

LAUREN RACHEL LOCKLEAR

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PROFESSIONAL APPOINTMENTS

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

EDUCATION

2021 Ph.D. University of Central Florida
 Major: Organizational Behavior
 Certificate: Advanced Quantitative Methodologies
 Dissertation: *Appreciation (dis)agreement: A relational perspective on workplace appreciation* (Chairs: Maureen L. Ambrose, Shannon G. Taylor; Committee: Steven W. Whiting, Mark G. Ehrhart)

2015 B.S. The University of Georgia
 Major: Psychology
 Concentration: Industrial and Organizational Psychology

RESEARCH INTERESTS

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

REFEREED JOURNAL ARTICLES

Carlson, R.G., Barden, S.M., **Locklear, L.R.**, Dillman-Taylor, D., & Carroll, K. (2021). 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*.

Barden, S.M., Carlson, R.G., Toomey, T., **Locklear, L.R.**, Dillman-Taylor, D., & Silverio, N. (2021). Examining the Effects of Relationship Education for Same-Sex Couples: A Randomized Control Trial. *Marriage & Family Review*. DOI: 10.1080/01494929.2021.1921896

Taylor, S.G., **Locklear, L.R.**, Kluemper, D., & Lu, X. (2021). Beyond targets and instigators: Examining workplace incivility in dyads and the moderating role of perceived incivility norms. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000910>

Media coverage by JAP Journal Editor's Corner, I/O at Work, Psychology Today, Funtitech, Study Finds, UCF Today, Fast Company, Florida Today

Featured by MIT Sloane Management Review: A Little Rudeness Goes a Long Way: How to Stop Incivility from Spreading in Your Organization

In Top 10 of all research stories in [2021](#) published at University of Central Florida

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. <https://doi.org/10.1037/apl0000825>
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Media coverage by UCF Today, Psychology Today, News Break, Inquirer, CNBC, Ladders, Yahoo, Forbes, Inc., Ask Amy, CJAD 800 (Live radio interview)

Featured by Harvard Business Review: Building a Better Workplace Starts with Saying "Thanks."

In Top 10 of all research stories in [2020](#) and 2021 published at University of Central Florida

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.

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.

Media coverage by SIOP Newsbrief, Health24, UGA Today, Washington Blade, U.S. News & World Report

MANUSCRIPTS UNDER REVIEW

Locklear, L.R., Sheridan, S.B., & Kong, D.T. Appreciating social science research on gratitude: A translational review. Revise & Resubmit (Minor) at *Journal of Organizational Behavior*.

Taylor, S.G., & **Locklear, L.R.** Did You Mean to Be Mean? An Integrative Review of Intentionality in Workplace Mistreatment Research. Prospectus invited for full manuscript submission (Revise & Resubmit) at *Journal of Applied Psychology*.

Sandvik, A.M., Whiting, S.W., Morrison, H.M., **Locklear, L.R.**, Ehrhart, M.E. Teams bouncing back from COVID-19: A study of team resilience, psychological safety, and learning norms. Under review at *Journal of Organizational Behavior*.

Morrison, H.M., Whiting, S.W., Ehrhart, M.G., Sandvik, A.M., & **Locklear, L.R.** Sanctioned for Speaking Up: An Examination of Peer Punishment for Voice and the Buffering Effect of In-Group Status. Under review at *Journal of Applied Psychology*.

OTHER PUBLICATIONS

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

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

Locklear, L.R., Ehrhart, M.G., Morrison, H., Sandvik, A.M., & Whiting, S.W. The emergence and impact of gratitude norms in teams. Finalizing manuscript. To be submitted to *Journal of Applied Psychology*.

Taylor, S.G., **Locklear, L.R.**, & Klotz, A.K. Noticing Nature: The influence of a biophilia intervention on interpersonal mistreatment. Collecting data. To be submitted to *Academy of Management Journal*.

Ambrose, M.L., Fu, Y., Wang, Z., Sheridan, S.M., & **Locklear, L.R.** A multi-foci approach to understanding appreciation from multiple sources. Analyzing data. To be submitted to *Journal of Applied Psychology*.

Cropanzano, R., Ambrose, M.L., Sheridan, S.B., & **Locklear, L.R.** Gratitude and workplace resources: A conceptual clarification and theoretical extension. Writing manuscript. To be submitted to *Academy of Management Review*.

Locklear, L.R., Taylor, S.G., Campbell, E.M. Selling yourself short: Examining modesty as a tactic to prevent high-performer victimization. Collecting data. To be submitted to *Journal of Applied Psychology*.

Locklear, L.R., Joseph, D.G., & Allen, J. A meta-analytic review of workplace positive psychology interventions. Coding data. To be submitted to *Journal of Applied Psychology*.

Locklear, L.R., Whiting, S.W., Ehrhart, M.G., & Sandvik, A.M. Do actions really speak louder than words? Examining the role of gratitude expressions in workplace social exchanges. Analyzing data. To be submitted to *Journal of Applied Psychology*.

Locklear, L.R. & Whiting, S.W. Testing a trickle-down model of organizational deviance using NCAA infractions and football player arrests. Collecting data. To be submitted to *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

Locklear, L.R., Joseph, D.G., & Allen, J. (July, 2022). *A meta-analytic review of workplace positive psychology interventions*. Poster to be presented at Positive Organizational Scholarship, Ann Arbor.

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 submitted to the 81st Annual Meeting of the Academy of Management, Seattle.

Carlson, R.G., Barden, S.M., **Locklear, L.R.**, Dillman-Taylor, D., & Carroll, K. (2021, November). *Examining Quality Time as a Mediator of Dyadic Change in a Randomized Controlled Trial of Relationship Education for Low-Income Couples*. Paper presented at the National Council on Family Relations, Virtual.

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.

OTHER CONFERENCE PARTICIPATION

Locklear, L.R., Sheridan, S., & Ambrose, M.L. (2021, 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 submitted to the 81st Annual Meeting of the Academy of Management, Seattle.

Locklear, L.R. (2021, October). Allying & Advocating in the Classroom and Beyond (Session Facilitator). Panel discussion presented at the 2021 Meeting of the Southern Management Association, New Orleans.

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.

INVITED TALKS

Locklear, L.R. (2021, October). *A practical guide to coding in micro-research.* Brown bag presented to the Texas Tech Doctoral Student Colloquium.

Locklear, L.R. (2021, April). *Selling yourself short: Examining modesty as a tactic to avoid victimization.* Brown bag presented to the Texas Tech Doctoral Student Colloquium.

Locklear, L.R. (2021, February). *Doctoral Programs and Careers in Organizational Behavior.* Professional development workshop presentation for the Stressful Events & Experiences (SEE) Research Group.

Locklear, L.R. (2020, October). *Supporting Super Achieving Staff through Growth, Recognition & Gratitude in a COVID World.* Professional development workshop presentation at the Florida Association of Collegiate Registrars and Admissions Officers.

Locklear, L.R. (2019, October). *Preventing leadership burnout: Using lessons from positive psychology to sustain leaders.* Presentation at the Emerging Leaders Conference, Orlando.

TEACHING EXPERIENCE

2021 Instructor, Organizational Behavior (MGT 3376) 4.6/5.0
 2021 Graduate Teaching Assistant, Management in Organizations (MAN 3025)
 2021 Graduate Teaching Assistant, Conflict Resolution and Negotiation, MBA (MAN 6448)
 2020 Instructor, Strategic Management (MAN 4720, Virtual), Overall evaluation: 4.7/5.0
 2020 Instructor, Strategic Management (MAN 4720, Virtual), Overall evaluation: 4.8/5.0
 2019 Instructor, Strategic Management (MAN 4720), Overall evaluation: 4.5/5.0
 2018 Instructor, Strategic Management (MAN 4720), Overall evaluation: 4.7/5.0
 2018 Graduate Teaching Assistant, Management in Organizations (MAN 3025)
 2017 Instructor, Strategic Management (MAN 4720), Overall evaluation: 4.3/5.0
 2017 Graduate Teaching Assistant, Conflict Resolution and Negotiation (MAN 4441)
 2017 Graduate Teaching Assistant, Conflict Resolution and Negotiation, MBA (MAN 6448)

PROFESSIONAL DEVELOPMENT

2020 Distance and Digital Learning Certification
 2019 Multilevel Structural Equation Modeling in Mplus, taught by Kris Preacher
 2019 Structural Equation Modeling in Mplus, taught by Michael Zyphur
 2018 Research Methods Division Quantitative/Qualitative Course, administered by CARMA

SERVICE

2022-2021 TTU PhD & Comprehensive Exams Committee

2021 SIOP Early Career Faculty Consortia Co-Chair
 2021-2019 Management Department Subject Pool Coordinator
 2021 Ad hoc reviewer, *Human Resource Management Review*
 2021 Ad hoc reviewer, *Journal of Applied Psychology*
 2021 Ad hoc reviewer, *Journal of Leadership and Organizational Studies*
 2021-2018 Ad hoc reviewer, *Journal of Organizational Behavior*
 2021-2017 Academy of Management conference reviewer
 2020 Ad hoc reviewer, *Journal of Management*
 2020, 2017 Society for Industrial and Organizational Psychology conference reviewer
 2018 Southern Management Association conference reviewer

GRANTS AND GRANT APPLICATIONS

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

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

AFFILIATIONS

Academy of Management
 Southern Management Association
 Society for Industrial and Organizational Psychology

APPLIED EXPERIENCE

2021-2020 Marriage and Family Research Institute, Statistician and Methods Consultant
 2017-2015 Strategic Management Decisions, Statistical Modeling and Analytics Intern
 2016 Virtucom, Inc., Human Resources Administrator
 2015 APT Metrics, Data Analytics Intern