

## LAUREN RACHEL LOCKLEAR

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### PROFESSIONAL APPOINTMENTS

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

### EDUCATION

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2021 Ph.D. University of Central Florida  
Major: Organizational Behavior  
Certificate: Advanced Quantitative Methodologies

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

### RESEARCH INTERESTS

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

### REFEREED JOURNAL ARTICLES

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**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.

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, Leadership Today Podcast*

*Featured by MIT Sloan 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>

*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** (Note: † Ph.D. student)

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Taylor, S.G., & **Locklear, L.R.** [Integrative Conceptual Review of Mistreatment and Intentionality]. Under Review (2<sup>nd</sup> round) at *Journal of Applied Psychology*.

Bigelow, B.A., **Locklear, L.R.**, Bennett, R.J., Robinson, S., Posey, C. [Workplace Deviance Measure Development]. Under Review at *Handbook of Counterproductive Work Behavior*.

Sandvik, A.M., Whiting, S.W., Morrison, H.M.†, **Locklear, L.R.**, Ehrhart, M.E. [Team Resilience]. Under Review at *Group & Organization Management*.

## OTHER PUBLICATIONS

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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.

**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. student)

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**Locklear, L.R.**, Kane, M.†, & Ehrhart, M.G. [Gratitude Expressions in Organizations]. Finalizing manuscript for submission to *Academy of Management Journal*.

**Locklear, L.R.**, Taylor, S.G., & Klotz, A.K. [Nature Intervention]. Preparing manuscript for submission to *Personnel Psychology*.

Kane, M. E.†, Gupta, A.†, **Locklear, L. R.**, & Ehrhart, M. G. [Workplace Gratitude Spillover]. Preparing manuscript for submission to *Journal of Applied Psychology*

**Locklear, L.R.**, Ehrhart, M.G., Morrison, H.†, Sandvik, A.M., & Whiting, S.W. [Gratitude Norms in Groups]. Preparing manuscript for submission to *Personnel Psychology*.

Morrison, H.M.†, Whiting, S.W., Ehrhart, M.G., Sandvik, A.M., & **Locklear, L.R.** [Social Sanctions for Voice in Groups]. Collecting data. To be submitted to *Personnel Psychology*.

**Locklear, L.R.**, Sheridan, S.M., Ambrose, M.L., & Crossley, C. [Customer Gratitude Expressions]. Analyzing data. To be submitted to *Journal of Applied Psychology*.

Sheridan, S.M., **Locklear, L.R.**, & Kong, D.T. [Leader-Follower Appreciation Accuracy]. Analyzing data. To be submitted to *Journal of Applied Psychology*.

Kane, M. E.†, Suh, H.†, **Locklear, L.R.**, Sheridan, S.B., & Ehrhart, M.G. [Meta-Analysis of Workplace Gratitude]. Coding data. To be submitted to *Journal of Applied Psychology*.

**Locklear, L.R.**, Taylor, S.G., & Ambrose, M.L. [Appreciation in Leader-Follower Dyads]. Collecting data. To be submitted to *Journal of Applied Psychology*.

**Locklear, L.R.**, Taylor, S.G., Campbell, E.M. [High Performer's Displays of Modesty]. Collecting data. To be submitted to *Journal of Applied Psychology*.

**Locklear, L.R.**, Joseph, D.G., & Allen, J. [Meta-Analysis of Workplace Positive Psychology Interventions]. Coding data. To be submitted to *Journal of Applied Psychology*.

## **CONFERENCE PARTICIPATION**

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International Conferences for Academy of Management (AOM), Society for Industrial/Organizational Psychology (SIOP), Southern Management Association (SMA)

20 Paper Presentations

6 Poster Presentations

Panelist for 4 PDWs

Organizer of 3 PDWs

Chair of 6 Symposia

## **INVITED TALKS**

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2023-2019 Nine invited talks presented to Academic and Practitioner Audiences

## **TEACHING EXPERIENCE**

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### **TEXAS TECH UNIVERSITY**

2023 Instructor, Organizational Behavior (MGT 3376) TBD/5.0

2022 Instructor, Organizational Behavior (MGT 3376) 4.8/5.0

2022 Instructor, Independent Study (André Taybron, MGT 6305)

2021 Instructor, Organizational Behavior (MGT 3376) 4.6/5.0

### **UNIVERSITY OF CENTRAL FLORIDA**

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)

## **SERVICE**

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### **UNIVERSITY**

2023-2021 Tech Feral Cat Coalition Co-Advisor

2022 TTU Rawls Dean Margaret Williams Review Committee

## **COLLEGE**

2022 Rawls Undergraduate Research Program – Faculty Mentor

## **DEPARTMENT**

2023 Research Committee Member  
2023-2021 TTU PhD & Comprehensive Exams Committee Member  
2023-2022 Research Excellence Committee Chair  
2021-2019 UCF Management Department Subject Pool Coordinator

## **PROFESSIONAL**

2023-2022 AOM OB Division Making Connections Committee Member  
2023 SIOP Early Career Faculty Consortia Chair  
2022 SIOP Early Career Faculty Consortia Co-Chair  
2022 SIOP Ambassador Program – Faculty Mentor

## **REVIEWING**

2023 Ad hoc reviewer, *Personnel Psychology*  
2023 SIOP Awards Committee Reviewer  
2023-2021 Ad hoc reviewer, *Journal of Applied Psychology*  
2023-2022 Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*  
2023-2018 Ad hoc reviewer, *Journal of Organizational Behavior*  
2021 Ad hoc reviewer, *Human Resource Management Review*  
2021 Ad hoc reviewer, *Journal of Leadership and Organizational Studies*  
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 FELLOWSHIPS**

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2022-2016 Awarded a total of \$605,644 across 11 funded awards

## **HONORS AND AWARDS**

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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

## **UNDERGRADUATE AND GRADUATE STUDENTS MENTORED & SUPERVISED**

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Joscelin Zapoli (PhD Student, Management, TTU)	August 2023 - Present
Meghan Kane (PhD Student, I/O Psychology, UCF)	August 2021-Present
Kellie Schwendiman (Rawls Undergraduate Research Program, TTU)	Fall 2022- Spring 2023
Maria Celest House (During B.S. in Management, TTU)	Fall 2022-Spring 2023
Hunter Arnette (During B.S. in Management, TTU)	Fall 2022
Bailey Dietzmann (During B.S. in Management, TTU)	Fall 2022
Angelina Hinojosa (During B.S. in Management, TTU)	Fall 2021

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### **PROFESSIONAL DEVELOPMENT**

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TTU Women Faculty Writing Program	2021 - Present
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### **AFFILIATIONS**

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Academy of Management	2016 - Present
Southern Management Association	2016 - Present
Society for Industrial and Organizational Psychology	2012 - Present

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### **APPLIED EXPERIENCE**

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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