

LAUREN RACHEL LOCKLEAR

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PROFESSIONAL APPOINTMENTS

Rawls College of Business, Texas Tech University
2021 Assistant Professor of Management

Lubbock, TX

EDUCATION

College of Business Administration, University of Central Florida
2021 Ph.D. Business Administration (Organizational Behavior)
Certificate: Advanced Quantitative Methodologies

Orlando, FL

Franklin College of Arts and Sciences, The University of Georgia
2015 B.S. Psychology
Concentration: Industrial and Organizational Psychology

Athens, GA

RESEARCH INTERESTS

Workplace Gratitude, Interpersonal Relationships at Work, Emotions at Work, Positive Psychology Interventions, Workplace Mistreatment

REFEREED PUBLICATIONS

8. **Locklear, L.R.**, Sheridan, S.B., & Kong, D.T. (2023). Appreciating social science research on gratitude: An integrative review for organizational scholarship on gratitude in the workplace. *Journal of Organizational Behavior*, 44, 225-260.

- Top downloaded JOB article among articles published in 2023

7. Carlson, R.G., Barden, S.M., **Locklear, L.R.**, Dillman-Taylor, D., & Carroll, K. (2022). Examining Quality Time as a Mediator of Dyadic Change in a Randomized Controlled Trial of Relationship Education for Low-Income Couples. *Journal of Marital and Family Therapy*, 48, 484-501.

6. Barden, S.M., Carlson, R.G., Toomey, T., **Locklear, L.R.**, Dillman-Taylor, D., & Silverio, N. (2022). Examining the Effects of Relationship Education for Same-Sex Couples: A Randomized Control Trial. *Marriage & Family Review*, 58, 291-311.

5. Taylor, S.G., & **Locklear, L.R.** (2022). A Little Rudeness Goes a Long Way: How to Stop Incivility from Spreading in Your Organization. *MIT Sloan Management Review*, 63(3), 68-73.

4. Taylor, S.G., **Locklear, L.R.**, Kluemper, D., & Lu, X. (2022). Beyond targets and instigators: Examining workplace incivility in dyads and the moderating role of perceived incivility norms. *Journal of Applied Psychology*, 107(8), 1288–1302.
 - *Featured in MIT Sloan Management Review: “A Little Rudeness Goes a Long Way: How to Stop Incivility from Spreading in Your Organization.”*
3. **Locklear, L.R.**, Taylor, S.G., & Ambrose, M.L. (2021). How a gratitude intervention influences workplace mistreatment: A multiple mediation model. *Journal of Applied Psychology*, 106, 1314–1331.
 - *Featured in Harvard Business Review: “Building a Better Workplace Starts with Saying Thanks.”*
2. Buengeler, C., Piccolo, R. F., & **Locklear, L.R.** (2021). LMX differentiation and group outcomes: A framework and review drawing on group diversity insights. *Journal of Management*, 47(1), 260-287.
1. Williamson, R.A., Beiler-May, A., **Locklear, L.R.**, & Clark, M.A. (2017). Bringing home what I'm hiding at work: The impact of sexual orientation disclosure at work for same-sex couples. *Journal of Vocational Behavior*, 103, 7-22.

MANUSCRIPTS UNDER REVIEW (Note: † Ph.D. student, PhD student advised)

- **Locklear, L.R.**, Kane, M.†, & Ehrhart, M.G. [Cascading Gratitude Expressions]. Under Review (2nd Round) at *Journal of Applied Psychology*.
- Aiken, J.† & **Locklear, L.R.** [Theory Test of LMXD Indices]. Under Review (2nd Round) at *Journal of Management Scientific Reports*.
- Kane, M. E.†, **Locklear, L. R.**, Gupta, A.†, & Ehrhart, M. G. [Gratitude Spillover and Crossover]. Revise & Resubmit (1st Round) at *Personnel Psychology*.
- Taylor, S.G., **Locklear, L.R.**, & Ambrose, M.L. [Theoretical Model of (Un)Intentional Mistreatment]. Under Review at *Personnel Psychology*.
- Sandvik, A.M., Whiting, S.W., Morrison, H.M.†, **Locklear, L.R.**, Ehrhart, M.E. [Team Resilience]. Under Review at *Journal of Managerial Psychology*.

OTHER PUBLICATIONS

- Bigelow, B.A., **Locklear, L.R.**, Bennett, R.J., Robinson, S., Posey, C. (In Press, 2025). The Reflective Workplace Deviance Measure (RWD). In S. Lim, R.S. Dalal, & J. Jensen (Eds), *Handbook of Counterproductive Work Behavior*. Edward Elgar Publishing.
- **Locklear, L.R.**, Taylor, S.G., & Ambrose, M.L. (2020). Building a Better Workplace Starts with Saying “Thanks.” *Harvard Business Review*, online only.

- **Locklear, L.R.,** & Folger, R. (2020). Other-Focused Emotion Triads: Contempt, Anger, and Disgust (CAD) and Awe, Gratitude, and Elevation (AGE). In L. Yang, R. Cropanzano, C. Daus, & V. Martínez-Tur (Eds.), *The Cambridge Handbook of Workplace Affect* (pp. 452-467). Cambridge: Cambridge University Press.
- Bennett, R.J., Marasi, S., & **Locklear, L.R.** (2018). Workplace deviance. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press. doi: 10.1093/acrefore/9780190224851.013.111

SELECTED WORKS IN PROGRESS (Note: † Ph.D. students, PhD students advised)

- **Locklear, L.R.,** Taylor, S.G., Klotz, A.K., & Aiken, J.† Our Better Nature: The Influence of a Biophilic Intervention on Counterproductive Work Behavior. Finalizing manuscript for submission to *Journal of Management*.
- **Locklear, L.R.,** Ehrhart, M.G., Morrison, H.†, Sandvik, A.M., & Whiting, S.W. The emergence and impact of gratitude norms in groups. Writing Manuscript. To be submitted to *Personnel Psychology*.
- Packard, M., Andrus, J., Sullivan, D., & **Locklear, L.R.** Stakeholder Heartstrings: Activating Empathic Concern in Stakeholder Enrollment. Finalizing manuscript for submission to *Strategic Management Journal*.
- Sheridan, S.M., **Locklear, L.R.,** & Kong, D.T. Does my boss appreciate me? The meta-accuracy of subordinate's perceptions of leader's expressions of appreciation. Writing Manuscript.
- Idso, C.†, **Locklear, L.R.,** Call, M. & Koopman, J. The Behavioral Consequences of Witnessing Praise. Analyzing data.
- **Locklear, L.R.,** Sheridan, S.M., Ambrose, M.L., & Crossley, C. Thanks for your assistance: The empowering effects of appreciation from customers. Analyzing data.
- Aiken, J.† & **Locklear, L.R.,** & Kluemper, D. Distrust Divided: The Detrimental and Beneficial Outcomes of Interpersonal Distrust via Cognitive Appraisals. Designing Study 2 of 2.
- Nitttrouer, C. L., French, K., Martinez, L., **Locklear, L.R.,** Smith, N., Thomas, S.†, & Aiken, J.† Better Together: Dual Career Academic Couples' Experiences in the Academic Job Market. Collecting and Coding Data.
- **Locklear, L.R.,** Taylor, S.G., & Ambrose, M.L. Appreciation (dis)agreement: A relational perspective on workplace appreciation. Collecting data.
- Kane, M.†, Suh, H.†, **Locklear, L.R.,** Reeves, C., Sheridan, S.M., Howell, T. & Ehrhart, M. A meta-analytic review of workplace gratitude. Analyzing data.

- **Locklear, L.R.**, Joseph, D.G., & Allen, J. A meta-analytic review of workplace positive psychology interventions. Coding data.
- Kane, M.[†], **Locklear, L. R.**, Rubenstein, A., & Ehrhart, M. G. The impact of workplace gratitude on newcomer socialization: How leader & coworker gratitude expressions can speed the socialization process. Collecting data.
- Kane, M.[†], Chaviano, G., **Locklear, L. R.**, & Ehrhart, M. G. Developing an improved measure of trait gratitude. Collecting data.

CONFERENCE PARTICIPATION (Note: [†] Ph.D. student, PhD students advised, ^{*} Undergraduate student)

REFEREED CONFERENCE PRESENTATIONS

- Zapoli, J.[†] & **Locklear, L.R.** (2025, July). *A Constructive Reproduction of LMX Differentiation Research*. Paper to be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen.
- **Locklear, L.R.**, Kane, M. E.[†], & Ehrhart, M.G (2025, July). *The Relational Impacts of Appreciation In Leader-Follower Dyads*. Paper to be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen.
- Kane, M. E.[†], **Locklear, L.R.**, & Ehrhart, M.G (2025, July). *The Dynamic Impact of Workplace Gratitude on Employee Well-Being*. Paper to be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen.
- Jones, S., Suh, H.[†], Sheridan, S., Crossley, C., & Locklear, L.R. (2025, July). *The Role of Appreciation in Reducing Burnout for Support Givers*. Paper to be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen.
- Kane, M. E.,[†] Chaviano, G.,^{*} **Locklear, L. R.**, & Ehrhart, M. G. (2025, May). *Trait Gratitude in Positive Organizational Scholarship: Evaluating and Advancing Current Measures*. Paper presented at the 11th Biennial Positive Organizational Scholarship (POS) Research Conference, Ann Arbor.
- Kane, M. E.,[†] Chaviano, G.,^{*} Bizjak, E.,^{*} Philio, M.,^{*} Orellana, A.,^{*} **Locklear, L. R.**, & Ehrhart, M. G. (2025, May). *The Importance of Leader Gratitude: How Supervisors and Subordinates Perceive and Value Workplace Gratitude*. Flash talk presented at TLC Global Gratitude Summit, Virtual.
- Kane, M. E.,[†] Chaviano, G.,^{*} Philio, M.,^{*} Orellana, A.,^{*} Sonnenberg, S.,^{*} **Locklear, L. R.**, & Ehrhart, M. G. (2025, April). *Lost in Translation: Exploring Perceived Shortcomings of Workplace Gratitude*. Poster presented at the 40th Annual Meeting of the Society for Industrial and Organizational Psychology, Denver.

- Kane, M. E.,[†] Zachman, J.C.,[†] **Locklear, L. R.**, & Ehrhart, M. G. (2025, April). *Envy's Shadow: How Envy Weakens the Impact of Support on Gratitude and Helping*. Poster presented at the 40th Annual Meeting of the Society for Industrial and Organizational Psychology, Denver.
- Kane, M. E.[†], Gupta, A.[†], **Locklear, L.R.**, & Ehrhart, M.G. (2024, October). Thankful at work, thankful at home: How workplace gratitude strengthens personal relationships via spillover and crossover. Paper presented at the 2024 Meeting of the Southern Management Association, San Antonio.
- **Locklear, L.R.** (2024, August). *Toxic Traits and Hot Takes: Thoughts on Balance and Burnout*. Presentation and panel discussion presented at the 84th Annual Meeting of the Academy of Management, Chicago.
- Kane, M. E.[†], **Locklear, L.R.**, Ehrhart, M.G. (2024, August). *I (Actually) Can't Thank You Enough: How Expectations for Gratitude Expressions Impact Relationships*. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago.
- Sheridan, S., **Locklear, L.R.**, & Kong, D.T. (2024, August). *Do You See What I See? The Modesty Curse for Subordinates' Meta-Appreciation Accuracy at Work*. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago.
- Zapoli, J.[†] & **Locklear, L.R.** (2024, August). *Navigating Distrust: Unveiling its Dual Impact on Employees*. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago.
- Kane, M. E.[†], Geisler, P. *, Philio, M. *, Patel, R. *, **Locklear, L. R.**, & Ehrhart, M. G. (2024, April). *Don't thank me like that: When and why gratitude expressions violate our expectations*. Poster presented at the 39th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago.
- **Locklear, L.R.**, Kane, M.[†], & Ehrhart, M.G. (2023, October). *Top-down: The Trickle-Down Effects of Gratitude Expressions in the Workplace*. Paper presented at the 2023 Meeting of the Southern Management Association, St. Pete.
 - *Selected as best paper in OB track and best overall conference paper*
- Kane, M.[†], **Locklear, L.R.**, & Ehrhart, M. (2023, September). *The Goldilocks Effect of Gratitude Expressions at Work*. Flash talk presented at the TLC Global Gratitude Summit, Virtual.
- **Locklear, L.R.**, Kane, M.[†], & Ehrhart, M. (2023, September). *Thanks, I Hate It: Antecedents of Inauthentic Gratitude Expressions at Work*. Flash talk presented at the TLC Global Gratitude Summit, Virtual.

- **Locklear, L.R.**, Taylor, S. & Ambrose., M.L. (2023, August). *An Awareness Intervention to Increase Supervisor Appreciation Expressions*. Paper presented at the 83rd Annual Meeting of the Academy of Management, Boston.
- **Locklear, L.R.**, Taylor, S. & Klotz., A. (2023, August). *Our Better Nature: How a Biophilia Intervention Influences Uncivil Workplace Behavior*. Paper presented at the 83rd Annual Meeting of the Academy of Management, Boston.
- Kane, M. E.[†], Gupta, A.[†], **Locklear, L. R.**, & Ehrhart, M. G. (2023, August). *Trickle Out: How Gratitude Spills Over from Work to Home and Crosses Over to Partners*. Paper presented at the 83rd Annual Meeting of the Academy of Management, Boston.
- Kane, M.[†], **Locklear, L.R.**, & Ehrhart, M. (2023, April). *Thanks, I Hate It: Antecedents of Inauthentic Gratitude Expressions at Work*. Poster presented at the 38th Annual Society of Industrial and Organizational Psychology Conference, Boston.
- Kane, M.[†], Pandey, P.[†], Chaviano, G. *, Mazur, S. *, **Locklear, L.R.**, & Ehrhart, M., (2023, April). *When and Why Gratitude Expressions Spillover from Work to Home*. Poster presented at the 38th Annual Society of Industrial and Organizational Psychology Conference, Boston.
- **Locklear, L.R.**, Kane, M.[†], & Ehrhart, M.G. (2022, August). *The ripple effect of gratitude: A trickle-down model of gratitude expressions in organizations*. Paper presented to the 82nd Annual Meeting of the Academy of Management, Seattle.
- Morrison, H.M.[†], Whiting, S.W., Ehrhart, M.G., Sandvik, A.M., & **Locklear, L.R.** (2022, August). *Sanctioned for Speaking Up: An Examination of Peer Punishment for Voice and the Buffering Effect of In-Group Status*. Paper presented to the 82nd Annual Meeting of the Academy of Management, Seattle.
- **Locklear, L.R.**, Joseph, D.G., & Allen, J. (2022, June). *A meta-analytic review of workplace positive psychology interventions*. Poster presented at the 10th biennial Positive Organizational Scholarship (POS) Research Conference, Ann Arbor.
- **Locklear, L.R.** (2020, July). *A relational model of workplace appreciation: Examining appreciation agreement and disagreement in supervisor-subordinate dyads*. Paper presented at the 1st Florida Management Conference, Virtual.
- **Locklear, L.R.**, Whiting, S.G. & Ehrhart, M.G. (2020, August). *Returning the favor: Examining reciprocation of help received*. Paper presented at the 80th Annual Meeting of the Academy of Management, Virtual.
- **Locklear, L.R.**, Taylor, S.G., Campbell, E.M. (2020, April). *Selling yourself short: Examining modesty as a tactic to avoid victimization*. Paper presented at the 35th Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.

- **Locklear, L.R.** & Joseph, D.G. (2020, April). *A meta-analytic review of workplace positive psychology interventions*. Paper presented at the 35th Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.
- Broksch, E.A., **Locklear, L.R.**, Ehrhart, M.E. & Whiting, S.W. (2020, April). *A new hope: Examining the light and dark sides of helping*. Poster presented at the 35th Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.
- **Locklear, L.R.**, Taylor, S.G., & Ambrose, M.L. (2019, August). *Examining the effect of a gratitude intervention on instigated incivility: A test of multiple mediation processes*. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston.
- Taylor, S.T., Kluemper, D., & **Locklear, L.R.** (2018, August). *Is incivility really tit-for-tat? Experienced and instigated incivility in dyadic relationships*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago.
- **Locklear, L.R.**, Bigelow, B.A., Bennett, R.J., Robinson, S.L., & Posey, C. (2017, October). *Development of a short, generalizable reflective measure of workplace deviance (RWD)*. Paper presented at the 2017 Meeting of the Southern Management Association, St. Petersburg.
- Williamson, R.A., Beiler-May, A., **Locklear, L.R.**, & Clark, M.A. (2017, May). *The impact of sexual orientation disclosure at work for same-sex couples*. Paper presented at the 2017 Annual Meeting of the European Association of Work and Organizational Psychology, Dublin.
- **Locklear, L.R.**, Williamson, R.A., & Clark, M.A. (2017, April). *Function of gender roles in work experiences of same-sex couples*. Poster presented at the 32nd Annual Meeting of the Society of Industrial and Organizational Psychology, Orlando.
- Williamson, R.A., Beiler-May, A., **Locklear, L.R.**, & Clark, M.A. (2017, April). *Crossover effects of sexual orientation disclosure at work*. Poster presented at the 32nd Annual Meeting of the Society of Industrial and Organizational Psychology, Orlando.

CHAIRED CONFERENCE SYMPOSIA

- Kane, M.[†], **Locklear, L.R.**, & Ehrhart, M.G. (2023, August). Trickle down effects of manager gratitude expressions: An affective, behavioral, and cognitive approach. In **Locklear, L.R.** & Kane, M.[†] (Chairs), *Gratitude at Multiple Levels of the Organization. Showcase Symposium* presented at the 83rd Annual Meeting of the Academy of Management, Boston.
 - *Selected as a Showcase Symposium for the OB and HR divisions*
- Kane, M.[†], **Locklear, L.R.**, & Ehrhart, M.G. (2023, April). Trickle down effects of manager gratitude expressions: An affective, behavioral, and cognitive approach. In **Locklear, L.R.** & Kane, M.[†] (Chairs), *Gratitude, Appreciation, Anger, Oh My! Moral Emotions in the*

Workplace. Symposium presented at the 38th Annual Society of Industrial and Organizational Psychology Conference, Boston.

- **Locklear, L.R.**, Sheridan, S., & Ambrose, M.L. (2022, August). Gratitude as positive feedback in organizations: Examining the psychologically empowering nature of gratitude expressions from supervisors, coworkers, and customers. In Khan, U.A.[†], & **Locklear, L.R.** (Chairs), *Gratitude in the workplace*. Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle.
- **Locklear, L.R.**, Ehrhart, M.G., Morrison, H., Sandvik, A.M., & Whiting, S.G. (2021, August). The emergence and impact of gratitude norms in work groups: Examining member attributes and behavior. In **L. Locklear** (Chair), *Appreciating the Relational Nature of Gratitude in the Workplace*. Symposium presented at the 81st Annual Meeting of the Academy of Management, Virtual.
- **Locklear, L.R.**, Ehrhart, M.G., & Whiting, S.G. (2020, August). Light versus dark: A team trait approach to helping and performance in teams. In **L. Locklear** (Chair), *Help offers, receipt, and provisions at work: Individual and team perspectives*. Symposium presented at the 80th Annual Meeting of the Academy of Management, Virtual.
- **Locklear, L.R.**, Ehrhart, M.G., & Whiting, S.W. (2019, August). Antecedents of gratitude expressions in the workplace. In **L. Locklear** & S. Sheridan (Chairs), *Gratitude in the workplace: Fostering inclusive organizations*. Symposium presented at the 79th Annual Meeting of the Academy of Management, Boston.

ORGANIZED PROFESSIONAL DEVELOPMENT WORKSHIPS

- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (AOM, 2025; Virtual and In-Person Components).
- Women in Management: Allying and Advocating in the Academy (SMA, 2024).
- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (AOM, 2024).
- Speaking Science (AOM, 2024).
- Tools for Becoming a Prolific Writer: The Use and Effectiveness of Writing Groups (AOM MCC Off-Cycle PDW, 2024).
- Women in Management: Challenges and Strategies for Enduring and Thriving in Academia (SMA, 2023).
- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (AOM, 2023).

PANELIST PARTICIPATION

- Organizational Behavior Doctoral Consortium (AOM, 2025).
- Organizational Behavior Doctoral Consortium (AOM, 2024).
- Organizational Behavior Doctoral Consortium (AOM, 2023).
- Human Resources Division New Faculty Consortium (AOM, 2023).
- Human Resources Division Middle-Stage Doctoral Consortium (AOM, 2022).

- Translating Research for Practical Impact (AOM, 2022).
- Allying & Advocating in the Classroom and Beyond (SMA, 2021).

INVITED RESEARCH TALKS

- 2025 University of Houston, Department of Management and Leadership
- 2025 University of California, San Diego Rady School of Management.
- 2024 Consortium for the Advancement of Research Methods and Analysis (CARMA)
- 2024 University of South Carolina, Department of Management
- 2024 University of Central Florida, Department of Management
- 2024 WorkHuman
- 2023 Texas Health and Human Services
- 2022 International HRM
- 2022 University of Central Florida, Department of Management
- 2022 University of Georgia, Department of I/O Psychology
- 2022 North Dakota Substance Abuse and Mental Health Services Administration
- 2020 Florida Association of Collegiate Registrars and Admissions Officers.

TEACHING EXPERIENCE

TEXAS TECH UNIVERSITY

- Advanced Research Methods, Doctoral Seminar
 - Fall 2025
 - Fall 2024 [NA]
- Organizational Behavior, Management Core
 - Fall 2025, *two sections*
 - Fall 2024, *two sections* 4.6/5.0
 - Fall 2023, *three sections* 4.6/5.0
 - Fall 2022, *three sections* 4.8/5.0
 - Fall 2021, *three sections* 4.6/5.0
- Independent Study, Doctoral Seminar
 - Summer 2022
 - Fall 2022

UNIVERSITY OF CENTRAL FLORIDA

- Strategic Management, Undergraduate Capstone
 - Summer 2020, *two sections (synchronous virtual)* 4.8/5.0
 - Spring 2019 4.5/5.0
 - Spring 2018 4.7/5.0
 - Summer 2017 4.3/5.0

SERVICE

REVIEWING

- Editorial board member, *Personnel Psychology* (2024 – Present)
- Ad hoc reviewer, *Personnel Psychology*

- Ad hoc reviewer, *Journal of Applied Psychology*
- Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*
- Ad hoc reviewer, *Journal of Organizational Behavior*
- Ad hoc reviewer, *Human Resource Management Review*
- Ad hoc reviewer, *Journal of Leadership and Organizational Studies*
- Ad hoc reviewer, *Journal of Management*
- Conference reviewer *SMA, AOM, SIOP*

SERVICE TO TEXAS TECH UNIVERSITY

- 2021-Present, Tech Feral Cat Coalition Co-Advisor
- 2022 TTU Rawls Dean Margaret Williams Review Committee

SERVICE TO TTU RAWLS COLLEGE OF BUSINESS

- 2022 Rawls Undergraduate Research Program – Faculty Mentor

SERVICE TO TTU AREA OF MANAGEMENT

- 2023-Present, Research Committee Member
- 2021-Present, TTU PhD & Comprehensive Exams Committee Member
- 2022-2023 Research Excellence Committee Chair

SERVICE TO SIOP

- 2023 SIOP Awards Committee Member
- 2023 SIOP Early Career Faculty Consortia Chair
- 2022 SIOP Early Career Faculty Consortia Co-Chair
- 2022 SIOP Ambassador Program – Faculty Mentor

SERVICE TO AOM

- 2025-Present AOM OB Division Executive Committee Member, Making Connections Committee Co-Chair
- 2022-Present AOM OB Division Making Connections Committee Member

GRANTS AND FELLOWSHIPS

- 2024 Big XII Faculty Fellowship (\$2,500)
- 2024 Rawls College of Business Competitive Summer Research Grant (\$30,000)
- 2022 Texas Health & Human Services Commission Grant (\$560,644)
- 2022 Rawls Undergraduate Research Program Grant (\$2,000)
- 2021 NIOSH Pilot Project SERC Grant (\$15,000)
- 2021 Fellow of the Project for Ethical Leadership Excellence (\$5,000)
- 2019 UCF College of Business Research Grant (\$10,000)
- 2019 UCF College of Graduate Studies Grant (\$500)
- 2018 UCF College of Graduate Studies Grant (\$500)
- 2018 UCF College of Business Research Grant (\$7,500)
- 2018 Southern Management Association Grant (\$500)
- 2017 UCF Student Government Association Grant (\$500)

- 2016 UCF College of Business Research Grant (\$3,500)

HONORS AND AWARDS

- 2023 *Journal of Applied Psychology* Best Ad Hoc Reviewer Award
- 2023 Southern Management Association Best Conference Paper Award
- 2023 TTU Rawls Carl & Linda Stem Distinguished Faculty Research Award Recipient
- 2023 Jerry S. Rawls Excellence in Undergraduate Teaching Award Nominee
- 2022 TTU Rawls College of Business Research Spotlight
- 2021 TTU Volleyball Game Day Guest Coach
- 2021 UCF Office of Research, Student Research Spotlight
- 2020 UCF Order of Pegasus Finalist
- 2020 Visiting Ph.D. Student, University of British Columbia
- 2019 Visiting Research Fellow, Norwegian School of Economics

STUDENTS MENTORED & SUPERVISED

DOCTORAL STUDENTS

- Joscelin Aiken (PhD Student, Management, TTU; August 2023-Present)
- Meghan Kane (PhD Student, I/O Psychology, UCF; August 2021-Present)

UNDERGRADUATE STUDENTS

- Brooke Mashburn (B.S. in Management, TTU; Fall 2024)
- Kellie Schwendiman (TTU Rawls Undergraduate Research Program; Fall 2022-Spring 2023)
- Maria Celest House (B.S. in Management, TTU; Fall 2022-Spring 2023)
- Hunter Arnette (B.S. in Management, TTU; Fall 2022)
- Bailey Dietzmann (B.S. in Management, TTU; Fall 2022)
- Angelina Hinojosa (B.S. in Management, TTU; Fall 2021)
- Courtney Gorman (B.S. in Management, UCF; Fall 2019-Spring 2020)
- Zouhair Chouait (B.S. in Chemistry, UCF; Fall 2019-Spring 2020)
- Kayla Cuff (B.S. in Biomedical Science, UCF; Fall 2019-Spring 2020)

SELECTED MEDIA COVERAGE & RESEARCH FEATURES

Appreciating social science research on gratitude: An integrative review for organizational scholarship on gratitude in the workplace

- LinkedIn, [Gratitude](#)

Beyond targets and instigators: Examining workplace incivility in dyads and the moderating role of perceived incivility norms

- UCF Today, [Rude Behavior at Work Not an Epidemic, UCF Study Shows](#) (This article was [#9 most popular](#) research story published by UCF Today in 2021, per media reach)
- Psychology Today, [Rudeness: How Workplace Incivility Spirals Out of Control](#)
- Fast Company, [Is Your Workplace Toxic? Now You Can Blame that one Toxic Colleague](#)
- Consumer Affairs, [Rude Behavior in the Workplace Isn't Too Widespread, Study Finds](#)

- 94.3 Jack FM Segment, [*70% Percent of Us Have Experienced Rudeness at Work*](#)
- CBS This Morning Segment, [*How to Deal with Workplace Rudeness*](#)
- I-O at Work, [*Examining Uncivil Behaviors within Dyads at Work*](#) (Chosen by the *Journal of Applied Psychology* for “translational summary” in I/O at Work because it was identified as a “high profile article with strong publicity potential”)

How a gratitude intervention influences workplace mistreatment: A multiple mediation model

- UCF Today, [*Study Shows Keeping Gratitude Journal Reduces Gossip, Incivility in Workplace*](#) (This article was [*#9 most popular*](#) research story published by UCF Today in 2020 per to media reach, and [*continued*](#) to generate significant media attention in 2021)
- Psychology Today, [*How Gratitude Journaling Can Reduce Workplace Mistreatment*](#)
- CNBC, [*The Simple Habit That Will Make You Less of a Jerk to Your Coworkers*](#)
- The Washington Post, [*Ask Amy: The Office Seems More Toxic Than Ever*](#) (This column is nationally syndicated, meaning this research was featured in the [*Chicago Tribune*](#), [*Denver Post*](#), [*Baltimore Sun*](#), and many other national newspapers)
- Inc., [*This 3-Minute Habit Kills Office Drama, New Study Says*](#)
- Forbes, [*Researchers Find Gratitude Cuts Down On Gossip And Rudeness At Work*](#)
- Ladders, [*Office Gossip May Go Away if Everyone Reads This Article*](#)

Bringing home what I'm hiding at work: The impact of sexual orientation disclosure at work for same-sex couples

- UGA Today, [*Study of Same-Sex Couples Reveals Causes of Work, Family Stress*](#)
- US News & World Report, [*Remaining 'In the Closet' at Work Stresses Gay Couples*](#)
- Washington Blade, [*Closet Takes Toll in Workplace*](#)

CONSULTING & APPLIED EXPERIENCE

2023 Recognition Platform [Redacted per NDA], *Consultant*
 2021-2020 UCF Marriage and Family Research Institute, *Statistician and Methods Consultant*
 2017-2015 Strategic Management Decisions, *Analytics Intern*
 2016 Virtucom, Inc., *Human Resources Administrator*
 2015 APT Metrics, *Data Analytics Intern*