

Chu-Hsiang (Daisy) Chang, PhD
Curriculum Vitae

Assistant Professor
Department of Environmental & Occupational Health
College of Public Health
University of South Florida
13201 Bruce B. Downs Blvd., MDC 56
Tampa, FL 33612
U. S. A.

Phone: 1-813-396-9597

Fax: 1-813-974-4986

cchang@health.usf.edu

EDUCATION

The University of Akron, Akron, OH, U.S.A. Aug. 2005
Doctor of Philosophy, Industrial/Organizational Psychology
Effects of transformational leadership on followers' feedback-seeking, preference, and reactions to feedback through cognitive and motivational processes.
Chair: Dr. Rosalie J. Hall

The University of Akron, Akron, OH, U.S.A. Aug. 2002
Masters of Arts, Industrial/Organizational Psychology
The effects of group members' action-state orientation on group processes and outcomes
Advisor: Dr. Rosalie Hall

The University of Waikato, Hamilton, New Zealand Apr. 2000
Bachelor of Social Sciences with Honours (First Class)
Major: Industrial/Organizational Psychology

The University of Waikato, Hamilton, New Zealand Apr. 1999
Bachelor of Social Sciences
Double Major: Psychology, Industrial Relations and Human Resource Management

ACADEMIC POSITIONS

Assistant Professor Jun. 2007 – Present
University of South Florida

Assistant Professor Aug. 2005 – May 2007
Roosevelt University

PEER-REVIEWED PUBLICATIONS

- Chang, C.-H.**, Rosen, C. C., & Levy, P. E. (in press). The relationship between perceptions of organizational politics and employee attitudes, strain, and behavior: A meta-analytic examination. *Academy of Management Journal*.
- Rosen, C. C., **Chang, C.-H.**, Johnson, R. E., & Levy, P. E. (in press). Perceptions of the organizational context and psychological contract breach: Assessing competing perspectives. *Organizational Behavior and Human Decision Processes*.
- Kessler, S. R., Spector, P. E., **Chang, C.-H.**, & Parr, A. D. (2008). Organizational violence climate and exposure to violence and verbal aggression. *Work & Stress*, 22, 108-124.
- Johnson, R. E., & **Chang, C.-H.** (2008). Relationships between organizational commitment and its antecedents: Employee self-concept matters. *Journal of Applied Social Psychology*, 38, 513-541.
- Chang, C.-H.**, Johnson, R. E., & *Yang, L. Q. (2007). Emotional strain and organizational citizenship behaviors: A meta-analytic review. *Work & Stress*, 21, 312-332.
- Johnson, R. E., **Chang, C.-H.**, & Lord, R. G. (2006). Moving from cognition to behavior: What the research says. *Psychological Bulletin*, 132, 381-415.
- Johnson, R. E., & **Chang, C.-H.** (2006). "I" is to continuance as "We" is to affective: The relevance of the self-concept for organizational commitment. *Journal of Organizational Behavior*, 57, 549-570.

BOOK CHAPTER AND INVITED CONTRIBUTIONS

- Spector, P. E., & **Chang, C.-H.** (in press). Social factors in employee health, safety and well-being. In J. Coreil, C. A., Bryant & N. Henderson, *Social and behavioral foundations of public health* (2nd Ed.). Thousand Oaks, CA: Sage.
- Rosen, C. C., **Chang, C.-H.**, & Levy, P. E. (2006). Organizational politics and personality: Past, present, and future. In E. Vigoda-Gadot, & A. Drory, (Eds.), *Handbook of organizational politics* (pp. 29-52). Cheltenham, UK: Edward Elgar Publishing.
- Doverspike, D., & **Chang, C.-H.** (2005). Calculating the cost-per-hire. *International Public Management Association for Human Resources News*, June 2005, p. 7-8.

CONFERENCE PROCEEDINGS

- *Siemieniec, G. M., **Chang, C.-H.**, Rosen, C. C., & Johnson, R. E. (2008). Perceptions of organizational politics and employee performance: Conscientiousness and self-monitoring as moderators. Abstract published in the conference proceeding of the *2008 Southern Management Association Meeting*. St Pete Beach, FL.
- Chang, C.-H.**, & Johnson, R. E. (2008). Strain and employee outcomes: Work-based regulatory foci as moderators. Abstract published in the conference proceeding of the *Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships*. Washington, DC: American Psychological Association.
- Spector, P. E., Kessler, S. R., **Chang, C.-H.**, & Parr, A. D. (2008). Organizational violence climate and exposure to violence and verbal aggression. Abstract published in the conference proceeding of the *Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships*. Washington, DC: American Psychological Association.

REVISE AND RESUBMIT

- Chang, C.-H.**, & Johnson, R. E. (revise and resubmit, 1st round). Not all leader-member exchanges are created equal: Importance of leader relational identity. *The Leadership Quarterly*.

- Chang, C.-H.**, Johnson, R. E., & Lord, R. G. (revise and resubmit, 1st round). Moving beyond discrepancies: The importance of velocity as a predictor of satisfaction and motivation. *Human Performance*.
- Chang, C.-H.**, *Siemieniec, G. M., Rosen, C. C., & Johnson, R. E. (revise and resubmit, 1st round). Perceptions of organizational politics and employee performance: Conscientiousness and self-monitoring as moderators. *Journal of Occupational and Organizational Psychology*.
- Johnson, R. E., **Chang, C.-H.**, & *Yang, L.Q. (revise and resubmit, 2nd round). Organizational commitment and motivation: The relevance of employee identity and regulatory focus. *Academy of Management Review*.

WORK UNDER REVIEW

- Chang, C.-H.**, & Hall, R. J. (under review). Follower self-identity activation as the process underlying leadership effects. *The Leadership Quarterly*.
- Chang, C.-H.**, & Spector, P. E. (under review). Cross-cultural occupational health psychology. *Handbook of Occupational Psychology (2nd Ed.)*.
- Johnson, R. E., & **Chang, C.-H.** (under review). Approaching success or avoiding failure? An examination of work-based regulatory focus. *Organizational Behavior and Human Decision Processes*.
- Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (under review). “Who I am depends on how fairly I’m treated”: Effects of justice on self-identity and regulatory focus. *Journal of Applied Social Psychology*.

PRESENTATIONS

Refereed Symposia

- Spector, P. E., Kessler, S. R., & **Chang, C.-H.** (October, 2008). Sticks and stones: Does verbal aggression hurt less than physical violence? In P. L. Perrewé & G. R. Ferris (Chairs), Dark-side research in organizational sciences: Who ever said it was going to be pretty? Symposium presented at the 2008 Southern Management Association Meeting, St. Pete Beach, FL.
- *Siemieniec, G. M., **Chang, C.-H.**, Rosen, C. C., & Johnson, R. E. (October, 2008). *Perceptions of organizational politics and employee performance: Conscientiousness and self-monitoring as moderators*. Paper presented at the 2008 Southern Management Association Meeting, St Pete Beach, FL.
- Chang, C.-H.**, Johnson, R. E., & *Matias, M. (August, 2008). *What role does leader identity play in leader-member exchange?* In J. D. Nahrgang, & C. C. Rosen (Chairs), Novel questions (and answers!) concerning leader-member exchange. Symposium presented at the 68th Academy of Management Annual Meeting, Anaheim, CA.
- Johnson, R. E., **Chang, C.-H.**, & *Yang, L. (August, 2007). *Motivation and organizational commitment: support for a four-factor model*. Paper presented at the 67th Academy of Management Annual Meeting, Philadelphia, PA.
- Chang, C.-H.** (Chair) (August, 2007). *Regulatory focus and self-determination theory*. Symposium presented at the 67th Academy of Management Annual Meeting, Philadelphia, PA.
- Chang, C.-H.** (Chair) (August, 2007). *Applicant and organizational perspectives on selection*. Symposium presented at the 67th Academy of Management Annual Meeting, Philadelphia, PA.
- Johnson, R. E., & **Chang, C.-H.** (April, 2007). *Integrating organizational commitment with self-concept and regulatory focus: A four-factor model*. Paper presented at the 22nd Annual Society for Industrial Organizational Psychology Conference, New York City, New York.

- Johnson, R. E. (Co-Chair), & **Chang, C.-H.** (Co-chair) (April, 2007). *Self-based individual differences in organizations: Implications for employee attitudes and behaviors*. Symposium presented at the 22nd Annual Society for Industrial and Organizational Psychology Conference, New York City, New York.
- Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (August, 2006). *Linking justice to motivation: The effects of justice on self-concept, regulatory focus, and affect*. Paper presented at the 66th Academy of Management Annual Meeting, Atlanta, Georgia.
- Rosen, C. C., **Chang, C.-H.**, Johnson, R. E., & Levy, P. E. (August, 2005). *The role of psychological contract breach in mediating the relationship between politics, justice, and work attitudes*. Paper presented at the 2005 Annual Meeting of the Academy of Management, Honolulu, Hawaii.
- Selenta, C., Cober, R. T., Levy, P. E., Doverspike, D., **Chang, C.-H.**, & Pogson, C. E. (April, 2003). *Akron's Center for Organizational Research (COR): How we got there from here!* Paper presented at the 18th Annual Society for Industrial Organizational Psychology Conference, Orlando, FL.
- Chang, C.-H.** (July, 2002). *Organizational politics perceptions and political behavior: A proposed model*. Paper presented at the 9th International Conference on Advances in Management, Needham, MA.
- Diefendorff, J. M., Gosserand, R. H., Hall, R. J., & **Chang, C.-H.** (April, 2002). *Distinguishing action-state orientation from other motivational and self-regulatory traits*. Paper presented at the 17th Annual Society for Industrial Organizational Psychology Conference, Toronto, ON.
- Chang, C.-H.**, Moran, E. T., & Naidoo, L. (March, 2002). *The wheel of justice: A cyclical model of procedural justice*. Paper presented at the 23rd Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Tampa, FL.
- Hall, R. J., **Chang, C.-H.**, & Neumann, A. (June, 2001). *Workgroup adjustment and organizational knowledge effects on newcomer attitudes and performance*. Paper presented at the 13th Annual Convention of the American Psychological Society, Toronto, Canada.
- Hall, R. J., Schlauch, C., & **Chang, C.-H.** (April, 2001). *Implications of action-state orientation and action control theory for the understanding of autonomy effects on satisfaction and performance*. Paper presented at the 16th Annual Society for Industrial Organizational Psychology Conference, San Diego, CA.
- Chang, C.-H.** (March, 2001). *Effects of members' action-state orientation on their expected in-group behaviors*. Paper presented at the 22nd Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, State College, PA.
- Chang, C.-H.** (November, 1999). *Yesterday, today and tomorrow: a critical investigation on ideological and practical changes in workers' education and training in New Zealand*. Paper presented at the Education and Social Action Conference, Sydney, Australia.
- Chang, C.-H.**, Jolly, M., & Vyle, E. (November, 1999). *Textbook vs. reality: restructuring within the Hamilton City Council*. Paper presented at the Third National Conference of the New Zealand Organization Development Network, Wellington, New Zealand.

Refereed Poster Presentations

- Chang, C.-H.**, *Logan, J. M., & Bernard, T. E. (October, 2008). *Effects of heat stress on risk perceptions and risk taking*. Poster presented at the 2008 National Occupational Injury Research Symposium, Pittsburgh, PA.
- Chang, C.-H.**, Spector, P. E., *Eatough, E., & Kessler, S. R. (September, 2008). *Violence climate, exposure to violence and aggression, and prevention performance: A mediation model*. Paper presented at the Frontiers in Psychoneuroimmunology: The Emotional Interface, Tampa, FL.

- *Logan, J. M. & **Chang, C.-H.** (June, 2008). *Effects of heat stress on risk perceptions and risk taking*. Paper presented at the Safety 2008: Annual Conference of American Society of Safety Engineers, Los Vegas, NV.
- *Braeunig, L., **Chang, C.-H.**, & Helford, M. (April, 2008). *PSS, meeting frequency, and turnover intentions: Informational justice as mediator*. Paper presented at the 23rd Annual Society for Industrial Organizational Psychology Conference, San Francisco, CA.
- Johnson, R. E., & **Chang, C.-H.** (April, 2008). *Development and validation of a work-based regulatory focus scale*. Paper presented at the 23rd Annual Society for Industrial Organizational Psychology Conference, San Francisco, CA.
- *Nixon, A., *Jackson, E., Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (April, 2008). *Politics, justice, and citizenship: Does justice make workers more considerate?* Paper presented at the 23rd Annual Society for Industrial Organizational Psychology Conference, San Francisco, CA.
- Chang, C.-H.**, & Johnson, R. E. (March, 2008). *Strain and employee outcomes: Work-based regulatory foci as moderators*. Poster presented at the Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships, Washington, DC.
- Spector, P. E., Kessler, S. R., **Chang, C.-H.**, & Parr, A. D. (March, 2008) *Organizational violence climate and exposure to violence and verbal aggression*. Poster presented at the Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships, Washington, DC.
- *Logan, J. M. & **Chang, C.-H.** (February, 2008). *Effects of heat stress on risk perceptions and risk taking*. Poster presented at the 18th Annual 2008 USF Health Research Day, Tampa, FL.
- Chang, C.-H.**, Johnson, R. E., & Hall, R. J. (June, 2007). *Follower self-identity activation as the process underlying leadership effects*. Paper presented at the 68th Annual Convention of Canadian Psychological Association, Ottawa, On, Canada.
- *Matias, M., **Chang, C.-H.**, & Johnson, R. E. (April, 2007). *Employee strain and organizational citizenship behaviors: A meta-analytic review*. Poster presented at the 22nd Annual Society for Industrial Organizational Psychology Conference, New York City, New York.
- Chang, C.-H.**, & Johnson, R. E. (May, 2006). *Discrepancy, velocity, and job satisfaction: Temporal orientation as a moderator*. Paper presented at the 21st Annual Society for Industrial Organizational Psychology Conference, Dallas, TX.
- Chang, C.-H.**, Hall, R. J., & Johnson, R. E. (May, 2006). *Follower self-concept activation as the process underlying leadership effects*. Paper presented at the 21st Annual Society for Industrial Organizational Psychology Conference, Dallas, TX.
- Rosen, C. C., **Chang, C.-H.**, & Johnson, R. E. (May, 2006). *Politics, stress, and satisfaction: Personal and situational buffers*. Paper presented the 21st Annual Society for Industrial Organizational Psychology Conference, Dallas, TX.
- Johnson, R. E., & **Chang, C.-H.** (June, 2005). *Implications of self-concept for organizational commitment*. Paper presented at the 66th Annual Convention of the Canadian Psychological Association, Montreal, Quebec, Canada.
- Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (April, 2005). *Implicit effects of organizational justice: Moving beyond social exchange frameworks*. Paper presented at the 20th Annual Society for Industrial Organizational Psychology Conference, Los Angeles, CA.
- Rosen, C. C., **Chang, C.-H.**, & Johnson, R. E. (April, 2005). *Motivation systems, affective dispositions, and information processing: A mediated model*. Paper presented at the 20th Annual Society for Industrial Organizational Psychology Conference, Los Angeles, CA.

- Chang, C.-H.**, & Bott, J. P. (April, 2004). *An integration of promotion/prevention focus and action-state orientation*. Paper presented at the 19th Annual Society for Industrial Organizational Psychology Conference, Chicago, IL.
- Rosen, C. C., **Chang C.-H.**, & Levy, P. E. (April, 2004). *Effects of perceived organizational politics, agreeableness, and self-monitoring on organizational citizenship behaviors*. Paper presented at the 19th Annual Society for Industrial Organizational Psychology Conference, Chicago, IL.
- Chang, C.-H.**, & Rosen, C. C. (April, 2003). *A meta-analytic review of perceived organizational politics and its outcomes*. Paper presented at the 18th Annual Society for Industrial Organizational Psychology Conference, Orlando, FL.

Invited Talks

- Chang, C.-H.** (November, 2007). *Not all leader-member exchanges are created equal: Importance of leader relational identity*. Department of Psychology, University of South Florida. Tampa, FL.
- Chang, C.-H.** (September, 2008). *Perceptions of organizational politics and employee performance: Conscientiousness and self-monitoring as moderators*. Department of Psychology, University of South Florida, Tampa, FL.

CURRENT RESEARCH

- Chang, C.-H., Johnson, R. E., & Rosen, C. C. (in progress). A longitudinal examination of student motivation: Discrepancy- and progress rate-based effects. Manuscript preparation.
- Chang, C.-H., & Johnson, R. E. (in progress). Strain and employee outcomes: Work-based regulatory foci as moderators. Manuscript preparation.

RESEARCH SUPPORT

- Assessment of exposure to physical and nonphysical violence in physical therapy*. R03 research grant for National Institute for Occupational Safety and Health, National Institute of Health (submitted Feb. 2008). Status: Pending (\$100,000). PI: C.-H. Chang.
- Development and validation of work-based regulatory focus scale*. Summer research support grant, Roosevelt University (May 2006). Status: Funded (\$1800). PI: C.-H. Chang.

APPLIED RESEARCH AND CONSULTING EXPERIENCE

Center for Organizational Research (COR), University of Akron, Akron Aug. – Dec. 2002
Coordinator

- Facilitator for an organizational development project
- Organized presentations for potential clients
- Assisted in preparing technical reports
- Assisted in updating the COR information

Hamilton City Council, Hamilton, New Zealand Jul. – Oct. 1999
Contract Consultant

- Assisted in the evaluation of the restructuring effort of the Hamilton City Council
- Conducted in-depth interviews with past and current employees
- Collected data from archival sources such as council reports and newspapers
- Prepared report to feed back the evaluation results

The Gourmet Burgers, Hamilton, New Zealand Mar.–Jun. 1999
Contract Consultant

- Conducted a job analysis for the waiting staff with observation, survey and interview techniques

- Collected data to evaluate a training program for the waiting staff
 - Prepared report to feed back the evaluation results
- AM1206 Community Radio Hamilton, Hamilton, New Zealand Dec. 1998 –
Contract Consultant Feb. 1999
- Conducted a job analysis for the radio station secretary/announcer
 - Conducted an occupational health and safety review for the radio station secretary/announcer on the basis of the New Zealand Occupational Health and Safety Guidelines
 - Prepared an occupational health and safety evaluation report
- Department of Psychology, The University of Waikato, Hamilton, NZ Mar. – Jun. 1998
Research Assistant
- Conducted interviews with high school students to investigate prejudice against immigrants
 - Transcribed interview tapes for content analyses
 - Prepared summary to feed back the research results

TEACHING EXPERIENCE

Undergraduate Psychology Courses

- Industrial/Organizational Psychology
 - Instructor, Sep. 2005 – Dec. 2006
 - Department of Psychology, Roosevelt University
 - Responsible for preparing and presenting lecture material, developing class discussion materials, and grading homework assignments and tests
- Introduction to Psychology (regular section, Honors section, distance learning section)
 - Instructor, Aug. 2000 – May 2003
 - Department of Psychology, The University of Akron
 - Responsible for preparing and presenting lecture material, developing class discussion materials, grading research paper, tests, and student presentations, and supervising student research projects
- General and Experimental Psychology
 - Teaching assistant, Mar. – Jun. 1998
 - Department of Psychology, The University of Waikato, New Zealand
 - Responsible for preparing and presenting statistical concepts and analyses, demonstrating classic psychological experiments, and grading research papers and tests

Undergraduate Statistics Courses

- Intermediate Statistics
 - Instructor, Sep. 2006 – Dec. 2007
 - Department of Psychology, Roosevelt University
 - Responsible for developing course curriculum, preparing and presenting lecture material, developing class activity materials, developing laboratory materials for using SPSS for statistical analysis, and grading homework assignments and tests
- Quantitative Methods in Psychology
 - Instructor, Aug. 2003 – May 2004
 - Department of Psychology, The University of Akron

- Responsible for developing course curriculum, preparing and presenting lecture material, developing class activity materials, developing laboratory materials for using SPSS, and grading homework assignments and tests

Undergraduate Business Courses

- Quantitative Business Analysis II
 - Instructor, Aug. 2004 – May 2005
 - Department of Management, The University of Akron
 - Responsible for developing course curriculum, preparing and presenting lecture material, developing class activity materials and homework, developing laboratory materials for using Excel for statistical analysis, designing and grading presentation, and grading homework assignments and tests

Undergraduate Education Courses

- Adult Learning and Education
 - Teaching assistant, Mar. – Nov. 1999
 - Department of Education, The University of Waikato, New Zealand
 - Responsible for grading research paper and tests, preparing and presenting topics in adult learning and education, and conducting class discussions

Graduate Psychology Courses

- Personnel Psychology
 - Instructor, Jan. – May 2007
 - Department of Psychology, Roosevelt University
 - Responsible for developing course curriculum, preparing the reading list, preparing and presenting the lecture materials, leading the class discussion, and supervising the preparation of validation reports and literature reviews
- Questionnaire Development
 - Instructor, Jan. – May 2007
 - Department of Psychology, Roosevelt University
 - Responsible for developing course curriculum, preparing the reading list, preparing and presenting the lecture materials, leading the class discussion, and supervising the development and validation of a survey tool for program evaluation, and the preparation of the report for the survey tool
- Advanced Organizational Psychology
 - Instructor, Sep. – Dec. 2006
 - Department of Psychology, Roosevelt University
 - Responsible for developing course curriculum, preparing the reading list, leading the class discussion, and supervising the development of research proposals
- Industrial/Organizational Psychology
 - Instructor, Sep. 2005 – Dec. 2006
 - Department of Psychology, Roosevelt University
 - Responsible for preparing and presenting lecture material, developing class discussion materials, grading homework assignments and tests, and guiding the development of a literature review

Graduate Statistics Courses

- Intermediate Statistics
 - Instructor, Sep. 2006 – Dec. 2007

- Department of Psychology, Roosevelt University
- Responsible for developing course curriculum, preparing and presenting lecture material, developing class activity materials, developing laboratory materials for using SPSS for statistical analysis, and grading homework assignments and tests

Graduate Public Health Courses

- Safety and Health Administration
 - Instructor, Jan. – May 2008
 - Department of Environmental and Occupational Health, University of South Florida
 - Responsible for developing course curriculum, preparing and presenting lecture material, developing class activity materials, developing group project materials, and grading homework assignments, oral presentations, and group written reports

THESIS/DISSERTATION COMMITTEES

<i>Dissertations</i>	<i>Department</i>	<i>Role</i>	<i>Year</i>
Kimberly O'Brien	Psychology	Committee member	2008
Joseph Mazzola	Psychology	Committee member	2008 – Present
Ozgun Burcu Rodopman	Psychology	Committee member	2008 – Present
Liuqin Yang	Psychology	Committee member	2008 – Present
Edward Rickamer Hoover	Psychology	Committee member	2007 – Present
Christy Adams	Psychology	Committee member	2007
Karla Brennscheidt	Psychology	Committee member	2006 – Present

Master's Thesis

Meng Taing	Psychology	Committee member	2008 – Present
Kyle Groff	Psychology	Committee member	2008 – Present
Allison Burke	Psychology	Advisor	2007
Edrica Richardson	Psychology	Committee member	2007
Laura Braeunig	Psychology	Advisor	2007

Master's Practicum Paper/Special Project

Jennifer Logan	EOH	Advisor	2008
Josh Smith	Psychology	Advisor	2006

Honor's Thesis

Stephanie Miloslavich	Psychology	Committee member	2008 – Present
Emilija Djurdjevic	Psychology	Committee member	2008
Laura Schmidt	Psychology	Advisor	2007

PROFESSIONAL AFFILIATIONS

American Psychological Association	2000 – Present
American Psychological Society	2001 – 2007
Academy of Management	2004 – Present
Chicago Industrial/Organizational Psychologist	2005 – 2007
Society for Industrial/Organizational Psychology	2000 – Present
Society for Occupational Health Psychology	2007 – Present
Southern Management Association	2008 – Present

PROFESSIONAL SERVICES*Ad Hoc Reviewer for Journals*

Journal of Applied Social Psychology
 Journal of Occupational Health Psychology
 Leadership Quarterly
 Psychological Bulletin

Ad Hoc Reviewer for Conferences

Society for Industrial/Organizational Psychology	2005 – Present
Academy of Management – Human Resource Division	2004 – Present
Academy of Management – Organizational Behavior Division	2004 – Present
Academy of Management – Research Methods Division	2004 – Present
Southern Management Association	2008 – Present

Society for Industrial/Organizational Psychology

Strategic program committee – Friday Seminar	2008 – 2009
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Society for Occupational Health Psychology

Membership committee	2008 – Present
Conference committee	2008 – Present

Chicago Industrial/Organizational Psychologist

Vice-President and Program chair	2005 – 2007
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Psi Chi, The National Honor Society for Psychology

Faculty advisor	2005 – 2007
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IOOB Graduate Student Conference

Conference Organization Co-chair	2003
Site and Travel Coordination Co-chair	2003

The University of Akron I/O Psychology Graduate Student Club

President	2001
Vice-President	2002
Treasurer	2003

HONORS AND AWARDS

Academy of Management Organizational Behavior Division Outstanding Reviewer Award	Aug. 2007
The University of Akron President's Letter of Commendation for Excellence in Research	Oct. 2004
Golden Key National Honour Society	Jun. 1998

REFERENCES

Rosalie J. Hall
 Associate Professor, Department of Psychology
 College of Arts and Sciences, 3rd Floor
 The University of Akron
 Akron, OH 44325-4301
 Phone: 1-330-972-8375
 E-mail: rjhall@uakron.edu

Paul E. Levy
Professor, Department of Psychology
College of Arts and Sciences, 3rd Floor
The University of Akron
Akron, OH 44325-4301
Phone: 1-330-972-8369
E-mail: pelevy@uakron.edu

Robert G. Lord
Professor, Department of Psychology
College of Arts and Sciences, 3rd Floor
The University of Akron
Akron, OH 44325-4301
U.S.A.
Phone: 1-330-972-7018
E-mail: rlord@uakron.edu

Mike Helford
Associate Professor, Department of Psychology
Roosevelt University
430 S. Michigan Avenue
Chicago, IL 60605
Phone: 847-619-8543
E-mail: MHelford@aol.com