chairperson), Unanswered questions in competency modeling and job analysis. Academic-practitioner-collaborative forum presented at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology*, New York, New York.

41. Morgeson, F. P., & DeRue, D. S. (2006, May). Team leaders: Who are they and what do they do? Symposium co-chairperson at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

42. Morgeson, F. P., & Nahrgang, J. D. (2006, May). Innovations in work design: Going beyond the usual suspects. Symposium co-chairperson at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

43. Morgeson, F. P., Mason, C. D., & Winter, J. L. (2006, May). Purpose driven job analysis: Analyzing jobs by job families. Practitioner forum co-chairperson at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

44. Morgeson, F. P., & Johnson, M. D. (2005, April). Cognitive, affective, and social influences on work withdrawal. Symposium co-chairperson at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

45. Ryan, A. M., & Morgeson, F. P. (2005, April). Not the usual suspects: Expanding our conception of workplace stigma. Symposium co-chairperson at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

46. Morgeson, F. P. (2004, August). Panelist in R. Konopaske, K. G. Brown, & K. J. Jansen (Chairpersons), Leveraging relationships with the Society for Human Resource Management: From advising to research. Professional development workshop presented at the *64th Annual Meeting of the Academy of Management*, New Orleans, Louisiana.

47. Morgeson, F. P. (2004, August). Current issues in work design. Interactive paper facilitator at the *64th Annual Meeting of the Academy of Management*, New Orleans, Louisiana.

48. Morgeson, F. P. (2004, April). Won't get fooled again? Editors discuss faking in personality testing. Panel discussion chairperson at the *19th Annual Conference of the Society for Industrial and Organizational Psychology,* Chicago, Illinois.

49. Morgeson, F. P. (2003, August). Perceived organizational support. Interactive paper facilitator at the *63rd Annual Meeting of the Academy of Management*, Seattle, Washington.

50. Morgeson, F. P., & Humphrey, S. E. (2003, April). Making 360^0 matter: Program attributes and links to organizational outcomes. Practitioner forum co-chairperson at the *18th Annual Conference of the Society for Industrial and Organizational Psychology,* Orlando, Florida.

51. Morgeson, F. P. (2002, April). Selection for teams: A tale of five approaches. Symposium chairperson at the *17th Annual Conference of the Society for Industrial and Organizational Psychology,* Toronto, Canada.

52. Morgeson, F. P. (2002, April). Selection for teams: A tale of five approaches. Symposium chairperson at the *17th Annual Conference of the Society for Industrial and Organizational Psychology,* Toronto, Canada.

53. Morgeson, F. P. (2001, April). Developing human resource systems in legally contentious environments. Panel discussion chairperson at the *16th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

54. Morgeson, F. P. (2000, August). Voice. Interactive paper facilitator at the *60th Annual Meeting of the Academy of Management*, Toronto, Canada.

55. Morgeson, F. P. (2000, April). Debate participant in J. R. Hollenbeck (Chairperson), Shootout at the I/O corral: Debating the accuracy of job analysis. Debate at the *15th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, Louisiana.

56. Kaufman, J., & Morgeson, F. P. (2000, April). SIOP and the APA: Where we've been and where we're headed. Panelist and co-chairperson at the *15th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

57. Morgeson, F. P., & Hofmann, D. A. (1999, April). New perspectives on higher level phenomena in industrial/organizational psychology. Symposium co-chairperson at the *14th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

58. Campion, M. A., & Morgeson, F. P. (1998, April). Job analysis inaccuracy: Cracks in the foundation of HR management? Symposium co-chairperson at the *13th Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

59. Morgeson, F. P. (1997, August). Distinguished scientists meet with students to discuss critical issues in psychological science. Panel discussion chairperson at the *105th Annual meeting of the American Psychological Association,* Chicago, Illinois.

CONFERENCE PRESENTATIONS

1. Gonzalez, J. A., Li, P., Morgeson, F. P., & Wang, G. (2025, October). Familiarity breeds adaptation: The role of past and present events on turnover intentions. Paper session presentation at the *2025 Meeting of the Southern Management Association*, Greenville, South Carolina.

2. Eisenhard, C. M., Morgeson, F. P., & Toprani, D. K. (2025, October). Work design for AI agents: Tool and socio-technical system design for AI performance. Research session at the Fisher College of Business AI in Business Conference. Columbus, Ohio.

3. Li, P., Morgeson, F., & Gonzalez, J. A. (2023, August). Being at work amid the pandemic: Understanding the role of disruption, work demands, and past event. Paper session presentation at the *83rd Annual Meeting of the Academy of Management*, Boston, Massachusetts.

4. Yuan, Z., Morgeson, F. P., & Wang, X. (2020, August). Investigating meta-perceptions to advance relationship-based approach to leadership. Paper session presentation at the *80th Annual Meeting of the Academy of Management*, Vancouver, Canada.

5. Laulié, L., & Morgeson, F. P. (2018, August). The end is just the beginning: Turnover events and their impact across space and time. Paper session presentation at the *78th Annual Meeting of the Academy of Management*, Chicago, Illinois.

6. Yuan, Z., Morgeson, F. P., & LeBreton, J. M. (2018, August). Situational moderators and criterion reliability: Independent or interdependent? And why? Paper session presentation at the *78th Annual Meeting of the Academy of Management*, Chicago, Illinois.

7. Bachrach, D. G., Vlachos, P., Morgeson, F. P., & Hood, A. C. (2017, August). Employee reactions to corporate moral events. Discussion paper session presentation at the *77th Annual Meeting of the Academy of Management*, Atlanta, Georgia.

8. Pratt, B. R., Dunford, B. B., Morgeson, F. P., Vogus, T. J., & Ashkanani, A. M. (2017, August). Contextual task reallocation in healthcare: Definition, mechanisms, and perceived outcomes. In A. S. McAlearney (Chairperson), Embedding professional knowledge in care delivery models. Paper session presentation at the *77th Annual Meeting of the Academy of Management*, Atlanta, Georgia.

9. Bachrach, D. G., Vlachos, P., Morgeson, F. P., & Irwin, K. (2017, August). Job seekers' reactions to configurational variation in CSR investment. In Y. Mauger (Chairperson), Attractiveness of job applicants to socially responsible organizations. Paper session presentation at the *77th Annual Meeting of the Academy of Management*, Atlanta, Georgia.

10. Sanders, K., Sang, X., Morgeson, F. P., Lepak, D. P., Budhwar, P. S., & Sun, J. M. (2016, August). Attending conferences: Learning goals, national culture, involvement and role identity. In R. G. Gardner (Chairperson), New perspectives on employee socialization. Symposium presentation at the *76th Annual Meeting of the Academy of Management*, Anaheim, California.

11. Morgeson, F. P., Mitchell, T. R., & Liu, D. (2016, August). The event interpretation process: Understanding event screening, assessment, and deliberation. In F. P. Morgeson (Chairperson), Events really matter: Understanding how and why events impact organizational behavior. Symposium presentation at the *76th Annual Meeting of the Academy of Management*, Anaheim, California.

12. Morgeson, F. P. (2016, August). (How) is healthcare management different? In V. Parker & T. Vogus (Chairpersons), HCM Division plenary session. Plenary session presentation at the *76th Annual Meeting of the Academy of Management*, Anaheim, California.

13. Morgeson, F. P. (2016, April). The event interpretation process: Understanding event screening, assessment, and deliberation. Presentation at the *First Annual MInd Huddle meeting*, Ann Arbor, Michigan.

14. Morgeson, F. P. (2015, August). Next ambassador initiative: Work design across cultures. In M. Kraimer (Chairperson), HR Division international ambassadors and members meeting. Plenary session presentation at the *75th Annual Meeting of the Academy of Management*, Vancouver, Canada.

15. Laulié, L., & Morgeson, F. P. (2015, August). Social activation of turnover intentions (SATI) theory: A theory of connections of turnover events. In P. Li (Chairperson), Cognitive models of employee turnover. Symposium presentation at the *75th Annual Meeting of the Academy of Management*, Vancouver, Canada.

16. Johnson, M. D., & Morgeson, F. P. (2015, August). Identifying with the team: Implications for task and contextual performance. In A. Elster & L. Sagiv (Chairpersons), The dynamic nature of identification with organizations. Symposium presentation at the *75th Annual Meeting of the Academy of Management*, Vancouver, Canada.

17. Morgeson, F. P. (2015, June). Beyond feature-oriented leadership theory: An event-oriented approach. Presentation at the *New Directions in Leadership Research Conference*, Durham, North Carolina.

18. Van Dick, R., Zhang, X-A., Schuh, S., Ullrich, J., & Morgeson, F. P. (2015, May). Interactive effects of LMX and employee innovation on performance evaluations. Symposium presentation at the *17th European Congress on Work and Organizational Psychology*, Oslo, Norway.

19. Reeder, M., Schmitt, N. W., & Morgeson, F. P. (2015, April). Modeling SJT item-level convergent validity using content characteristics. In M. Reeder & J. Golubovich (Chairpersons), Situational judgment test design and measurement informed by psychological theory. Symposium presentation at the *30th Annual Conference of the Society for Industrial and Organizational Psychology,* Philadelphia, Pennsylvania.

20. Hartnell, C., Kinicki, A., Ostroff, C., Karam, E., & Morgeson, F. P. (2015, April). Investigating the relative predictive validity of organizational dimensions and configurations. In D. P. Costanza & C. Ostroff (Chairpersons), Alternative solutions to measurement challenges of culture and climate. Symposium presentation at the *30th Annual Conference of the Society for Industrial and Organizational Psychology,* Philadelphia, Pennsylvania.

21. Morgeson, F. P. (2014, November). Event System Theory: An Event-oriented Approach to the Organizational Sciences. Presentation at the *Society for Organizational Behavior Meeting*, Orlando, Florida.

22. Powers, C. L., Morgeson, F. P., & Lyons, B. J. (2014, August). Dynamic shared leadership theory: Understanding the structures and processes of shared leadership. In D. Wang (Chairperson), Shared leadership and team performance: The role of team dynamics, conflict, and personality. Symposium presentation at the *74th Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

23. Hoch, J. E., & Morgeson, F. P. (2014, August). Vertical and shared leadership processes: Exploring team leadership dynamics. In D. Wang (Chairperson), Shared leadership and team performance: The role of team dynamics, conflict, and personality. Symposium presentation at the *74th Annual Meeting of the Academy of Management*, Philadelphia,

Pennsylvania.

24. Morgeson, F. P. (2014, July). To keep them, choose wisely: The science of assessment for retention. Concurrent session presentation at the *40th Annual National Association for Health Care Recruitment Image Conference*, Orlando, Florida.

25. Morgeson, F. P. (2014, May). Reducing turnover through improved hiring practices in long-term care. Presentation at the *ALFA 2014 Conference & Exposition*, Phoenix, Arizona.

26. Garza, A. S., & Morgeson, F. P. (2013, August). Wanted or not? The consequences of when team leaders do (and when they don't) fit with their teams. In A. S. Garza (Organizer), Person-environment fit: Unanswered questions and new directions. Symposium presented at the *73rd Annual Meeting of the Academy of Management*, Orlando, Florida.

27. Morgeson, F. P. (2013, August). Managing research projects. In D. J. Schleicher (Chairperson), Managing research projects: Tips, lessons learned, and project management 101. PDW session at the *73rd Annual Meeting of the Academy of Management*, Orlando, Florida.

28. Morgeson, F. P. (2013, August). It is time to reclaim quality. In B. C. Holtom and E. C. Dierdorff (Organizers), Disrupt or be disrupted: The future of graduate management education. PDW session at the *73rd Annual Meeting of the Academy of Management*, Orlando, Florida.

29. Morgeson, F. P. (2013, July). Will they stay or will they go now? Understanding turnover in organizations. Concurrent session presentation at the *39th Annual National Association for Health Care Recruitment Image Conference*, Minneapolis, Minnesota.

30. Morgeson, F. P., & Garza, A. S. (2013, May). From individual work characteristics to work design configurations. In S. Stegmann (Chairperson), Comprehensive work design analysis – Insights from around the globe. Symposium presented at the *16th Conference of the European Association of Work and Organizational Psychology*, Münster, Germany.

31. Spitzmuller, M., Morgeson, F. P., & Nahrgang, J. D. (2013, April). How leader–member exchange (LMX) facilitates the expression of proactivity. Poster session presented at the *28th Annual Conference of the Society for Industrial and Organizational Psychology,* Houston, Texas.

32. Morgeson, F. P., & Garza, A. S. (2012, September). The content and implications of work design configurations. In P. Cappelli (Chairperson), Workplace interactions. Symposium presentation at the *5th Annual People and Organizations Conference,* The Wharton School of the University of Pennsylvania, Philadelphia, Pennsylvania.

33. Morgeson, F. P. (2012, September). Patient satisfaction: How the "best of the best" attain high ratings. Learning session presentation at the *48th Annual American Society for Healthcare Human Resources Administration Conference and Exposition*, Denver, Colorado.

34. Morgeson, F. P., Mitchell, T. R., & Liu, D. (2012, August). Event systems theory: An event-oriented approach to the organizational sciences. In L. Dragoni (Chairperson), Some events just matter more than others: Advances in the study of individuals' transitions. Symposium presentation at the *72nd Annual Meeting of the Academy of Management*, Boston, Massachusetts.
    - Winner of Careers Division Best Symposium of the Year Award.

35. Nahrgang, J. D., & Morgeson, F. P. (2012, August). Pathways to leadership in self-managing teams: A longitudinal investigation of leadership status. In N. C. Cotton-Nessler (Chairperson), Leadership emergence and development. Symposium presentation at the *72nd Annual Meeting of the Academy of Management*, Boston, Massachusetts.

36. Karam, E. P., Hartnell, C. A., Kinicki, A. J., & Morgeson, F. P. (2012, August). All for one or one for all? Investigating servant leadership's influence on stakeholder outcomes. In R. C. Liden (Chairperson), Servant leadership: Providing socially responsible pathways to individual and team effectiveness. Symposium presentation at the *72nd Annual Meeting of the Academy of Management*, Boston, Massachusetts.

37. Morgeson, F. P. (2012, July). HCAHPS: Revealing the factors that top-scoring hospitals possess. Concurrent session presentation at the *38th Annual National Association for Health Care Recruitment Image Conference*, Indianapolis, Indiana.

38. Gentry, W. A., & Morgeson, F. P. (2012, April). Managerial decisiveness and effectiveness: Exploring their connection across cultures. Poster session presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

39. Morgeson, F. P., Spitzmuller, M., Garza, A. S., & Campion, M. A. (2012, April). Exploring convergence in decomposed and holistic job analysis judgments. In E. C. Dierdorff (Chairperson), Eyes of the beholder? Rater effects in work analysis. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

40. Nahrgang, J. D., & Morgeson, F. P. (2012, April). Two pathways to leadership status in self-managing teams. Poster session presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

41. Hartwell, C. J., Levashina, J., Morgeson, F. P., & Campion, M. A. (2012, April). Deconstructing structured interviews: Content analysis of recent research on structure. Poster session presented at the *27th Annual Conference of the Society for Industrial and*

Organizational Psychology, San Diego, California.

42. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2012, April). Impression management in structured interviews: Review of research and meta-analysis. In J. Levashina & N. Roulin (Chairpersons), New trends on impression management, faking, and deception in interviews. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

43. Reeder, M. C., Golubovich, J., Piszczek, M. M., Ryan, A. M., & Morgeson, F. P. (2012, April). Malleability perceptions: Extending implicit theory concepts to selection research. Poster session presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

44. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2012, April). Reducing bias through structure: A literature review. In M. Kleinmann & K. G. Melchers (Chairpersons), A social interaction at their core: Relevant issues for interviews. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

45. Garza, A. S., Morgeson, F. P., Nahrgang, J. D., & Humphrey, S. E. (2011, August). Work design and the task context: The consequences of error criticality. In L. Borgogni & S. D. Russo (Chairpersons), The role of context in shaping organizational behavior. Symposium presentation at the *71st Annual Meeting of the Academy of Management*, San Antonio, Texas.

46. Nahrgang, J. D., Morgeson, F. P., Smith, R., & Campbell, M. (2011, August). Senior leadership teams: Changes and stability in structure, behaviors, processes, and effectiveness. In J. D. Nahrgang & F. P. Morgeson (Chairpersons), Leadership at the top: Exploring behaviors and processes of senior level leaders. Symposium presentation at the *71st Annual Meeting of the Academy of Management*, San Antonio, Texas.

47. Morgeson, F. P. (2010, November). Personnel selection, work designs, and leadership in nursing homes: Business, organizational, and management perspectives. In E. Siegel (Chairperson), New approaches to addressing nursing home industry challenges: Insights from business, management, and organizational sciences. Symposium presentation at the *Gerontological Society of America's 63rd Annual Scientific Meeting*, New Orleans, Louisiana.

48. Morgeson, F. P. (2011, October). How do you identify applicants who are truly compassionate and customer focused? Understanding behavioral assessment. Presentation at the *2011 Planetree Annual Conference,* Nashville, Tennessee.

49. Morgeson, F. P., & Karam, E. P. (2010, August). The role of shared leadership in meeting team challenges. In N. Wellman (Chairperson), One for all and all for one? New directions in shared leadership research. Symposium presentation at the *70th Annual*

Meeting of the Academy of Management, Montreal, Canada.

50. Van Iddekinge, C. H., Morgeson, F. P., Schleicher, D. J., & Campion, M. A. (2010, August). Exploring the effects of retesting on subgroup differences and criterion-related validity. In P. L. Roth (Chairperson), Selection: Methods of assessing candidates and their outcomes. Symposium presentation at the *70th Annual Meeting of the Academy of Management*, Montreal, Canada.

51. Morgeson, F. P., & Nahrgang, J. D. (2010, July). Work design and social relationships: Exploring the role of leader-member exchange. In K. Unsworth (Chairperson), Putting "people" back into job design. Symposium presentation at the *27th International Congress of Applied Psychology*, Melbourne, Australia.

52. Conlon, D. E., Miles, J. D., Morgeson, F. P., & DeRue, D. S. (2010, July). Communication breakdown? The role of pit crew communication climate and pit crew efficiency in predicting NASCAR team performance. Paper presented at the *2010 INGRoup Conference,* Washington, District of Columbia.

53. Karam, E., Morgeson, F. P., & Reeder, M. (2010, April). Selection in teams: Examining knowledge, personality, and cognitive ability. Poster session presented at the *25th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

54. Levashina, J., Morgeson, F. P., & Campion, M. A. (2010, April). Biodata response elaboration: A large-scale field experiment. Poster session presented at the *25th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

55. Spitzmuller, M., Morgeson, F. P., & Nahrgang, J. D. (2010, April). Understanding the antecedents and consequences of role breadth self-efficacy. In D. Bergeron & G. Sharma (Chairpersons), Re-thinking role breadth: Relationships to antecedents and outcomes. Symposium presentation at the *25th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

56. Humphrey, S. E., Karam, E. P., & Morgeson, F. P. (2010, April). Team effectiveness: A meta-analytic review. In F. P. Morgeson & E. P. Karam (Chairpersons), Team effectiveness: Concepts, causes, correlates, and consequences. Symposium presentation at the *25th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

57. Morgeson, F. P. (2009, May). The psychology of team leadership: The past is prologue. In D. J. Schleicher (Chair), The (psychological) science behind leadership. Invited symposium presentation at the *Association for Psychological Science 21st Annual Convention*, San Francisco, California.

58. Morgeson, F. P., Petersen, E., Humphrey, S. E., & Mannor, M. J. (2009, April). Antecedents and consequences of team leader adaptability. Poster session presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

59. Hmurovic, J., Morgeson, F. P., & Nahrgang, J. D. (2009, April). Linking diverse work design features to OCB and absenteeism. Poster session presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

60. Munyon, T., Humphrey, S. E., & Morgeson, F. P. (2009, April). Interactive work design: Examining individual responses to work characteristics. Poster session presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

61. Gentry, W., Morgeson, F. P., & Hmurovic, J. (2009, April). How the cultural context shapes leader behavior and performance. In F. P. Morgeson & P. Sharma (Chairpersons), Leadership and culture: Relationships across individual, organizational, and societal levels. Symposium presentation at the *24th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

62. DeRue, D. S., Petersen, E., Mannor, M. J., & Morgeson, F. P. (2008, August). A two-horse race? The impact of CEO characteristics and governance structures on firm performance. In D. S. DeRue & M. J. Mannor (Chairpersons), Is it all about the CEO? How dare we ask? Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, California.

63. Nahrgang, J. D., Morgeson, F. P., & Ilies, R. (2008, August). How critical are the early stages of the LMX relationship? In J. D. Nahrgang & C. C. Rosen (Chairpersons), Novel questions (and answers!) concerning leader-member exchange. Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, California.

64. Petersen, E., Morgeson, F. P., & Roth, J. (2008, August). Team contextual knowledge: Relationships to team processes and team performance. In K. Tata (Chairperson), Teams in context: Current findings and future directions. Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, California.

65. Morgeson, F. P., & DeRue, D. S. (2008, June). Contingencies in team leadership: Understanding the intersection of team needs and leader behavior. Paper presented at the *Insead/Wharton Research Conference on Leadership*, Fontainebleau, France.

66. Levashina, J., Morgeson, F. P., & Campion, M. A. (2008, April). They don't do it often, but they do it well. In J. Levashina (Chairperson), That can't be true! Detecting faking using bogus items. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

67. Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2008, April). The influence of supportive social environments and management on safety. In L. Kath & A. McGonagle (Chairpersons), Relationships between supportive work environments and worker safety outcomes. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

68. Schleicher, D. J., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2008, April). Demographic differences in improvement with retesting. In J. Hausknecht (Chairperson), Recent research on retesting and its implications for selection. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

69. Wagner, D. T., Ilies, R., & Morgeson, F. P. (2008, April). Transformational leadership of teams: Understanding affective, motivational and performance outcomes. In F. P. Morgeson & D. T. Wagner (Chairpersons), Leadership in groups and teams: How and why it matters. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

70. Dierdorff, E. C., & Morgeson, F. P. (2008, April). Discrete context effects on consensus in work role expectations. In E. C. Dierdorff (Chairperson), Illuminating the 'murky ground': Linking context theory to empirical research. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

71. Dierdorff, E. C., Rubin, R., & Morgeson, F. P. (2008, April). Omnibus and discrete context effects on requirements of managerial roles. In E. C. Dierdorff (Chairperson), Illuminating the 'murky ground': Linking context theory to empirical research. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

72. Toy, L., Johnson, M. D., & Morgeson, F. P. (2008, April). The Team Experiences Survey: Validating a test for team selection. Poster session presented at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

73. DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2008, April). Understanding the motivational implications of team leadership. Poster session presented at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

74. Sin, H. P., Nahrgang, J. D., & Morgeson, F. P. (2008, April). Why they don't see eye-to-eye: Meta-analytically examining LMX agreement. Poster session presented at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

75. Nahrgang, J. D., Spitzmuller, M., & Morgeson, F. P. (2008, April). Empowering employees: The impact on job satisfaction and job performance. In G. Chen (Chairperson), Empowering leadership: Theoretical extensions across levels and cultures. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology,* San Francisco, California.

76. Morgeson, F. P., & DeRue, D. S. (2007, August). Leading virtual teams: Understanding how leaders satisfy team needs. In F. P. Morgeson & B. L. Kirkman (Chairpersons), Virtual team leadership in organizations. Symposium presentation at the *67th Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

77. Dierdorff, E. C., & Morgeson, F. P. (2007, August). The "Inferential Leap" in work analysis: Exploring differences across work role requirements. Paper session presented at the *67th Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

78. Johnson, M. D., Morgeson, F. P., Stetzer, A., Ladd, D., & Ginn, E. (2007, August). Unintended consequences of absence control initiatives. Paper session presented at the *67th Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

79. Humphrey, S. E., Summers, J. K., Morgeson, F. P., & Ilies, R. (2007, April). Team composition, role negotiation, and information exchange: Creating and developing a context for information exchange in teams. In S. E. Humphrey (Chairperson), Information exchange in teams. Symposium presentation at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology,* New York, New York.

80. Spitzmuller, M., Morgeson, F. P., & Campion, M. A. (2007, April). Decomposed and holistic job analysis judgments: Experience as a moderator. Poster session presented at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology,* New York, New York.

81. Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2007, April). Predicting safety performance: A meta-analysis of safety and organizational constructs. Poster session presented at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology,* New York, New York.

82. Mishina, Y., Summers, J. K., Humphrey, S. E., Conlon, D. E., & Morgeson F. P. (2006, October). What you see and who you are: Effects of visibility and status on change evaluations. Paper session presented at the *26th Annual Meeting of the Strategic Management Society,* Vienna, Austria.

83. Morgeson, F. P., & Nahrgang, J. D. (2006, August). Same as it ever was: Recognizing stability in the Business Week rankings. Paper session presented at the *66th Annual Meeting of the Academy of Management,* Atlanta, Georgia.

84. Fulmer, I. S., Barber, A. E., DeRue, D. S., & Morgeson, F. P. (2006, August). The person and the situation: Job seeker personality in the choice and outcomes of career coaching.

Visual paper presentation at the *66th Annual Meeting of the Academy of Management,* Atlanta, Georgia.

- Careers Division Best Paper finalist and published in Academy Proceedings.

85. Nahrgang, J. D., & Morgeson, F. P. (2006, August). A longitudinal investigation of leader-member exchange (LMX) development and member performance: The critical role of trust. In T. N. Bauer & B. Erdogan (Chairpersons), New insights into LMX theory: Relationship development, outcomes, and adaptation to team settings. Symposium presentation at the *66th Annual Meeting of the Academy of Management,* Atlanta, Georgia.
    - Finalist for Career Division Best Symposium Award.

86. Mishina, Y., Humphrey, S. E., Summers, J. K., Conlon, D. E., & Morgeson, F. P. (2006, July). Visibility, status, and external evaluations of organizational change. Paper session presented at the *European Group for Organizational Studies (EGOS) Colloquium*, Bergen, Norway.

87. Barnes, C. M., & Morgeson, F. P. (2006, May). Value of employees: Typical performance, maximal performance, and performance variability. Poster session presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

88. Wagner, D. T., & Morgeson, F. P. (2006, May). Limits on leadership and job design: Importance of error criticality. Poster session presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

89. Wagner, D. T., Ilies, R., & Morgeson, F. P. (2006, May). Emotional transfer in teams: Antecedents, processes, and outcomes. Interactive poster session presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

90. Nahrgang, J. D., Ilies, R., & Morgeson, F. P. (2006, May). Leader-member exchange and citizenship behaviors: A meta-analysis. Interactive poster session presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

91. Morgeson, F. P., & Humphrey, S. E. (2006, May). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. In F. P. Morgeson & J. D. Nahrgang (Chairpersons), Innovations in work design: Going beyond the usual suspects. Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

92. Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2006, May). Case closed? Toward a new conceptualization of work design: A meta-analytic summary and theoretical extension. In F. P. Morgeson & J. D. Nahrgang (Chairpersons), Innovations in work

design: Going beyond the usual suspects. Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

93. Morgeson, F. P., & DeRue, D. S. (2006, May). A behavioral model of team leadership. In F. P. Morgeson & D. S. DeRue (Chairpersons), Team leaders: Who are they and what do they do? Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

94. Johnson, M. D., Morgeson, F. P., & Ilies, R. (2006, May). Identifying with the workgroup: Implications for task and contextual performance. In M. D. Johnson & D. van Knippenberg (Chairpersons), Social identity theory: Implications for I/O Psychology. Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

95. Boyce, A. S., Ryan, A. M., Imus, A. L., Morgeson, F. P., & Hauer, T. A. (2005, August). Temporary workers' perceptions of stigmatization: Influences and effects. Paper presented at the *65th Annual Meeting of the Academy of Management,* Honolulu, Hawaii.

96. Johnson, M. D., & Morgeson, F. P. (2005, August). Cognitive and affective identification in organizational settings. Paper presented at the *65th Annual Meeting of the Academy of Management,* Honolulu, Hawaii.
    - Winner of Organizational Behavior Division Best Paper Award (judged best paper of 419 submissions) and published in Academy Proceedings.

97. Imus, A. L., Boyce, A. S., Ryan, A. M., & Morgeson, F. P. (2005, August). Understanding satisfaction and commitment of temporary workers. Paper presented at the *113th Annual meeting of the American Psychological Association,* Washington, District of Columbia.

98. Boyce, A. S., Ryan, A. M., Imus, A., & Morgeson, F. P. (2005, April). Temporary worker, permanent loser? A model of the stigmatization of contingent workers. In A. M. Ryan & F. P. Morgeson (Chairpersons), Not the usual suspects: Expanding our conception of workplace stigma. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

99. DeRue, D. S., & Morgeson, F. P. (2005, April). Developing a taxonomy of team leadership behavior in self-managing teams. Poster session presented at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

100. DeRue, D. S., Morgeson, F. P., Ilies, R., & Humphrey, S. E. (2005, April). Changes in person-team fit as a function of positive affect: A longitudinal study of fit in the team context. In A. E. M. Van Vianen & A. L. Kristof-Brown (Chairpersons), Evolutions of fit: Understanding the temporal nature of person-environment fit. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

101. Humphrey, S. E., Morgeson, F. P., & Mannor, M. J. (2005, April). The role of core and non-core team members in performance. Poster session presented at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

102. Ilies, R., Morgeson, F. P., Humphrey, S. E., & DeRue, D. S. (2005, April). Leader-follower emotional contagion in small teams: A longitudinal study of team formation and performance. In D. van Knippenberg (Chairperson), Leadership, affect, and emotions. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

103. Johnson, M. D., Stetzer, A., Ladd, D., & Morgeson, F. P. (2005, April). Blame it on the family: Effects of an organizational intervention on causal and FMLA absence. In F. P. Morgeson & M. D. Johnson (Chairpersons), Cognitive, affective, and social influences on work withdrawal. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

104. Venkataramani, V., Schleicher, D. J., Morgeson, F. P., & Campion, M. A. (2005, April). So you didn't get the job: Now what do you think? In Z. S. Byrne (Chairperson), What IS organizational justice? Augmenting and consolidating the justice construct. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology,* Los Angeles, California.

105. Conlon, D. E., Morgeson, F. P., Wiseman, R., McNamara, G., & Skilton, P. (2004, November). Investigating the impact of special issue and regular journal articles in the field of management. Paper presented at the *Strategic Management Society's 24th Annual International Conference*, San Juan, Puerto Rico.

106. Ilies, R, & Morgeson, F. P. (2004, June). Authentic leadership and eudaemonic well-being: Understanding leader-follower outcomes. Paper presented at the *2004 Gallup Leadership Summit*, Omaha, Nebraska.
    - Chosen as one of eight featured papers for the summit.

107. Morgeson, F. P., Delaney-Klinger, K. A., & Hemingway, M. A. (2004, April). Autonomy and capability as predictors of role breadth and performance. Poster session presented at the *19th Annual Conference of the Society for Industrial and Organizational Psychology,* Chicago, Illinois.

108. Morgeson, F. P., Delaney-Klinger, K. A., & Truxillo, D. M. (2004, April). Investigating the relationship between O*NET skill and ability ratings and job analyst cognitive ability and conscientiousness. In D. Ford and R. E. Ployhart (Chairpersons), Individual and subgroup differences on job analysis and competency ratings. Symposium presentation at the *19th Annual Conference of the Society for Industrial and Organizational Psychology,* Chicago, Illinois.

109. Johnson, M. D., Morgeson, F. P., Medsker, G. J., Campion, M. A., & Mumford, T. V. (2004, April). When teams are more effective than workgroups. Poster session presented at the *19th Annual Conference of the Society for Industrial and Organizational Psychology,* Chicago, Illinois.

110. Morgeson, F. P., & Humphrey, S. E. (2003, August). Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure of work design. Interactive paper session presented at the *63rd Annual Meeting of the Academy of Management*, Seattle, Washington.

111. Johnson, M. D., Meyer, C., Morgeson, F. P., Lloyd, J. R., Ilgen, D. R., & Marrinan, M. (2003, August). Examining differences in identification of professionals across multiple targets. Interactive paper session presented at the *63rd Annual Meeting of the Academy of Management*, Seattle, Washington.

112. Morgeson, F. P., Bauer, T. N., Truxillo, D. M., & Campion, M. A. (2003, April). Assessing situational judgment with a structured interview: Construct validity and adverse impact. In F. L. Oswald (Chairperson), Advances and construct validity issues in situational judgment tests. Symposium presentation at the *18th Annual Conference of the Society for Industrial and Organizational Psychology,* Orlando, Florida.

113. Johnson, M. D., & Morgeson, F. P. (2003, April). The Team Experiences Survey: A biodata test for team selection. Poster session presented at the *18th Annual Conference of the Society for Industrial and Organizational Psychology,* Orlando, Florida.

114. Morgeson, F. P., Reider, M. H., & Campion, M. A. (2002, April). Selecting individuals in team settings: Comparing a structured interview, personality test, and teamwork ability test. In F. P. Morgeson (Chairperson), Selection for teams: A tale of five approaches. Symposium presentation at the *17th Annual Conference of the Society for Industrial and Organizational Psychology,* Toronto, Canada.

115. Shin, S. J., Morgeson, F. P., & Campion, M. A. (2002, April). Expatriate assignments: How the requirements of international jobs differ from domestic jobs and how cultural values impact work behavior. In M. Erez (Chairperson), HRM across cultures: From selection through adaptation to performance appraisal. Symposium presentation at the *17th Annual Conference of the Society for Industrial and Organizational Psychology,* Toronto, Canada.

116. Mumford, T. V., Morgeson, F. P., & Campion, M. A. (2002, April). Research answers to common questions in implementing 360-degree feedback programs. Poster session presented at the *17th Annual Conference of the Society for Industrial and Organizational Psychology,* Toronto, Canada.

117. Morgeson, F. P., Reider, M. H., & Campion, M. A. (2002, April). Using a scored background questionnaire for selection: Construct and criterion-related validity. In M. R. Redmond (Chairperson), Work experience measures—Most used, least validated, often

overlooked. Symposium presentation at the *17th Annual Conference of the Society for Industrial and Organizational Psychology,* Toronto, Canada.

118. Shin, S. J., Morgeson, F. P., & Campion, M. A. (2001, August). Expatriate managers: Understanding skill requirements and cultural influences on work. Interactive paper session presented at the *61st Annual Meeting of the Academy of Management*, Washington, District of Columbia.

119. Hofmann, D. A., Morgeson, F. P., & Gerras, S. J. (2001, April). When is safety my job? The moderating effect of leader-member exchange and leader safety commitment on subordinate role definition and behavior. Poster session presented at the *16th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

120. Reider, M. H., Morgeson, F. P., & Campion, M. A. (2001, April). Selecting individuals for teams: The role of teamwork and personality. Poster session presented at the *16th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

121. Toh, S. M., Morgeson, F. P., & Campion, M. A. (2001, April). Understanding why firms adopt certain human resource practices. Poster session presented at the *16th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

122. Morgeson, F. P. (2000, August). Prospects for progress in the organizational sciences: Toward a problem solving model. In S. Currall (Chairperson), Organizational phenomena viewed through a different lens. Symposium presentation at the *60th Annual Meeting of the Academy of Management*, Toronto, Canada.

123. Morgeson, F. P. (2000, April). Team leaders as event managers: Understanding why they're needed and what they do. In J. L. Cordery (Chairperson), Leadership and team effectiveness. Symposium presentation at the *15th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

124. Toh, S. M., Morgeson, F. P., & Campion, M. A. (2000, April). High performance work practices: The link to organizational values. In R. C. Page (Chairperson), The occupational information network: Applications for organizations. Symposium presentation at the *15th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

125. Hofmann, D. A., & Morgeson, F. P. (2000, April). An information processing model of collective failure. In N. Turner & S. K. Parker (Chairpersons), Organizations care about safety; why don't we? Integrating safety into I/O research. Symposium presentation at the *15th Annual Conference of the Society for Industrial and Organizational Psychology,* New Orleans, Louisiana.

126. Morgeson, F. P. (1999, August). Team leadership as event management: Theory development and empirical tests. In S. Cohen (Chairperson), Multiple roles of leaders in managing work groups. Symposium presentation at the *59th Annual Meeting of the Academy of Management*, Chicago, Illinois.

127. Morgeson, F. P. (1999, August). Understanding prosocial constructs in organizational behavior theory and research: Toward a role theory conceptualization. In R. Moorman (Chairperson), Organizational citizenship behaviors: A focus on antecedents. Symposium presentation at the *59th Annual Meeting of the Academy of Management*, Chicago, Illinois.

128. Hofmann, D. A., & Morgeson, F. P. (1999, August). A multilevel model of collective failure. Poster session presented at the *59th Annual Meeting of the Academy of Management*, Chicago, Illinois.

129. Morgeson, F. P. (1999, April). Incorporating context into team research: An exemplar from the field. In E. Sundstrom (Chairperson), Work team effectiveness: Recent studies of context and composition. Symposium presentation at the *14th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

130. Morgeson, F. P., & Hofmann, D. A. (1999, April). The structure and function of collective constructs. In F. P. Morgeson & D. A. Hofmann (Chairpersons), New perspectives on higher level phenomena in industrial/organizational psychology. Symposium presentation at the *14th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

131. Morgeson, F. P., Mayfield, M. A., Ferrara, P., & Campion, M. A. (1999, April). Examining differences in job analysis responses. Poster session presented at the *14th Annual Conference of the Society for Industrial and Organizational Psychology,* Atlanta, Georgia.

132. Morgeson, F. P., & Hofmann, D. A. (1998, August). Collective constructs in the organizational sciences: An essay on their structure and function. In K. Locke (Chairperson), Theoretical assumptions and conceptual underpinnings of methods. Symposium presentation at the *58th Annual Meeting of the Academy of Management*, San Diego, California.

133. Morgeson, F. P., & Campion, M. A. (1998, April). Work reinvention: Redesigning jobs to increase satisfaction and efficiency. Poster session presented at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, Texas.
    - John C. Flanagan Award for Best Student Poster.

134. Morgeson, F. P. (1998, April). Leadership intervention in teams: The form and function of event management. In J. Mathieu & S. Mohammed (Chairpersons), Team interventions and team effectiveness: Conceptual models and empirical tests. Symposium

presentation at the *13th Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

135. Morgeson, F. P., & Campion, M. A. (1998, April). Framework of social and cognitive sources of potential job analysis inaccuracy. In M. A. Campion & F. P. Morgeson (Chairpersons), Job analysis inaccuracy: Cracks in the foundation of HR management? Symposium presentation at the *13th Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

136. Campion, M. A., & Morgeson, F. P. (1998, April). Designing teams from the task up. In J. Mathieu & S. Mohammed (Chairpersons), Team interventions and team effectiveness: Conceptual models and empirical tests. Symposium presentation at the *13th Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

137. Hofmann, D. A., & Morgeson, F. P. (1998, April). Safety-related behavior as a social exchange: The role of leader-member exchange and perceived organizational support. In J. D. Bragger (Chairperson), The safety spectrum: Research and application from multiple perspectives and levels of analysis. Symposium presentation at the *13th Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

138. Maertz, C. P., Morgeson, F. P., & Campion, M. A. (1998, April). The effects of a job evaluation implementation on pay satisfaction. Poster session presented at the *13th Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

139. Maertz, C. P., Morgeson, F. P., & Campion, M. A. (1998, April). The effects of a job evaluation implementation on pay satisfaction. Poster session presented at the *13th Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

140. Posthuma, R., Morgeson, F. P., & Campion, M. A. (1998, April) Review of the employment interview: Findings, trends, and future directions. Poster session presented at the *13th Annual Conference of the Society for Industrial and Organizational Psychology,* Dallas, Texas.

141. Morgeson, F. P. (1997, April). Leading as event management: Reconceptualizing work team leadership. Poster session presented at the *12th Annual Conference of the Society for Industrial and Organizational Psychology,* St. Louis, Missouri.

142. Stetzer, A., & Morgeson, F. P. (1997, April). Understanding accidents and absences from a climate perspective. Poster session presented at the *12th Annual Conference of the Society for Industrial and Organizational Psychology,* St. Louis, Missouri.

143. McDaniel, M. A., Finnegan, E. B., Morgeson, F. P., Campion, M. A, & Braverman, E. P. (1997, April). Predicting job performance from common sense. Poster session presented

at the *12th Annual Conference of the Society for Industrial and Organizational Psychology,* St. Louis, Missouri.

144. Morgeson, F. P. (1996, August). Work team effectiveness: Assessment of the leader's role. In A. L. Delbecq (Chairperson), Power within teams. Symposium presentation at the *56th Annual Meeting of the Academy of Management*, Cincinnati, Ohio.

145. Morgeson, F. P. (1996, April). Limits on leadership and job design: Importance of error criticality. Poster session presented at the *11th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

146. Morgeson, F. P., & Campion, M. A. (1996, April). Potential sources of inaccuracy and error in job analysis measurement. Poster session presented at the *11th Annual Conference of the Society for Industrial and Organizational Psychology,* San Diego, California.

147. Morgeson, F. P. (1996, March). An integrative model of motivation useful for theory and practice. Symposium presentation at the *17th Annual Industrial Organizational/Organizational Behavior Graduate Student Conference,* Toledo, Ohio.

148. Stetzer, A., & Morgeson, F. P. (1996, March). The importance of TQM climate/culture on accidents and absences. Symposium presentation at the *17th Annual Industrial Organizational/Organizational Behavior Graduate Student Conference,* Toledo, Ohio.

149. Friedman, M., Morgeson, F. P., & Lazor, J. (1995, June). Positive behavioral models for older consumers to help them avoid being defrauded. Symposium presentation at the *4th European Congress of Psychology,* Athens, Greece.

150. Friedman, M., Morgeson, F. P., & Lazor, J. (1995, June). Elders helping elders by example: A positive behavioral model for avoiding victimization by criminals. Symposium presentation at the *23rd International Congress of Applied Psychology,* Madrid, Spain.

INVITED PRESENTATIONS

1. Morgeson, F. P. (2026, March). Leadership for today's workforce. Invited presenter, *Executive Development Programs Webinar, Michigan State University,* via webinar.

2. Morgeson, F. P. (2026, February). The past and present of work design. Invited presenter, *Seminar in Organizational Behavior, University of Connecticut,* via webinar.

3. Morgeson, F. P. (2024, December). Leadership as event management: Toward a contextualized and dynamic theory of leadership. Invited presenter, *ARI Basic Research Program Closeout Meeting*, via webinar.

4. Morgeson, F. P. (2024, November). Exploring events and their impact: Toward a more complete and dynamic organizational science. Invited presenter, *The Chinese University of Hong Kong,* Hong Kong, China.

5. Morgeson, F. P. (2024, November). How to transform your leadership development: The three keys to becoming an expert leader. Invited presenter, *Global Talks Series, The Chinese University of Hong Kong,* Hong Kong, China.

6. Morgeson, F. P. (2024, November). The science behind competency-based hiring. Invited presenter, *Prescribing the right fit: Behavioral insights for smarter hiring*, via webinar.

7. Morgeson, F. P. (2024, May). Work and leadership in a post-pandemic world. Invited presenter, *Office of Research and Innovation, Leadership Lunch,* East Lansing, Michigan.

8. Morgeson, F. P. (2024, April). The event revolution has begun: Thoughts about new directions in career research. Invited keynote speaker, *CarCon 2024,* Amsterdam, Netherlands.

9. Morgeson, F. P. (2024, March). Leadership as event management: Toward a contextualized and dynamic theory of leadership. Invited presenter, *ARI Basic Research Program In-progress Review Meeting*, Ft. Belvoir, Virginia.

10. Morgeson, F. P. (2023, December). The context of unit resilience: Exploring the role of disruptive events in challenging or promoting unit resilience and effectiveness. Invited presenter, *ARI Emerging Research Unit Closeout Meeting*, Ft. Belvoir, Virginia.

11. Morgeson, F. P. (2023, October). Work and leadership in a post-pandemic world: The unique challenges of higher education. Invited keynote speaker, *2023 WorkLife Conference,* East Lansing, Michigan.

12. Morgeson, F. P. (2023, May). Rethinking leadership for the modern workforce. Invited presenter, *Business & Bagels,* via webinar.

13. Morgeson, F. P. (2023, May). Same as it ever was? Talent management in a post-pandemic world. Invited presenter, *netWORK Your MBA,* East Lansing, Michigan.

14. Morgeson, F. P. (2023, May). symplr assessments: Back to basics webinar. Invited presenter, *Customer Update*, via webinar.

15. Morgeson, F. P. (2023, March). Leadership as event management: Toward a contextualized and dynamic theory of leadership. Invited presenter, *ARI Basic Research Program In-progress Review Meeting*, via webinar.

16. Morgeson, F. P. (2022, September). The context of unit resilience: Exploring the role of disruptive events in challenging or promoting unit resilience and effectiveness. Invited

presenter, *ARI Emerging Research Unit In-progress Review Meeting*, via webinar.

17. Morgeson, F. P. (2022, March). The event revolution: Toward a more dynamic and veridical organizational science. Invited esteemed scholar seminar series presentation, *Rutgers University*, via webinar.

18. Morgeson, F. P. (2021, October). The context of unit resilience: Exploring the role of disruptive events in challenging or promoting unit resilience and effectiveness. Invited presenter, *ARI Emerging Research Unit Kickoff Meeting*, via webinar.

19. Morgeson, F. P. (2021, October). Pursuing an impactful research career: Prospects, process, and philosophy. Keynote speech at the *2021 Annual SOCIPCO Conference, Chilean Scientific Society of Psychology and Organizational Behavior,* via webinar.

20. Morgeson, F. P. (2021, October). It's an "event-full" world: Integrating events into HR and OB research. Invited Colloquium, *Department of Management & Organisation, National University of Singapore,* via webinar.

21. Morgeson, F. P. (2021, April). The event revolution: Toward a more dynamic and veridical organizational science. Invited Management Department Seminar, *University of Miami Herbert Business School,* via webinar.

22. Morgeson, F. P., & Bachrach, D. G. (2021, March). Leadership as event management: Toward a contextualized and dynamic theory of leadership. Invited presenter, *ARI Basic Research Team In-progress Review Meeting*, via webinar.

23. Morgeson, F. P. (2020, November). The assessments value proposition: Make the science work for you (especially during a pandemic). Invited presenter, *HealthcareSource Webinar*, via webinar.

24. Morgeson, F. P., & Bachrach, D. G. (2020, August). Leadership as event management: Toward a contextualized and dynamic theory of leadership. Invited presenter, *ARI Basic Research Team Kickoff Meeting*, via webinar.

25. Morgeson, F. P. (2018, November). The science behind the data: Learn how assessments can work for you. Invited presenter, *HealthcareSource Talent Symposium Annual Conference,* Orlando, Florida.

26. Morgeson, F. P. (2018, November). Talent acquisition workshop – Staff Assessment panel discussion: Retooling for 2019 and beyond. Panelist, *HealthcareSource Talent Symposium Annual Conference,* Orlando, Florida.

27. Morgeson, F. P. (2018, September). Understanding the science behind behavioral assessments. Presenter, *AHA Health Forum,* via webinar.

28. Morgeson, F. P. (2018, May). Innovations in talent management: Three insights from the field. Invited presenter, *Recharge Your MBA,* East Lansing, Michigan.

29. Morgeson, F. P. (2017, November). Key competencies for the 21st century healthcare workforce: Identifying and managing your talent. Invited presenter, *HealthcareSource Talent Symposium Annual Conference,* Phoenix, Arizona.

30. Morgeson, F. P. (2017, September). Managing competencies in the modern health care workforce: Essentials to delivering a high-quality patient experience. Presenter, *AHA Solutions, Signature Learning Series,* via webinar.

31. Morgeson, F. P., & Maynard, M. (2017, February). Connecting the dots between hiring and patient-centered care. *HealthcareSource Webinar*, via webinar.

32. Morgeson, F. P. (2016, December). Understanding the assessment value proposition: Using validated assessments to hire quality people in healthcare. Presenter, *AHA Solutions, Signature Learning Series,* via webinar.

33. Morgeson, F. P. (2016, November). The science of behavioral assessment. Invited presenter, *2016 HealthcareSource User Conference,* Washington, District of Columbia.

34. Morgeson, F. P. (2016, November). Understanding the assessment value proposition. Invited presenter, *2016 HealthcareSource User Conference,* Washington, District of Columbia.

35. Morgeson, F. P. (2016, August). Don't take the doughnut: The pursuit of a meaningful research career. Invited keynote presentation, *Organizational Behavior Division Doctoral Consortium, 76th Annual Meeting of the Academy of Management,* Anaheim, California.

36. Morgeson, F. P. (2016, February). Recruit for higher nurse retention: Understanding the drivers of nurse turnover. Invited presenter, *2016 Annual Chicago Area Healthcare Recruiters Conference*, via webinar.

37. Morgeson, F. P. (2015, October). Managing health care talent: Lessons from HR and OB. Invited Health Care Research Seminar, *Owen Graduate School of Business, Vanderbilt University*, Nashville, Tennessee.

38. Morgeson, F. P. (2015, October). Invited panelist, *2015 HealthcareSource and ASHHRA healthcare workforce executive insights survey results webinar*, via webinar.

39. Morgeson, F. P. (2015, August). An introduction to the HR Division and three thoughts about how to have a meaningful career. Invited keynote presentation, *Human Resources Division Doctoral Consortium, 75th Annual Meeting of the Academy of Management,* Vancouver, Canada.

40. Morgeson, F. P. (2015, August). Don't take the doughnut: The pursuit of a meaningful research career. Invited keynote presentation, *Organizational Behavior Division Doctoral Consortium, 75th Annual Meeting of the Academy of Management,* Vancouver, Canada.

41. Morgeson, F. P. (2015, May). Team leadership: Exploring a paradox. Invited Colloquium, *Fisher College of Business, The Ohio State University*, Columbus, Ohio.

42. Morgeson, F. P. (2015, February). Does your candidate have what it takes for continuing care? *HealthcareSource Webinar*, via webinar.

43. Morgeson, F. P. (2014, November). Please don't go: Driving retention through talent management and developmental initiatives. Keynote speech at the *2014 HealthcareSource Talent Symposium,* Las Vegas, Nevada.

44. Morgeson, F. P. (2014, August). Please don't go! How to retain your top healthcare talent. Presenter, *HealthcareSource Webinar*, via webinar.

45. Morgeson, F. P. (2014, August). The career big 3: Identity, art, and love. Invited keynote presentation, *Organizational Behavior Division Doctoral Consortium, 74th Annual Meeting of the Academy of Management,* Philadelphia, Pennsylvania.

46. Morgeson, F. P. (2014, July). Invited panelist, 2014 HealthcareSource and ASHHRA healthcare HR initiatives survey results webinar, via webinar.

47. Morgeson, F. P. (2014, May). Please don't go: How to retain your top health care talent harnessing assessments and selection to improve retention. Presenter, *AHA Solutions, Signature Learning Series,* via webinar.

48. Morgeson, F. P. (2014, January). Gone, but not really: Lessons learned from a career studying team leadership. Invited speaker, *Ian O. Ihnatowycz Institute for Leadership, Ivey Business School*, London, Ontario, Canada.

49. Morgeson, F. P. (2013, December). Will they stay or will they go now? Presenter, *McKnight's Long-Term Care News Webinar,* via webinar.

50. Morgeson, F. P. (2013, December). Finding leaders to impact the patient experience. Presenter, *HealthcareSource Webinar*, via webinar.

51. Morgeson, F. P. (2013, October). Will they stay or will they go now? Understanding turnover in organizations. Keynote speech at the *2013 HealthcareSource User Conference,* Boston, Massachusetts.

52. Morgeson, F. P. (2013, September). Event Systems Theory: An event-oriented approach to the organizational sciences. Invited Speaker, meeting of *North Carolina Industrial and Organizational Psychologists,* Greensboro, North Carolina.

53. Morgeson, F. P. (2013, September). Hire effective leaders and improve HCAHPS scores: The methodology and science of validated assessments. Presenter, *AHA Solutions, Signature Learning Series,* via webinar.

54. Morgeson, F. P. (2013, September). Invited panelist, *2013 HealthcareSource and ASHHRA HR Initiatives Survey Results Webinar*, via webinar.

55. Morgeson, F. P. (2013, August). Reflecting on my journey: How I got from there to here (and what it might mean for you). Invited keynote presentation, *Organizational Behavior Division Doctoral Consortium, 73rd Annual Meeting of the Academy of Management,* Orlando, Florida.

56. Morgeson, F. P. (2013, May). Event Systems Theory: An event-oriented approach to the organizational sciences. Invited Speaker, Drexel Speaker Series, *LeBow College of Business, Drexel University,* Philadelphia, Pennsylvania.

57. Morgeson, F. P. (2012, December). HCAHPS readiness. Presenter, *HealthcareSource Webinar*, via webinar.

58. Morgeson, F. P. (2012, November). HR and HCAHPS: Understanding the drivers of the patient experience (and what you can do about it). Keynote speech at the *2012 HealthcareSource User Conference,* Orlando, Florida.

59. Morgeson, F. P. (2012, November). The science of finding and developing exceptional healthcare leaders. Presenter, *AHA Solutions, Signature Learning Series,* via webinar.

60. Morgeson, F. P. (2012, August). HCAHPS scores: How the "best of the best" attained high ratings. Invited presentation, *AHA Solutions, Signature Learning Series,* via webinar.

61. Morgeson, F. P. (2012, August). Reflecting on my journey: How I got from there to here (and what it might mean for you). Invited keynote presentation, *Organizational Behavior Division Doctoral Consortium, 72nd Annual Meeting of the Academy of Management,* Boston, Massachusetts.

62. Morgeson, F. P. (2011, November). HCAHPS: How the "best of the best" have attained high ratings. Keynote speech at the *2011 HealthcareSource User Conference,* Las Vegas, Nevada.

63. Morgeson, F. P. (2011, May). Who is responsible for good work? Keynote speech at the *15th Conference of the European Association of Work and Organizational Psychology*, Maastricht, The Netherlands.

64. Morgeson, F. P. (2011, May). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. Invited Colloquium, *Department of Social Psychology,*

Goethe University, Frankfurt, Germany.

65. Morgeson, F. P. (2011, April). The lessons of my experience. Invited Speaker, *Management Systems Department External Speaker Series, Fordham University*, New York, New York.

66. Morgeson, F. P. (2011, April). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. Invited Colloquium, *School of Management, University at Buffalo, The State University of New York,* Buffalo, New York.

67. Morgeson, F. P. (2010, December). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. Invited Colloquium, *Stephen M. Ross School of Business, University of Michigan,* Ann Arbor, Michigan.

68. Morgeson, F. P. (2010, December). Transition to lean: From pain to gain. How to manage change and build a new culture in lean transformation. Invited presentation, *AHA Solutions, Signature Learning Series,* via webinar.

69. Morgeson, F. P. (2010, November). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. Invited Colloquium, *Department of Psychology, Portland State University,* Portland, Oregon.

70. Morgeson, F. P. (2010, September). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. Invited Speaker, *Max D. Richards Distinguished Speaker Series, Pennsylvania State University,* State College, Pennsylvania.

71. Morgeson, F. P. (2010, July). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. Invited Colloquium, *University of Western Australia,* Perth, Australia.

72. Morgeson, F. P. (2010, May). The WDQ hits the road: Exploring cross-cultural work design. Presentation at the *Personnel and Human Resource Research Group Conference, Ghent University*, Ghent, Belgium.

73. Morgeson, F. P. (2010, March). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. Invited Colloquium, *W.P. Carey School of Business, Arizona State University,* Tempe, Arizona.

74. Morgeson, F. P. (2010, March). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. Invited Colloquium, *University of Central Florida,* Orlando, Florida.

75. Morgeson, F. P. (2009, June). What's leadership got to do with team effectiveness? Exploring contextual contingencies and team need satisfaction. Invited Symposium, *Division of HRM & OB, University of Groningen,* Groningen, Netherlands.

76. Morgeson, F. P. (2009, April). Thoughts about O*NET. Invited Panelist in Workshop on Improving the O*NET, *National Academy of Science,* Washington, District of Columbia.

77. Morgeson, F. P. (2008, November). What's leadership got to do with team effectiveness? Exploring contextual contingencies and team need satisfaction. Invited Colloquium, *Krannert School of Management, Purdue University,* West Lafayette, Indiana.

78. Morgeson, F. P. (2008, November). What's leadership got to do with team effectiveness? Exploring contextual contingencies and team need satisfaction. Invited Colloquium, *Department of Psychology, Michigan State University,* East Lansing, Michigan.

79. Morgeson, F. P. (2008, October). Leadership in teams: The keys to effectiveness. Invited presentation, *Michigan Capital Area PMI Chapter Professional Development Day*, Lansing, Michigan.

80. Morgeson, F. P. (2008, June). What is success? Invited presentation, *IWP Conference 2008 Postgraduate and Early Career Event*, Sheffield, United Kingdom.

81. Morgeson, F. P. (2008, April). CHRO strategic research: Human capital challenges. Invited presentation, *Society for Human Resource Management Foundation,* via webinar.

82. Morgeson, F. P. (2007, October). Going beyond the usual suspects: Toward a more integrative conceptualization of work design. Invited Seminar, *Institute of Work Psychology, University of Sheffield*, Sheffield, United Kingdom.

83. Morgeson, F. P. (2007, October). Selection in team settings: Where I've been and where we need to go. Invited International Guest Presenter, *Dutch-Flemish annual academic network meeting on Personnel Selection and Recruitment, Erasmus University*, Rotterdam, Netherlands.

84. Morgeson, F. P. (2007, October). Going beyond the usual suspects: Toward a more integrative conceptualization of work design. Invited Colloquium, *Department of Psychology, Erasmus University*, Rotterdam, Netherlands.

85. Morgeson, F. P. (2007, October). Going beyond the usual suspects: Toward a more integrative conceptualization of work design. Invited Colloquium in Distinguished Speaker Series, *Amsterdam Business School, Universiteit van Amsterdam*, Amsterdam, Netherlands.

86. Morgeson, F. P. (2007, September). The paradox of team leadership: Toward an understanding of team need satisfaction. Invited presentation, *Center for Creative Leadership, Creative Leadership Council,* via webinar.

87. Morgeson, F. P. (2007, May). The nature of team leadership: Understanding how leaders satisfy team needs. Invited Colloquium, *Rotterdam School of Management, Erasmus University*, Rotterdam, Netherlands.

88. Morgeson, F. P. (2007, May). The nature of team leadership: Understanding how leaders satisfy team needs. Invited presentation at the Team Leadership Micro-Conference, *Robert H. Smith School of Business, University of Maryland*, College Park, Maryland.

89. Morgeson, F. P. (2007, April). Leading virtual teams: Developing and testing a contingency theory of team leadership. Invited Colloquium, *NUS Business School, National University of Singapore*, Republic of Singapore.

90. Morgeson, F. P. (2007, January). Leading virtual teams: Understanding how leaders satisfy team needs. Invited Colloquium, *John Molson School of Business, Concordia University*, Montreal, Canada.

91. Morgeson, F. P. (2007, January). Leading virtual teams: Understanding how leaders satisfy team needs. Presentation at the *Personnel and Human Resource Research Group Conference, University of South Florida*, Tampa, Florida.

92. Morgeson, F. P. (2004, November). The external leadership of self-managing teams: Intervening in the context of novel and disruptive events. Invited Colloquium, *Department of Organizational Psychology, University of Michigan,* Ann Arbor, Michigan.

93. Morgeson, F. P. (2004, May). Why don't you just show me? Performance interviews for skill-based promotions. Presentation at the *Personnel and Human Resource Research Group Conference, Portland State University*, Portland, Oregon.

94. Ilgen, D. R., Lloyd, J., Morgeson, F. P., Johnson, M., Meyer, C., & Marrinan, M. (2003, August). Veterinary medicine careers: Views of veterinarians and college students. Paper presented at the *Association of American Veterinary Medical Colleges SKAs Colloquium*, Des Moines, Iowa.

95. Ilgen, D. R., Lloyd, J., Johnson, M. D., Meyer, C., Morgeson, F. P., & Marrinan, M. (2002, August). Veterinarian job activities and attitudes: A preliminary report on a study of insider and potential applicant views. Paper presented at the *National Workshop on Core Competencies in the Veterinarian Profession*, Indianapolis, Indiana.

96. Morgeson, F. P., Delaney-Klinger, K. A., Mayfield, M. S., Ferrara, P., & Campion, M. A. (2002, October). Self-presentation processes in job analysis: A field experiment investigating inflation in abilities, tasks, and competencies. Invited Colloquium, *Department of Psychology, Michigan State University,* East Lansing, Michigan.

97. Hofmann, D. A., & Morgeson, F. P. (2000). When is safety *my* job? The moderating effect of leader-member exchange and safety commitment on subordinate role definition

and behavior. Invited Colloquium, *Department of Psychology, Michigan State University,* East Lansing, Michigan.

98. Morgeson, F. P., & Campion, M. A. (1999). Framework of potential sources of inaccuracy in job analysis. Paper presented at the meeting of the *Institute for Job and Occupational Analysis*, San Antonio, Texas.

99. Hofmann, D. A., & Morgeson, F. P. (1997). Toward a better understanding of organizational ineffectiveness and failure. Invited Colloquium, *Department of Psychology, Tulane University,* New Orleans, Louisiana.

100. Morgeson, F. P., Aiman-Smith, L. D., & Campion, M. A. (1996). Implementing work teams: Recommendations from organizational behavior and development theories. Paper presented at the *Center for the Study of Work Teams' 4th Annual Advanced Concepts Conference,* Dallas, Texas.

TEACHING

Doctoral Level

Seminar in Leadership, National University of Singapore (2021)

- Elective doctoral seminar.

Human Resource Management, Michigan State University (2003-2004, 2012-2014)

- Required doctoral seminar.

Leadership, Michigan State University (2010-2014)

- Elective doctoral seminar co-taught with John Schaubroeck.

Masters Level

Human Resource Management, Michigan State University (2015-present)

- Required course for Executive MBA students.
- Won three Instructor Excellence Awards from Broad College of Business.
- Won Faculty Excellence Award from Executive MBA Class of 2018.

Human Resource Management for General Managers, Michigan State University (2015-present)

- Required course for Master of Science in Management, Strategy and Leadership students.

Human Resource Management in Healthcare, Michigan State University (2019-present)

- Required course for Master of Science in Healthcare Management students.

Human Resource Staffing, Michigan State University (2013-2014)

- Elective course for MBA and master-level students.

Leading Responsibly, Michigan State University (2009-2012)

- Full-time core MBA course designed to enable students to (1) explore their own personal leadership identity, values, traits, and style; (2) understand how leaders can influence an organization's culture, particularly as it relates to responsibility and sustainability; and (3) provide an introduction to issues of organizational responsibility and the challenges associated with understanding and addressing the priorities of a diverse set of organizational stakeholders.
- Won 2010 Lewis Quality Award (annual award given to individuals, organizations, work teams, or cross-functional teams within the Broad School that engage in innovative activities to further the mission of the Broad School).

Leadership and Team Management, Michigan State University (2004-2008)
- Experiential HR/OB Full-time elective MBA course in which MBA students select, develop, and lead teams of undergraduate management students through a series of activities in the Team Effectiveness Teaching Laboratory.
- Won 2004 Lewis Quality Award (annual award given to individuals, organizations, work teams, or cross-functional teams within the Broad School that engage in innovative activities to further the mission of the Broad School).
- Innovative Teaching Award finalist, *Human Resources Division, Academy of Management*.
- Course was featured at 2004 MBA Leadership Conference in Newport Beach, California session describing innovative MBA courses.
- Course was featured in Spring 2004 MBA Placement and Career Center newsletter.

Human Resource Management, Michigan State University (2001, 2003, 2019-present)
- Required MBA course for Human Resource Management concentration.

Undergraduate Level

Management Capstone, Michigan State University (2004-2008)
- Required experiential HR/OB Management major course in which students work in teams with MBA students on a series of activities in the Team Effectiveness Teaching Laboratory.

Organizational Staffing, Michigan State University (2001-2002, 2013)
- Elective Undergraduate course for Human Resource Management majors.

Managing Human Resources and Organizational Behavior, Michigan State University (2000-2002)
- Required Undergraduate course for all Business majors (honors and regular sections).

Human Resource Management, Texas A&M University (1998-2000)
- Required undergraduate course for Business majors.

Executive Development

Transforming Your Organization: Connecting Culture, Goals, and Leadership, Lincoln Electric
- Executive development session conducted for the Supply Chain & Manufacturing Skills Academy

The Accountability Engine: From Ambiguity to Alignment, Tenneco
- Executive development session conducted for the Emerging Leader Program.

Change Management
Organizational Velocity & Decision Making, Tenneco
The Accountability Engine: From Ambiguity to Alignment, Tenneco
- Executive development sessions conducted for the Tenneco University.

Goal Setting and Accountability, Dart Container Corporation
Understanding Your Leadership Approach, Dart Container Corporation
- Executive development sessions conducted for the Dart Emerging Leaders Academy.

Goal Setting, State of Michigan Department of Health and Human Services
Leadership Effectiveness, State of Michigan Department of Health and Human Services

- Executive development sessions conducted for the MDHHS.

Building Winning Teams, Team Recruitment and Selection session, Michigan State University
- Executive development session conducted in collaboration with the Department of Intercollegiate Athletics at Michigan State University.
- Won 2013 Lewis Quality Award (annual award given to individuals, organizations, work teams, or cross-functional teams within the Broad School that engage in innovative activities to further the mission of the Broad School).

Leadership Development, MBA Perry Schools of Banking
- Executive development session conducted for Perry Schools of Banking.

Developing Team Leadership Capability, Masco Corporation
- Executive development session conducted for Masco Corporation in the MLP-Innovation program.

Managing Leadership Transitions, ArtServe Michigan
- Executive development program conducted for the Arts Education Leadership Conference.

Understanding and Developing Leadership: Enhancing Individual and Team Performance, Michigan State University
- Executive development program conducted for Entertainment Publications in Las Vegas.

Innovations in Recruitment and Selection, Michigan State University
- Executive development program course in the HR certificate series.

Creating and Managing a Flexible Workplace: Designing Work for Flexibility, Michigan State University

- Executive development program conducted for the Paperboard Packaging Council.

UNIVERSITY SERVICE

Dissertation Committees (graduation date, initial placement)

- Cory Eisenhard, Chair of Dissertation Committee (2026, University of South Carolina)
- Mahl-Geum Choi, Member of Dissertation Committee (2023, California State University, Bakersfield)
- Benjamin Pratt, Member of Dissertation Committee (2021, University of Central Oklahoma)
- Zhenyu Yuan, Member of Dissertation Committee (2019, University of Illinois, Chicago)
- Carrie Ott-Holland, Member of Dissertation Committee (2015, Google)
- Charlotte Powers, Member of Dissertation Committee (2014, Johnson & Johnson)
- Juliya Golubovich, Member of Dissertation Committee (2013, Aon Hewitt)
- Chunyan (Ann) Peng, Member of Dissertation Committee (2013, University of Western Ontario)
- Klodiana Lanaj, Member of Dissertation Committee (2013, University of Florida)
- Matt Reeder, Member of Dissertation Committee (2012, APTMetrics)
- Seungho Choi, Member of Dissertation Committee (2012, Ewha Womans University, South Korea)
- Elizabeth Karam, Chair of Dissertation Committee (2012, Texas Tech University)
- Jia Hu, Member of Dissertation Committee (2012, Notre Dame University)
- Anthony Boyce, Member of Dissertation Committee (2010, Aon Consulting)
- Jennifer Nahrgang, Chair of Dissertation Committee (2009, Arizona State University)
- David Wagner, Member of Dissertation Committee (2009, Singapore Management University)
- Alex Barelka, Member of Dissertation Committee (2007, Air Force Institute of Technology)
- Scott DeRue, Member of Dissertation Committee (2007, University of Michigan)
- Michael Johnson, Member of Dissertation Committee (2006, University of Washington)
- Kelly Delaney-Klinger, Chair of Dissertation Committee (2005, Pennsylvania State University)
- Stephen Humphrey, Member of Dissertation Committee (2004, Florida State University)

Master's Thesis Committees

- Jillian Hmurovic, Member of Master's Thesis Committee (2011)

Presentations

- Invited guest speaker, *Return to the Office,* Broad Matters podcast (2025)
- Invited presenter, *Work and leadership in a post-pandemic world*, Office of Research and Innovation Leadership Lunch series (2024)
- Keynote speaker, *Work and leadership in a post-pandemic world: The unique challenges of higher education*. MSU WorkLife Conference (2023)
- Invited presenter, Rethinking leadership for the modern workforce, *Business & Bagels* (2023)

- Invited presenter, Same as it ever was? Talent management in a post-pandemic world, *netWORK Your MBA* (2023).
- Invited guest speaker, *Advanced in Health Care Recruiting and Retention,* Broad Matters podcast (2022)
- Invited presenter, *Recharge your MBA*, Faculty Speaker Series (2018)
- Session organizer and presenter, *The Leadership Imperative of the New Economy*, Broad Executive Forum of Detroit (2010)
- Session organizer and presenter, *The Leadership Development Imperative*, MBA Alumni BROADLINK Conference (2010)
- Diversity Preview Weekend, MBA student recruiting (2007)
- College of Human Medicine Chairperson Collaboration and Leadership Meeting (2007)
- Management Leadership for Tomorrow, MBA student recruiting (2006)
- MSU Extension AOE co-chair conference (2005)
- Broad School Capital Campaign Advisory Board (2004, 2005)
- Management Department Advisory Board (2004, 2005)
- College Colloquium for new freshmen (2004)
- MSU Extension annual conference (2004)

Broad College/Management Department Committees

- College Advisory Council (2024-)
- Master's Program Committee (Chair, 2021-2022)
- Master's Program Committee (FTMBA Faculty Representative (2020-2024)
- AACSB 5 Year Review Team Leader, Learning and Teaching Team (2019-2020)
- Full-time MBA program Assessment of Learning Taskforce (Chair, 2019-2022)
- Undergraduate Assessment of Learning Taskforce (Chair, 2017-2025)
- EMBA Action Team/Reimagine our EMBA (2019)
- Enhancing the Graduate Student Experience Committee (2019)
- Member of Strategy Faculty Search Committee (2018)
- Undergraduate Program Committee (Chair, 2015-2017)
- Masters in Healthcare Management Program Committee (2016-2017)
- Education Committee (2015-2016)
- Management Department Chairperson Search Committee (Co-chair, 2015)
- Management Department Doctoral Curriculum Committee (2012-2013)
- Chair of HR Faculty Search Committee (2012)
- College Advisory Council (2012-2014)
- Full-Time MBA Redesign Task Force (2011)
- Research Committee (2008-2012)
- Chair of HR Professor of Practice Faculty Search Committee (2008)
- Executive MBA Revision Committee (2005-2006)
- Chair of HR Faculty Search Committee (2005, 2012)
- Corporate MBA Committee (2004-2006)
- Undergraduate Programs Committee (2002-2005; 2015-2017; 2018)
- Ph.D. Program Admissions Committee (2001-2006; 2008-2011)
- HR Faculty Search Committee (2001)

Other University, College, and Departmental Service

University Academic Grievance Hearing Board (2018-2019)

- Hearing Board Chairperson for student grievance.

Broad Career Coaches Program (2003-2006)

- Member of design and evaluation team for MBA and undergraduate student career coaching initiative.
- Program was profiled in a cover story in Broad Business Alumni Magazine in 2004.
- Program won 2006 Lewis Quality Award (award given annually to individuals, organizations, work teams, or cross-functional teams within the Broad School that engage in innovative activities to further the mission of the Broad School).

MSU LEAD Competency Model (2004)

- Worked with MSU HR department in developing and validating a Leadership Competency Model for all senior leadership at MSU (across academic and administrative units).

MSU Executive Leadership Development Program (2005)

- Developed multisource feedback survey and wrote feedback reports.

HR Alumni Career Survey (2002-2004)

- Conducted annual survey of HR Management alumni to determine salary, career preparation, and job search experiences.

MSU Lear Career Center Experience and Education Survey (2002-2004)

- Assisted in developing survey instrument and data analysis.
- Interviewed with WWJ (Newsradio 950 in Detroit) and Lansing State Journal.
- Articles about project appeared in Lansing State Journal and Des Moines Register.

MSU Lear Career Center AOP Orientation Survey (2003)

- Assisted in revising survey instrument.

Broad Scholar Mentor (2002-2012)

Mentor, McNair/SROP Scholars Program (2002)

Faculty Advisor, Human Resource Association, Michigan State University (2001-2005)

Faculty Advisor, Society for HR Management, Texas A&M Chapter (1998-2000)

- Won "Best Small Organization" award from Business Student Council (1999)

Panelist, "The Academic Job Search," Texas A&M University Career Center (1998-1999)

EDITORIAL SERVICE

Editorial Experience

- Founder and Editor-in-Chief, Annual Review of Organizational Psychology and Organizational Behavior (2011-present)
- Guest Editor, This is an Eventful Era Special Issue, Journal of Management (2025)
- Editor, Personnel Psychology (2010-2013)
- Associate Editor, Personnel Psychology (2007-2010)
- Guest Editor, American Psychologist (2000)
- Guest Editorial Committee Member, Annual Review of Psychology (2007)

Editorial Board Membership

- Academy of Management Review (2011-present)
- Organizational Psychology Review (2009-present)
- Annual Review of Psychology (2008-2011)
- Academy of Management Learning and Education (2008-2010)
- Journal of Applied Psychology (2006-2009; 2014-present)
- Journal of Management (2003-2007)
- Personnel Psychology (1999-2007; 2014-present)

Ad-Hoc Reviewer

- Academy of Management Discoveries
- Academy of Management Journal
- Academy of Management Review
- Administrative Science Quarterly
- Applied Psychology: An International Review
- British Journal of Industrial Relations
- Human Performance
- IWP Conference 2010
- Journal of Applied Psychology
- Journal of Business Research
- Journal of Management
- Journal of Management Studies
- Journal of Occupational and Organizational Psychology
- Journal of Occupational Health Psychology
- Journal of Organizational Behavior
- Organizational Behavior and Human Decision Processes
- Organizational Research Methods
- Personnel Psychology
- Psychological Bulletin

PROFESSIONAL SERVICE

Academy of Management

Human Resources Division

- Division Chair (2014-2015), Chair Elect (2013-2014), Past Chair (2015-2016)
- Chair, Scholarly Program (2012-2013)
- Chair, Professional Development Workshop Program (2011-2012)
- Member, Executive Committee (2008-2010)
- Member, Thomas A. Mahoney Mentoring Award Committee (2017)
- Panelist, Doctoral Consortium, Editor's Panel (2011)
- Panelist, Junior Faculty Consortium, Editor's Panel (2011, 2012, 2013)
- Member, Early Career Achievement Award Committee (2011)
- Member, Ralph Alexander Dissertation Award Committee (2011)
- Panelist, Doctoral Consortium, Editor's Panel (2010)
- Co-organizer, Doctoral Consortium (2010)
- Chair, Doctoral Consortium (2009)
- Chair, Doctoral Consortium (2008)
- Member, Best Student Conference Paper Selection Committee (2007)
- Co-organizer, Doctoral Consortium (2007)
- Member, Member Retention Task Force (2006)
- Member, Member Retention Task Force (2005)
- Member, 5-Year Review Task Force (2004)
- Member, Best Student Conference Paper Selection Committee (2002)
- Panelist, Doctoral Consortium, Careers (2001)
- Member, Best Student Conference Paper Selection Committee (2001)
- Reviewer, Academy of Management National Conference (2000-2005, 2013-2016)
- Discussant, Doctoral Consortium, Creating Research Opportunities Roundtable (1999)

Organizational Behavior Division

- Keynote Speaker, Doctoral Consortium (2012, 2013, 2014, 2015, 2016)
- Discussion Leader, Doctoral Consortium, Research and Publishing Roundtable (2011, 2012, 2013, 2014, 2015, 2016)
- Member, Best Paper Based on a Dissertation Award Committee (2011)
- Panelist, Doctoral Consortium, Excellence in Teaching (2010)
- Reviewer, Academy of Management National Conference (2000-2005)

Social Issues in Management Division

- Panelist, Ask the Experts Session, Meet the Editors Panel (2010)

Society for Industrial and Organizational Psychology

- Member, Sidney A. Fine Grant for Research on Job Analysis (2016)
- Panelist, Doctoral Consortium, Meet the Editors Panel (2011)
- Panelist, Junior Faculty Consortium, The Editorial Process (2011)
- Chair, Graduate Student Scholarship Award Committee (2008)

- Chair, Graduate Student Scholarship Award Committee (2007)
- Member, Graduate Student Scholarship Award Committee (2006)
- Member, William A. Owens Scholarly Achievement Award Committee (2006)
- Member, Graduate Student Scholarship Award Committee (2005)
- Member, William A. Owens Scholarly Achievement Award Committee (2005)
- Member, S. Rains Wallace Dissertation Research Award Committee (2003)
- Member, Tutorials Subcommittee (2003)
- Member, Strategic Program Planning Subcommittee (2003)
- Member, Electronic Communications Committee (2002)
- Member, S. Rains Wallace Dissertation Research Award Committee (2002)
- Member, Strategic Program Planning Subcommittee (2001)
- Member, S. Rains Wallace Dissertation Research Award Committee (2001)
- Member, Membership Committee (1999-2002)
- Member, Program Committee (1999-2004, 2006)

Society of Organizational Behavior
- New Member Selection Committee (2017, 2018, 2019)

Society for Human Resource Management (SHRM) Foundation
- Member, Michael R. Losey Human Resource Research Award Committee (2009)
- Member, Board of Directors (2006-2008)
- Chair, Research Applications Committee (2006-2008)
- Content Editor, Effective Practice Guidelines Series:
  - Human Resource Strategy: Adapting to the Age of Globalization (2008)
  - Retaining Talent: A Guide to Analyzing and Managing Employee Turnover (2008)
  - Developing Leadership Talent: A Guide to Succession Planning and Leadership Development (2007)
  - Employee Engagement and Commitment: A Guide to Understanding, Measuring and Increasing Engagement in Your Organization (2006)

American Psychological Association (APA)
- Invited to attend science leadership conference (2005, 2006)
- Presented research in "Early Career" poster session (2006)

Michigan Association of Industrial-Organizational Psychologists
- Member-at-Large (2003-2006)

American Psychological Association Science Student Council (1995-1997)
- Chairman and liaison to Board of Scientific Affairs
- Organized and conducted distinguished scientist symposia at APA convention

PROFESSIONAL AFFILIATIONS

- Academy of Management (Fellow)
- American Psychological Association (Fellow)
- Association for Psychological Science (Fellow)
- Personnel and Human Resources Research Group
- Society for Human Resource Management
- Society for Industrial and Organizational Psychology (Fellow)
- Society for Organizational Behavior

APPLIED EXPERIENCE

- A.E. Staley
- Aircraft Service International Group
- American Veterinary Medical Association
- Applied Psychological Techniques
- Bell Atlantic
- Booz Allen Hamilton
- Burns & Wilcox
- Campion Recruiting Services (worked with over 40 Fortune 500 and consulting firm clients)
- Cinergy
- Corrections Corporation of America
- Dart Container Corporation
- Department of Commerce, Foreign Commercial Service
- Department of Commerce, Office of International Operations
- Department of Defense
- Department of State
- The Dow Chemical Company
- Eagle Ottawa
- Eli Lilly
- Frito-Lay, Inc.
- Golden Valley Memorial Healthcare
- HealthcareSource
- Heartland Steel
- Inland Container Corporation
- Kaufman Financial Group
- Keihin Aircon North America
- Keihin Indiana Precision Technology
- Kelly Services
- Lincoln Electric
- Litigation Support, Lewis v. City of Chicago
- Litigation Support, State of Indiana v. IBM
- Litigation Support, Watts v. IES
- Manufacturing Skill Standards Council
- McLaren Health Care Corporation
- Michigan Department of Health & Human Services
- Michigan State University
- NASA
- National Skills Standards Board
- Nucor Steel
- Ocwen Financial Corporation
- Purdue University
- Social Security Administration
- Spectrum Health
- State of New York
- symplr
- Talent Alliance
- Tenneco
- TestSource
- United States Army
- United States Patent and Trademark Office
- United Technologies Carrier Corporation
- Wabash National Corporation