

Jay H. Hardy III

Oregon State University
 College of Business
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ACADEMIC WORK EXPERIENCE

- 2023 – current *Associate Dean of Research*, Oregon State University, College of Business, Corvallis, Oregon
- 2021 – current *Associate Professor*, Oregon State University, College of Business, Corvallis, Oregon
- 2015 – 2021 *Assistant Professor*, Oregon State University, College of Business, Corvallis, Oregon
- 2010 – 2015 *Research Assistant/Instructor*, University of Oklahoma, Norman, Oklahoma

EDUCATION

- Ph.D. **University of Oklahoma (Spring 2015)**
 Concentration: Industrial and Organizational Psychology
 Secondary Concentration: Quantitative Psychology
University of Oklahoma Foundation Fellow
Dissertation: Exploration, self-regulation, and performance in self-regulated learning
- M. S. **University of Oklahoma (Summer 2012)**
 Industrial and Organizational Psychology
Thesis: Exploratory behavior in active learning: A between- and within-person examination
- B.S. **Colorado State University (Spring 2009)**
 Major: Psychology
 Minor: Business

PEER-REVIEWED PUBLISHED OR ACCEPTED MANUSCRIPTS

27. **Hardy, J. H., III**, Day, E. A., North, M., Rockwood, J. (accepted) Unpacking on-task effort in performance-based learning: Information-knowledge gaps guide effort allocation decisions. *Journal of Applied Psychology*
26. Koenig, N., Tonidandel, T., Thompson, I., Albritton, B., Koohifar, F., Yankov, S., Speer, A., **Hardy, J.H. III**, Gibson, C., Frost, C., Liu, M., McNeney, D., Capman, J. F., Lowery, S. B., Kitching, M., Nimbkar, A., Boyce, A., Sun, T., Guo, F., Min, H., Zhang, B., Lebanoff, L., & Newton, C. (In Press). Improving measurement and prediction in personnel selection through the application of machine learning. *Personnel Psychology*

25. Medeiros, K.E., Crayne, M.P., Griffith, J.A., **Hardy, J.H. III**, & Damadzic, A. (2022). Leader sensemaking in response to crisis: Consequences and insights from COVID-19. *Personality and Individual Differences*, 187, 111406
24. **Hardy, J. H., III**, Tey, K.S., Wilson, C., Martell, R. F., Olstad, A., Uhlmann, E.L. (2022) Bias in context: Small biases in hiring evaluations have big consequences. *Journal of Management*, 48 (3), 657-692
23. Tierney, W., **Hardy, J. H., III.**, Ebersole, C., Viganola, D., Clemente, E., Gordon, M., Hoogeveen, S., Haaf, J., Dreber, A.A., Johannesson, M., Pfeiffer, T., Chapman, H., Gantman, A., Vanaman, M., DeMarree, K., Igou, E., Wylie, J., Storbeck J., Andreychik, M.R., McPhetres, J., Vaughn, L.A., Culture and Work Forecasting Collaboration, & Uhlmann, E. L. (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures. *Journal of Experimental Social Psychology*. 93, 104060
22. **Hardy, J. H., III**, Gibson, C., Carr, A., Dudley, N. (2021). Quitters wouldn't prosper: Examining the relationship between applicant potential and attrition behavior during assessments. *International Journal of Selection and Assessment*. 29(1), 55-64
21. Tierney, W., **Hardy, J. H., III.**, Ebersole, C., Leavitt, K., Viganola, D., Clemente, E., Gordon, M., Dreber, A.A., Johannesson, M., Pfeiffer, T., Hiring Decisions Forecasting Collaboration, & Uhlmann, E. (2020). Creative destruction in science. *Organizational Behavior and Human Decision Processes*. 161, 291-309
20. Huck, J., Day, E. A., Jorgensen, A., Westlin, J., Lin, Li, **Hardy, J. H., III.** (2020). The role of epistemic curiosity in game-based learning: Distinguishing skill acquisition from adaptation to change. *Simulation and Gaming*. 51(2), 141-166
19. Gibson, C., Koenig, N, Griffith, J., & **Hardy, J. H. III** (2019). Selecting for retention: Understanding turnover pre-hire. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 12, 338-341
18. Steele, L. M., **Hardy, J. H., III**, & Day, E. A., Watts, L. L., Mumford, M. D. (2021). Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness. *Psychology of Aesthetics, Creativity, and the Arts*. 15(1) 149-164
17. **Hardy, J. H., III**, & Day, E. A., Steele, L. M. (2019). Interrelationships among self-regulatory processes: Toward a dynamic process-based model of self-regulated learning. *Journal of Management*, 45, 8, 3146-3177
16. **Hardy, J. H., III**, Day, E. A., Arthur, W., Jr. (2019) Exploration-Exploitation tradeoffs and information-knowledge gaps in self-regulated learning: Implications for training and development. *Human Resource Management Review, Special Issue: Advancing Training for the 21st Century*, 196-217
15. Theil, C. E., **Hardy, J. H., III**, Peterson, D. P., Welsh, D., Bonner, J. (2018). Too many sheep in the flock? Span of control attenuates the influence of ethical leadership. *Journal of Applied Psychology*, 103(10), 1324-1334

14. Griffith, J. A., Gibson, C., Medeiros, K., MacDougall, A., **Hardy, J. H., III**, Rounds, E., Mumford, M. D. (2018). Are you thinking what I'm thinking?: The influence of leader style, distance, and leader–follower mental model congruence on creative performance. *Journal of Leadership and Organizational Studies*. 25(3), 153-170
13. Theil, C. E., Griffith, J. A., **Hardy, J. H., III**, Peterson, D. P., Connelly, S., (2018). Let's look at this another way: How supervisors can help subordinates manage the threat of relationship conflict. *Journal of Leadership and Organizational Studies*. 25(3) 368-380
12. **Hardy, J. H., III**, Gibson, C., Sloan, M., Carr, A. (2017). Are applicants more likely to quit longer assessments? Examining the effect of assessment length on applicant attrition behavior. *Journal of Applied Psychology*. 102, 1148-1158
11. **Hardy, J. H., III**, Ness, A., Mecca, J., (2017). Outside the box: Epistemic curiosity as a predictor of creative problem solving and creative performance. *Personality and Individual Differences*. 104, 230-237
10. **Hardy, J. H., III**, Gibson, C. (2017). Gender differences in the measurement of creative problem-solving. *Journal of Creative Behavior*. 51, 153-162
9. Gibson, C., **Hardy, J. H., III**, Baur, J. E., Frink, D., & Buckley, M. R. (2015). Expectation-based interventions for expatriates. *International Journal of Intercultural Relations*. 49, 332-342
8. Buckley, M. R., Baur, J. E., **Hardy, J. H., III**, Johnson, J. F., Johnson, G., Peterson, D., Macdougall, A. E., Banford, C. G., Bagdasarov, Z., & Peacock, J. (2015). Management lore continues alive and well in the organizational sciences. *Journal of Management History*. 21, 68-97
7. **Hardy, J. H., III**, Gibson, C. Buckley, M. R. (2015). Looking back: A quantitative review of the Journal of Management History, 1995 – 1999. *Journal of Management History*, 21, 410-420
6. **Hardy, J. H., III** (2014). Dynamics in the relationship between self-efficacy and performance following failure. *Personality and Individual Differences*. 71, 151-158
5. **Hardy, J. H., III**, Day, E. A., Hughes, M. G., Wang, X., & Schuelke, M. J. (2014). Exploratory behavior in active learning: A between- and within-person examination. *Organizational Behavior and Human Decision Processes*, 125, 98-112
4. **Hardy, J. H., III**, Imose, R.A., & Day, E. A. (2014). Relating mental toughness to complex task learning and adaptive performance. *Personality and Individual Differences*. 68, 59-64
3. Mracek, D. L., Arsenault, M. A., Day, E. A., & **Hardy, J. H., III**, & Terry, R. A. (2014). A multilevel approach to relating subjective workload to performance after shifts in task demands. *Human Factors*, 56, 1401-1413
2. Gibson, C., **Hardy, J. H., III**, & Buckley, M. R. (2014). Understanding the role of networking in organizations. *Career Development International*. 19, 146-161
- Selected as Career Development International's Outstanding Paper of 2014

1. Hughes, M. G., Griffith, J. A., Zeni, T. A., Arsenault, M. L., Cooper, O. D., Johnson, G. J., **Hardy, J. H., III**, Connelly, S., & Mumford, M. D. (2014). Discrediting in a message board forum: The effects of social support and attacks on expertise and trustworthiness. *Journal of Computer Mediated Communication*. 19, 325-341

GRANTS AND EXTERNAL FUNDING

Hardy, J. H., III (2020). Examining the Role of the Curiosity Drive as a Facilitator of Formal and Informal Learning and Adaptability during Newcomer Socialization. U.S. Army (Army Research Institute) [\$200,204 – fully funded]

Day, E. A., **Hardy, J. H., III**, Wenger, M. J., (2016). Developing a Dynamic Computational Theory of Self-regulated Learning for Maximizing the Development, Retention, and Transfer of Complex Skills (Army Research Institute) [\$785,687 – not funded]

MANUSCRIPTS UNDER REVIEW

Hardy, J. H., III., Theil, C., Gibson, C., Klotz, A., Barsa, A.. (revise and resubmit – 1st round) [Great Resignation and Turnover] Submitted to: *Journal of Applied Psychology*

Hardy, J. H., III, Kugel, S., (under review) [Institutionalized Racism and Models of Promotion] Submitted to: *Psychological Science*

Tierney, W., Wilson, C., Hoogeveen, S., Haaf, J.M., Landy, J.F., **Hardy, J. H., III**, ... (114 authors conducting replications)... Uhlmann, E.L. (submitted) [Priming replication creative destruction study] Submitted to: *Organizational Behavior and Human Decision Processes*

Tierney, W., Viganola, D., Ebersole, C., **Hardy, J. H., III**, ... (68 authors conducting replications)... Uhlmann, E.L. (submitted) [Priming replication creative destruction study] Submitted to: *Journal of Experimental Social Psychology*

PEER-REVIEWED BOOK CHAPTERS AND OTHER MANUSCRIPTS

Hardy, J. H., III, (in press) Computational models of learning, training, and socialization: A targeted review and a look toward the future. In Vancouver, Wang, and Weinhardt (Eds.), *Computational modeling for Industrial-Organizational psychologists*. New York: Routledge/Taylor & Francis Group.

REFEREED PROFESSIONAL AND CONFERENCE PRESENTATIONS

Hardy, J. H., III., Theil, C. E., Gibson, C., Klotz, A. (August, 2023) Safe Inside: How internal sourcing lowers voluntary turnover in tight labor markets. Paper presented at the Academy of Management's 83rd Annual Meeting, Boston, MA.

- **Selected to Appear in the Best Paper Proceedings**

Hardy, J. H., III. (August, 2022) Racial stratification in organizational hierarchies as an emergent phenomenon. Paper presented at the Academy of Management's 82nd Annual Meeting, Seattle, WA.

Hardy, J. H., III. (April, 2022) Applying novel methodological and statistical paradigms to the study of adaptation. Symposium presented at the Society for Industrial & Organizational Psychology's 37th Annual Conference, Seattle, WA.

- Hardy, J. H., III.** (April, 2022) Racial stratification in organizational hierarchies as an emergent phenomenon. Poster presented at the Society for Industrial & Organizational Psychology's 37th Annual Conference, Seattle, WA.
- Hardy, J. H., III.,** Griffith, J.A., Medeiros, K.E., McDougal, A. (April, 2022) Third-party agents as a tool for disrupting mechanisms of gender bias. Poster presented at the Society for Industrial & Organizational Psychology's 37th Annual Conference, Seattle, WA
- Hardy, J. H., III,** Day, E. A., & Huck, J. (April, 2021). Information-knowledge gaps bridge perceptions and behavior in self-regulated learning. In M. D. Hanson & J. G. Randall (Chairs), Training and self-regulation: Advances in the field [Symposium]. Society for Industrial and Organizational Psychology 36th Annual Convention, New Orleans, LA, United States.
- Hardy, J. H., III.** (April, 2021). Reasons matter: Decomposing turnover reasons for improving pre-hire prediction. In C. Gibson (Chair), Selecting for retention: Reducing turnover pre-hire. Symposium to be conducted at the Society for Industrial & Organizational Psychology's 36th Annual Conference, New Orleans, LA
- Shoss, M., Jundt, D., Howardson, G., **Hardy, J. H., III,** Rudolph, C. (April, 2021) Tackling big issues in understanding adaptation: A discussion across research domains. Panel presented at the Society for Industrial & Organizational Psychology's 36th Annual Conference, New Orleans, LA
- Medeiros, K.E., Crayne, M.P., Griffith, J.A., **Hardy, J.H. III,** & Damadzic, A. (April, 2021). Leader sensemaking in response to crisis: Consequences and insights from COVID-19. Poster presented at the Society for Industrial & Organizational Psychology's 36th Annual Conference, New Orleans, LA.
- Paterson, T., **Hardy, J. H., III,** (April, 2020) Connecting with nature: Urbanization and environmental behavior at work. Poster presented at the Society for Industrial & Organizational Psychology's 35st Annual Conference, Austin, TX
- Hardy, J. H., III,** (April, 2020) Reasons matter: Decomposing turnover reasons for improving pre-hire prediction. Paper presented at the Society for Industrial & Organizational Psychology's 35st Annual Conference, Austin, TX
- Steele, L.M., **Hardy, J. H., III,** Day, E.A., (April, 2020) When creative self-efficacy is positively related to creativity and when it isn't. Paper presented at the Society for Industrial & Organizational Psychology's 35st Annual Conference, Austin, TX
- Mecca, J., **Hardy, J. H., III,** (April, 2020) IGNITE panel with data: The who, what, when, & where of candidate feedback. INGITE panel presented at the Society for Industrial & Organizational Psychology's 35st Annual Conference, Austin, TX
- Hardy, J. H., III,** Linnabery, E., (April, 2020) SIOP Select: Show us how it's done! Real-world scientist-practitioner collaborations. SIOP Select Session presented at the Society for Industrial & Organizational Psychology's 35st Annual Conference, Austin, TX

- Hetrick, A. L., **Hardy, J. H., III** (April, 2020) SIOF Select: Story time! Competition finalists share career-shaping experiences. SIOF Select Session presented at the Society for Industrial & Organizational Psychology's 35th Annual Conference, Austin, TX
- Johnson, L., **Hardy, J. H., III** (April, 2019). Symposium on best practices for running a research lab using graduate and undergraduate research assistants. Panel presented at the Society for Industrial & Organizational Psychology's 34th Annual Conference, Washington, D.C.
- Dennis, S., **Hardy, J. H., III** (April, 2019). IGNITE panel with data: Myth vs. Reality in candidate reactions – What really matters. IGNITE session submitted to the Society for Industrial & Organizational Psychology's 34th Annual Conference, Washington, D.C.
- Steele, L. M., **Hardy, J. H., III**, Day, E. A., Watts, L. L., & Mumford, M. D. (November, 2018). *Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness*. Paper presented at the 2018 Meeting of the Southern Management Association in Lexington, KY.
- Huck, J., Day, E. A., Jorgensen, A., **Hardy, J. H., III**. (April, 2018). Curiosity, skill acquisition, and adaptation: A piecewise latent trajectory analysis. Poster submitted to the Society for Industrial & Organizational Psychology's 33rd Annual Conference, Chicago, IL
- Hardy, J. H., III**, Carr, A. (April, 2018). Let's go there: Academics and practitioners tackle critical knowledge gaps. IGNITE session submitted to the Society for Industrial & Organizational Psychology's 33rd Annual Conference, Chicago, IL
- Hardy, J. H., III**, Buckley, M. R. (April, 2017). Revisiting realistic recruitment: Developing a computational model of expectations-perceptions discrepancies. Paper presented at the Society for Industrial & Organizational Psychology's 32nd Annual Conference, Orlando, FL
- Hardy, J. H., III**, Sloan, M. (April, 2017). Do applicants really quit longer assessments? Symposium presented at the Society for Industrial & Organizational Psychology's 32nd Annual Conference, Orlando, FL
- Steele, L. M., **Hardy, J. H. III**, Day, E. A., Mumford, M. D., (April, 2017). Predictors of adaptability in creative performance. Symposium presented at the Society for Industrial & Organizational Psychology's 32nd Annual Conference, Orlando, FL
- Day, E. A., **Hardy, J. H., III**, Arthur, W., Jr. (April, 2017). Exploration-Exploitation tradeoffs in self-regulated learning: Implications for training and development. Symposium presented at the Society for Industrial & Organizational Psychology's 32nd Annual Conference, Orlando, FL
- Griffith, J. A., Gibson, C., Medeiros, K., MacDougall, A., **Hardy, J. H., III**, Rounds, E., Mumford, M. D. (April, 2017). Future directions in CIP research. Symposium presented at the Society for Industrial & Organizational Psychology's 32nd Annual Conference, Orlando, FL
- Theil, C. E., **Hardy, J. H., III**, Peterson, D. P. (August, 2016). Too many sheep in the flock? Span of control attenuates the influence of ethical leadership. Paper presented at the 76th Annual meeting of the Academy of Management, Anaheim, CA

- Hardy, J. H., III**, & Day, E. A., Steele (April, 2016). Interrelationships among self-regulatory processes and performance in complex task learning. Paper presented at the Society for Industrial & Organizational Psychology's 31st Annual Conference, Anaheim, CA.
- Selected as a Featured Top Rated Poster at the All Conference Networking Reception
- Hardy, J. H., III**, & Day, E. A., Steele, L., Westlin, J., Nguyen, C. (April, 2016). Self-efficacy, achievement-versus learning-oriented effort, and complex task learning. Paper presented at the Society for Industrial & Organizational Psychology's 31st Annual Conference, Anaheim, CA.
- Hardy, J. H., III**, & Day, E. A., Steele, L. (April, 2016). Incremental validity of exploratory behavior in complex task learning. Paper presented at the Society for Industrial & Organizational Psychology's 31st Annual Conference, Anaheim, CA.
- Hardy, J. H., III**, Theil, C. E., Peterson, D. P., (August, 2015). Fancy a change? The influence of individual and contextual factors on change orientation and proactivity at work. Paper presented at the 75th Annual meeting of the Academy of Management, Vancouver, British Columbia
- Theil, C. E., Griffith, J. A., **Hardy, J. H., III**, Peterson, D. P., Connelly, S., (August 2015). Giving perspective: Cross-level effects of supervisor-to-member interpersonal emotion management during relationship conflict. Paper presented at the 75th Annual meeting of the Academy of Management, Vancouver, British Columbia
- Selected to Appear in the Best Paper Proceedings
- Hardy, J. H., III**, Day, E. A., Steele, L. (April, 2015). Ability, goal orientation, and exploratory behavior in active learning. Paper presented at the Society for Industrial & Organizational Psychology's 30th Annual Conference, Philadelphia, PA.
- Gibson, C., **Hardy, J. H., III**, Baur, J. E., Frink, D., & Buckley, M. R. (November, 2014). An examination of realistic job previews and expectation lowering procedures for expatriates. Paper presented at the annual meeting of the Southern Management Association, Savannah, Georgia.
- Gibson, C., **Hardy, J. H., III**, Johnson, G. (May, 2014). Gender differences in creative problem-solving may be an artifact of measurement differences. Paper presented at the Association for Psychological Science's 26th Annual Conference, San Francisco, CA.
- Hardy, J. H., III** (May, 2014). Keeping the faith: Baseline-skill and task-specific self-efficacy following failure. Paper presented at the Society for Industrial & Organizational Psychology's 29th Annual Conference, Honolulu, HI.
- Theil, C. E., Peterson, D. P., & **Hardy, J. H., III** (May, 2014). Affective responses in a virtue-less work environment. Symposium presented at the Society for Industrial & Organizational Psychology's 29th Annual Conference, Honolulu, HI.
- Arsenault, M. L., Mracek, D. L., **Hardy, J. H., III**, & Day, E. A. (May, 2014). Dynamic team-efficacy in relation to routine versus adaptive performance. Paper presented at the Society for Industrial & Organizational Psychology's 29th Annual Conference, Honolulu, HI.

Hardy, J. H., III, & Day, E. A. (July, 2013). Self-efficacy and complex skill performance: disentangling between- and within-person differences. Paper presented at the 121st American Psychological Association Annual Convention, Honolulu, HI.

Arsenault, M. L., Day, E. A., & **Hardy, J. H., III**, (July, 2013). Reflexivity, team efficacy, and cohesion under routine and novel performance demands. Paper presented at the 121st American Psychological Association Annual Convention, Honolulu, HI.

Hardy, J. H., III, Day, E. A., Hughes, M. G., Wang, X., & Schuelke, M. J. (April, 2013). Exploration and complex task learning: A between and within-person examination. Paper presented at the Society for Industrial & Organizational Psychology's 28th Annual Conference, Houston, TX.

Cooper, O. D., Day, E. A., Connelly, S., Arsenault, M. L., & **Hardy, J. H., III**, Mracek, D. L. (April, 2013). Development of a construct-oriented situational judgment test of sensemaking skills. Paper presented at the Society for Industrial & Organizational Psychology's 28th Annual Conference, Houston, TX.

TEACHING EXPERIENCE

- Winner of the Byron L. Newton Excellence in Undergraduate Teaching Award 2017
- Winner of the Provost Distinguished Graduate Teaching Award
- Winner of the 2013-2014 Graduate Teaching Assistant Award

SP2018 - SP2023	College of Business, Oregon State University Employee Recruitment and Selection (MGMT 448/548)
WI2016 – SP2023	College of Business, Oregon State University Human Resources Management (MGMT 453/553)
SU2015 - SP2018	College of Business, Oregon State University Managing Individual and Team Performance (BA 352)
FA2014	Department of Psychology, University of Oklahoma Groups and Teams
SU2014 - FA2014	Department of Psychology, University of Oklahoma Industrial Psychology
SP 2014	Department of Psychology, University of Oklahoma Elements of Psychology
FA 2013	Department of Psychology, University of Oklahoma Research Methods I: Statistics
SU2012 - SU2013	Department of Psychology, University of Oklahoma Motivation
FA2012 – SP2013	Graduate College, University of Oklahoma Responsible Conduct of Research/Professional Ethics Training

FA 2012

Department of Psychology, University of Oklahoma
Experimental Design

OREGON STATE COURSE EVALUATIONS (evaluations are made on a 6-point scale)

Course	Term	Year	Overall class rating (Instructor/ College)	Instructor contribution to learning rating (Instructor/ College)
MGMT 453-001	Spring	2023	5.8/5.5	5.8/5.7
MGMT 448-001	Spring	2023	5.9/5.5	6.0/5.7
MGMT 448-400	Spring	2023	5.8/5.5	5.8/5.7
MGMT 453-001	Winter	2023	5.8/5.6	6.0/5.7
MGMT 453-002	Winter	2023	5.9/5.6	6.0/5.7
MGMT 453-001	Spring	2022	5.8/5.5	6.0/5.7
MGMT 448-001	Spring	2022	5.7/5.5	5.9/5.7
MGMT 448-400	Spring	2022	5.8/5.5	5.9/5.7
MGMT 453-001	Winter	2022	5.8/5.5	6.0/5.7
MGMT 453-002	Winter	2022	5.9/5.5	5.9/5.7
MGMT 448-001	Spring	2021	5.9/5.3	5.9/5.5
MGMT 448-400	Spring	2021	5.7/5.3	5.7/5.5
MGMT 453-001	Spring	2021	5.6/5.3	5.8/5.5
MGMT 453-001	Winter	2021	5.9/5.1	5.9/5.5
MGMT 453-002	Winter	2021	5.3/5.1	5.5/5.5
MGMT 448-001	Spring*	2020	-	-
MGMT 448-400	Spring*	2020	-	-
MGMT 453-001	Winter	2020	5.9/5.0	5.9/5.3
MGMT 453-002	Winter	2020	5.8/5.0	5.8/5.3
MGMT 553-001	Winter	2020	5.9/5.0	5.9/5.3
MGMT 553-002	Winter	2020	5.8/5.0	5.8/5.3
MGMT 448-001	Spring	2019	5.6/4.9	5.8/5.3
MGMT 448-002	Spring	2019	5.9/4.9	6.0/5.3
BA 352-005	Spring	2019	5.7/4.9	5.8/5.3
MGMT 453-001	Winter	2019	5.8/5.0	5.9/5.3
MGMT 453-002	Winter	2019	5.6/5.0	5.8/5.3
MGMT 448-001	Spring	2018	6.0/4.8	6.0/5.0
MGMT 448-002	Spring	2018	5.9/4.8	5.9/5.0
BA 352-005	Spring	2018	5.6/4.9	5.7/5.2
MGMT 453-001	Winter	2018	5.7/4.9	5.8/5.2
MGMT 453-002	Winter	2018	5.5/4.9	5.8/5.2
BA 352-003	Spring	2017	5.6/4.9	5.7/5.2
BA 352-004	Spring	2017	4.9/4.9	5.4/5.2
BA 352-005	Spring	2017	5.7/4.9	5.7/5.2
BA 352-603	Spring	2017	6.0/4.9	6.0/5.2
BA 352-605	Spring	2017	6.0/4.9	6.0/5.2
MGMT 453-001	Winter	2017	5.7/4.9	5.8/5.2

MGMT 453-002	Winter	2017	5.5/4.9	5.8/5.2
BA 352-003	Spring	2016	5.2/5.0	5.5/5.2
BA 352-004	Spring	2016	5.2/5.0	5.6/5.2
BA 352-005	Spring	2016	5.7/5.0	5.8/5.2
BA 352-603	Spring	2016	5.8/5.0	5.8/5.2
BA 352-604	Spring	2016	4.8/5.0	4.5/5.2
BA 352-605	Spring	2016	5.8/5.0	6.0/5.2
MGMT 453-001	Winter	2016	5.2/4.8	5.2/5.1
MGMT 453-002	Winter	2016	5.7/4.8	5.8/5.1
BA 352-002	Summer	2015	5.5/5.4	5.5/5.5
BA 352-602	Summer	2015	5.8/5.4	5.8/5.5

*No data was collected on student evaluations in Spring 2020 due to COVID-19

HONORS AND AWARDS

- Human Resource Management Review 2022 Excellence in Reviewing Award
- Oregon State COB Deans Fellowship (\$16,000), 2018, 2019, 2020
- COB Summer Research grant (\$10,000), 2018, 2019
- Featured Presenter at the SIOP Doctoral Consortium Highly Prolific Authors Roundtable, 2018, 2019
- Oregon State COB Prominent Scholar Award (\$10,000) 2016, 2017, 2018, 2019, 2020, 2021, 2023
- Byron L. Newton Excellence in Undergraduate Teaching Award (\$5,000) 2017
- Academy of Management Annual Meeting Outstanding Reviewer Award 2016 (OB division)
- Recipient of Career Development International's Outstanding Paper of 2014 Award
- University of Oklahoma Foundation Fellowship (\$30,000)
- Robberson Conference Presentation and Creative Exhibition Travel Grant (\$500)
- SIOP Student Travel Award (\$500)
- 2013-2014 Psychology Department Graduate Teaching Assistant Award (\$300)
- Provost Distinguished Graduate Teaching Award

ACADEMIC SERVICE

University

Organizer and presenter, Workshop Wednesdays, Resume workshop for Oregon State student athletes, 2017-2019

Commencement marshal, OSU commencement ceremony, 2017-2023

Member, Academic Appeals Review Board, Spring 2012-Spring 2015

OSU Undergraduate Admissions Committee, Aug 2021-present

College level

Chair, College of Business Promotion and Tenure Committee, 2021-2023

Committee member, Future of Research Task Force, 2022

Chair, Search Committee for three Assistant/Associate Professor of Management positions, 2020

Chair, Graduate Programs Committee, 2019-2020

Member, Graduate Programs Committee, 2018-2019

Member, Search Committee for Assistant/Associate Professor of Management – Cascades campus, 2016

Creator and Organizer, College of Business Subject Pool, Spring 2016-2019

Member, Instructor Promotions Committee, Spring 2017

Organizer, Department of Management Research Brown Bag Seminar Series, Spring 2018

Student committees

Advisor, Sierra Bishop, Undergraduate Business Honor's Thesis, *Student Athletes on the Job Market*, Oregon State University, 2022

Member, Alex Brunot, Masters of Science in Interdisciplinary Studies, *Individual Differences in Intuitive Risk Judgments*, Oregon State University, 2017

Advisor, Andie Teresi, Undergraduate Business Honor's Thesis, *Millennials and Green Recruitment* Oregon State University, 2018

Member, Hamza Molvi, Undergraduate Business Honor's Thesis, *An Exploration of the Relationship between Direct, Tactile Contact with Nature in the Workplace and Consequent Creative Performance*, Oregon State University, 2020

PROFESSIONAL SERVICE AND AFFILIATIONS

Reviewer and professional service

Organizational Behavior and Human Decision Processes, editorial board member, 2019-present

Human Resource Management, editorial board member, 2022-present

Human Resource Management Review, editorial board member, 2016-present

Creativity Research Journal, editorial board member, 2020-present

Current Psychology, reviewer, 2017

Human Performance, reviewer, 2019

Human Resource Management Journal, reviewer, 2019

International Journal of Intercultural Relations, reviewer, 2017

International Journal of Selection and Assessment, reviewer, 2019, 2020

Journal of Applied Psychology, reviewer, 2018-present

Organizational Science, reviewer, 2019

Personality and Individual Differences, reviewer, 2015-present

Academy of Management annual conference, reviewer, 2015-present

Society of Industrial and Organizational Psychology annual conference, reviewer 2012-present

SIOP Special Programs Committee member 2019-2020

Member

Academy of Management, 2013-present

Society of Industrial and Organizational Psychology, 2010-present

American Psychological Association, 2012-present

PROFESSIONAL WORK EXPERIENCE

2014 – 2015	IBM, Dallas, Texas , <i>Test Script Developer</i>
2010	U.S. Census Bureau, Centennial, Colorado , <i>Enumerator Team Leader</i>
2009 – 2010	Sorin Group USA, Arvada, Colorado , <i>Human Resources Specialist</i>
2009	Interweave Press, Loveland, Colorado , <i>Human Resources Intern</i>