

Curriculum Vitae  
**STEVEN G. ROGELBERG**

## Biography

Dr. Steven G. Rogelberg holds the title of Chancellor's Professor at UNC Charlotte for distinguished national, international, and interdisciplinary contributions. He is a Professor of Organizational Science, Management, and Psychology. He has over 150 publications addressing issues such as team effectiveness, leadership, engagement, health and employee well-being, meetings at work, and organizational research methods. He is the Editor of the *Journal of Business and Psychology*. Dr. Rogelberg has received over \$2,500,000 of external grant funding including from the National Science Foundation.

Awards and honors include receiving the 2017 Humboldt Award, being the recipient of the 2019 First Citizens Bank Scholar Award, being the inaugural winner of the Society for Industrial and Organizational Psychology (SIOP) Humanitarian Award, receiving the SIOP Distinguished Service Award, Bowling Green State University (BGSU) Master Teacher Award, Psi Chi Professor of the Year Award, Fellow of the Society for Industrial and Organizational Psychology, Fellow of the Association for Psychological Science, serving as the 2000 BGSU graduation commencement speaker, and being the recipient of the 2022 Raymond A. Katzell Award for doing research that makes a difference for people and society.

He is currently Immediate Past President of SIOP (and executive board member) and past Secretary General of the Alliance for Organizational Psychology. He served SIOP in a host of additional roles including Executive Board Member, Research & Science Officer, Chair of Education & Training, and Program Chair.

Dr. Rogelberg's book, *The Surprising Science of Meetings: How You Can Lead Your Team to Peak Performance* (Oxford), was released in 2019, and has been on over 25 "best of" lists including being recognized by the Washington Post as the #1 leadership book to watch for in 2019 and Business Insider as one of the "Top 14 business books everyone will be reading in 2019." Dr. Rogelberg has a new book, *Glad We Met: The Art and Science of 1:1 Meetings* (Oxford), coming out specific to facilitating one-on-one meetings. In this book, Rogelberg presents strategies to elevate 1:1 meetings, unleashing the tremendous potential of these transformative interactions.

His research has been profiled on television (CBS This Morning, BBC world, CNN), radio (e.g., NPR, CBC, CBS), newspapers (e.g., *Chicago Tribune*, *LA Times*, *Wall Street Journal*, *Washington Post*, *London Guardian*) and magazines (e.g., National Geographic, Forbes, Scientific American Mind).

Rogelberg was invited and testified to the US Congress (2022) on the topic of being successful and engaging others in very difficult working environments – using organizational psychology to elevate members of congress, their staffs, and the institution. Invited and named to the Marshall Goldsmith 100 Coaches Group, "100 Coaches Community brings together the world's premier leadership thinkers" to seek ways to advance positive impact and give back to society.

He has been a visiting scholar and guest speaker at universities around the world including: Freie Universität Berlin (Germany), BI Norwegian Business School (Norway), Peking University (China), University of Edinburgh (Scotland), Reykjavik University (Iceland), Hong Kong Baptist University, The University of Sheffield (England), The University of Zurich (Switzerland), The University of Tel Aviv (Israel), Technion University (Israel), Concordia University (Canada), the University of Mannheim (Germany) and Catholic University of Louvain (Belgium).

Dr. Rogelberg has run three consulting centers, engaged with many Fortune 100 companies, and served on multiple advisory boards. He founded and currently directs two large outreach initiatives, spanning 8 universities, focusing on nonprofit organization effectiveness. Over 3000 nonprofits have been served.

Before completing his Ph.D. in Industrial/Organizational Psychology at the University of Connecticut in 1994, he received his undergraduate B.Sc. degree from Tufts University in 1989.

# Curriculum Vitae

## STEVEN G. ROGELBERG

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University of North Carolina at Charlotte  
4025 Colvard Hall, 9201 University City Boulevard, Charlotte, NC 28223-0001  
sgrogeb@uncc.edu

### 1. Education

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Ph.D. Industrial/Organizational Psychology, University of Connecticut, 1994  
M.A. Industrial/Organizational Psychology, University of Connecticut, 1991  
B.S. Psychology, Tufts University, 1989

### 2. Professional Experience

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#### Society for Industrial and Organizational Psychology (SIOP)

*President-Elect/President/Past President* (2019-present)

SIOP is an international professional association with an annual membership of more than 10,000 I-O psychologists from 80 countries who study and apply scientific principles of the workplace. Preside at all meetings of the Society, to act as chair of the Executive Board, to exercise general supervision over the affairs of the Society, and to be an ex-officio member of all committees.

Responsibilities include:

- Represent the organization as the top executive personnel
- Provide strategy and vision as needed
- Hold business operations accountable to stakeholders
- Oversee over 50 committee chairs
- Provide a professional public presence on behalf of the organization
- Drive short-term and long-term goals
- Direct reporting to the board of directors
- Supervise top-level management personnel
- Ultimately responsible for the multi-million-dollar budget and financial health of the organization

#### University of North Carolina - Charlotte, North Carolina

*Chancellor's Professor* (2013–present)

- Designated by the Board of Trustees as the inaugural “Chancellor’s Professor” at UNC Charlotte. The appointment is described in the University bylaws: “The title of Chancellor’s Professor is a campus-wide recognition of outstanding contributions primarily in a specific discipline but exhibiting an interdisciplinary character enabling contributions in more than one department or college. The purpose is to bestow on an individual an academic rank which transcends disciplinary lines and to allow each designated individual the greatest latitude in teaching, scholarship, and community engagement. The title is given to a full professor who is not only a scholar of international and national distinction but also who has a demonstrated record of significant achievement within the university community. There should be no more than one Chancellor’s Professor distinction awarded per year, but each Chancellor’s Professor should hold the title for life.”

*Director of Finance, Organizational Science (2021–present)*

- Responsible for budget management, student funding, and fundraising. Budgets total over 1 million dollars, with annual fund generation of nearly \$500,000.

*Founding Director, Organizational Science (2005–2021)*

- Responsible for the administration and leadership of this free-standing interdisciplinary unit supported by the Belk College of Business and the College of Liberal Arts & Sciences. The unit is composed of faculty from Management, Psychology, Communication Studies, and Sociology. It is dedicated to the integration of faculty studying the world of work and the training of future inter-disciplinary doctoral scholars and practitioners in the organizational sciences. Responsibilities include, but are not limited to, issues pertaining to the curriculum, promoting and supporting diversity, physical space, planning, assessment, faculty development, promoting scholarship, fund-raising, course scheduling, assistantships/student funding, enrollment management, representing the program to internal and external constituencies, handling student issues, space and facilities, program development, assessment activities, annual reporting, strategic planning, I/T management, student recruitment, coordinating faculty (19 core faculty), tenure assessment, and serving on Dean's council. This also includes special initiatives such as the creation of the Organizational Science Summer Diversity Institute designed to increase the representation of minorities in graduate education and our establishment of a series of internationalization efforts. As Director, I report directly into the Deans of the two colleges. Responsible for managing budgets totaling over \$600,000.

*Professor of Organizational Science, Professor of Management, Professor of Psychological Science, Communication Studies Faculty Affiliate, Adjunct Professor of Sociology (2003–present)*

- Research interests include team effectiveness, health and employee well-being, meetings at work, organizational research methods, and leadership (detail below).
- Taught and chaired undergraduate, masters, and doctoral students (detail below).
- Served on departmental, college, and university committees (detail below).
- Teach in MA, MBA, PhD, EMBA (Hong Kong), and undergraduate programs.

*Provost Faculty Fellow (2012–2014)*

- Part-time member of the staff of the Office of the Provost and Vice Chancellor for Academic Affairs. This is an internal program akin to Fellow of the American Council on Education.
- Report into the Provost and work directly with the Provost on special projects around student success. Spearheading initiatives focused on transfer student performance and derailment as well as focusing on undergraduate job-school intersections/conflict and gaming-school intersections/conflict. The work is intervention focused.

*Founder and Director, Organizational Science Center (2005–present)*

- Designed, implemented, and direct this active management and human resources consulting unit (OSC). The OSC provides organizations with consulting services associated with promoting employee and organizational health, well-being, and effectiveness. OSC helps secure student training opportunities and internships. It provides research and funding opportunities for faculty. Client organizations include large, small, non-profit and government organizations. OSC has brought in over \$500,000.

*Faculty Associate, Center for Professional and Applied Ethics (2006–present)*

- Engage in center activities.
- Provide advice and counsel to Director as requested.

*Director, Industrial and Organizational Psychology (2003–2008)*

- Responsible for the leadership and administration of the I/O MA program. This included curriculum issues, course scheduling, student and faculty affairs, communication, admissions, graduate assistantship funding, and representing the program to internal and external constituencies.

### **Bowling Green State University - Bowling Green, OH**

*Associate Professor of Psychology (2000–2003); Assistant Professor of Psychology (1994–2000)*

*Director, The Institute for Psychological Research and Application (1998–2003)*

- Responsible for leading this consulting and outreach institute bringing in close to 1 million dollars of revenue. Provided vision and direction in setting goals and policies, establishing and maintaining external clients and partnerships, overseeing internal operations, budgeting, supervision, and marketing.

### **Eastern Connecticut State University - Willimantic, CT**

*Instructor, Organizational Relations Program and Department of Psychology (1993–1994)*

### **3. Guest Professor/Visiting Scholar**

McMaster University, Canada  
Freie Universität Berlin, Germany  
Saarbruken University, Germany  
Memorial University, Canada  
Chilean Ministry of Economy, Catholic University of Chile  
University of Vienna, Austria  
University of Edinburgh Business School, Scotland  
Renmin University/Peking University, China  
Dept. of Leadership and Organisational Behaviour, BI Norwegian Business School, Norway  
School of Business, Reykjavik University, Iceland  
National Research Centre for the Working Environment, Copenhagen, Denmark

Psychology, George Mason University, Fairfax, Virginia  
Management, Suffolk University, Boston, Massachusetts  
Psychology, University of Zurich, Switzerland  
Psychology, University of Trento, Italy  
Management, L'Université du Québec à Montréal, Canada  
School of Business, Concordia University, Canada  
College of Business, Tel Aviv University, Israel  
Industrial Engineering and Management, Technion University, Israel  
Institute of Work Psychology/Management Dept., University of Sheffield, England  
University of Mannheim, Germany, ZUMA  
Dept. of Psychology, Catholic University of Louvain, Belgium

### **4. Key National Professional Leadership Roles**

*President and Immediate Past-President, Society for Industrial and Organizational Psychology (2021- present)*

- Executive board member
- Executive committee member

*Editor-in-Chief (2009-2019); Co-Editor-in-Chief (2009-present), Journal of Business and Psychology*

- 1,100 submissions on OB, HR or I/O Psychology evaluated each year. The editorial team consists of nearly 250 scholars. Submissions and downloads are currently at record levels and up 10-fold since 2008

- The acceptance rate for the journal is 6.5%; 2-Year Impact factor of the journal is 6.75
- Founder and leader, 10 Journal Hybrid Registered Reports Initiative

*Elected Secretary General, Alliance for Organizational Psychology (2017–2021)*

- Voting member of senior leadership team of this federation of Work, Industrial, and Organizational Psychology societies from around the world.

*Executive Board Member, Society for Industrial and Organizational Psychology (2011–2014)*

- Voting member of senior leadership team.

*Elected Research and Science Officer, Society for Industrial and Organizational Psychology (2011–2014)*

- The Research and Science Officer oversees the Scientific Affairs and Institutional Research committees and provides services and support to members involved in the conduct of basic and applied research including science advocacy. More with senior staff of multiple US Senators around the importance of the science of work and organizations.

*Co-founder, Editorethics.com (2012–present)*

- Along with Debra Rupp, started an initiative focusing on improving the integrity of our science mostly focusing on editor ethics. We created a voluntary code of conduct and an online community focusing on ethics in publishing. Created and implemented an affirmation process targeting all journal editors in I-O/OB/HR. Advertised the website widely so as to create an accountability around the integrity issues advocated.

*Program Chair, Society for Industrial and Organizational Psychology (2007–2008)*

- Responsible for the intellectual content of the largest I/O psychology conference in the world spanning 3-days of content. Coordinated and managed the efforts of over 1,000 committee members/reviewers including oversight of theme tracks, invited speakers, seminars, review of 1,300 submissions, continuing education credits, and other conference activities.

*Founding Chair Katrina Relief and Assistance Effort, Society for Industrial and Organizational Psychology (2005–2006)*

- Mobilized resources and coordinated a large number of external constituencies to help affected members (e.g., rebuild libraries, find placements) and affected businesses in New Orleans. The humanitarian work conducted received commendation by the state of Louisiana through Senate Resolution No. 118. Also led to recognition from the American Society of Association Executives and the Center for Association Leadership naming SIOP to its 2007 Associations Advance America Honor Roll.

*Chair Education and Training, Society for Industrial and Organizational Psychology (2004–2006)*

- Led 10 subcommittees and approximately 50 committee members dealing with the current state and desired state of I/O education. Established a wide range of initiatives to promote educational quality and inclusion. Some accomplishments include the creation of a masters level student consortium; a consumer guide to navigating rankings of I/O programs; a review of APA doctoral and post-doctoral guidelines; the creation of an ambassadors program designed to provide I/O speakers and mentors to colleges and universities without an I/O presence; the development of a teaching of I/O psychology dynamic WIKI website, outreach initiatives focused on high school teachers, and a benchmarking study of undergraduate concentrations in I/O.

## 5. Editorial and Reviewing Work

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Editor (see above), *Journal of Business and Psychology* (2009–present)

Associate Editor, *Industrial and Organizational Psychology: Perspectives on Science and Practice* (2018–present)

Regional Editor, *Global Business Perspectives*, (2012–2014)

Special Feature Guest Editor, *Journal of Business and Psychology*, “Nothing, Zilch, Nil: Advancing Organizational Science One Null Result at a Time.” (2011–2014). Co-Editors: Ron Landis, Larry James, Chuck Lance, Charles Pierce.

Special Feature Guest Editor, *Journal of Business and Psychology*, “Inductive Research in Organizations.” (2012–2014). Co-Editors: Ann Marie Ryan, Neal Schmitt, Paul Spector, Robert Vandenberg, and Sheldon Zedeck.  
Special Feature Guest Editor, *Small Group Research*, “Meeting at Work: Advancing Theory and Practice”. (2009–2011). Co-Editors: Cliff Scott and Linda Shanock.

Special Feature Guest Editor, *Organizational Research Methods*, “Nonresponse to Organizational Surveys.” (2005–2007). Co-Editor: Jeff Stanton.

Consulting Editor, *Journal of Applied Psychology* (2008–present); *Review of Work and Organizational Psychology (Revista de Psicología del Trabajo y las Organizaciones)* (2009–2010)

Editorial Board: *Journal of Management*. (2006–2008, 2011–present); *International Journal of Selection and Assessment* (2019 –); *Group Dynamics: Theory, Research, and Practice* (1999–2002); *The Industrial-Organizational Psychologist* (1998–2001); Society for Industrial and Organizational Psychology *Professional Practice Book Series* (2003–2011); *Fundamentals in Human Resource Management* (2007).

Editorial Board member for the *Cambridge Handbook of Organizational Community Engagement and Outreach*

Editorial Advisory Board: *American Journal of Business* (2011–2012).

U.S. National Science Foundation, Panel Member IGERT Grant Review (2007); Swiss National Science Foundation.

Editor-in-Chief, *Talent Management Essentials* Book Series produced by Blackwell-Wiley (2006–2008).

Ad hoc reviewer, *Academy of Management Journal*, *Journal of Occupational and Organizational Psychology*, *Scandinavian Journal of Management*, *Organizational Research Methods*, *Small Group Research*; *Journal of Applied Psychology*; *Personnel Psychology*; *Group Dynamics, Theory, Research and Practice*; *Current Directions in Psychological Science*; *Journal of Applied Social Psychology*, *International Journal of Selection and Assessment*, *Journal of American Veterinary Medical Association*, *Academy of Management Conference*, *SIOP Conference*, *Midwestern Association Graduate Schools Distinguished Thesis Award*.

External evaluator: Center for Organization and Innovation at the University of Sheffield in the United Kingdom.

## 6. Awards and Honors

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Recipient of the 2022 Raymond A. Katzell Award for I-O Psychology. This award is designed to recognize a SIOP member who, in a major way, brought I-O psychology to the general public through their research to address social issues and makes a difference for people.

Featured interview on CNN talking about my research, <https://www.youtube.com/watch?v=IX5OZL3rEDc>

Featured Keynote for the Utah Economic Summit sponsored by the Governor.  
<https://www.stgeorgeutah.com/news/archive/2023/01/19/avm-spc-stgecondevelopment-23-whats-up-down-south-economic-summit-inspires-business-leaders-to-make-a-mark-on-southern-utah/#.Y81JbuzMLVE>

Rogelberg was invited and testified to the US Congress (2022) on the topic of Being successful and engaging others in very difficult working environments – using organizational psychology to elevate members of congress, their staffs, and the institution. <https://www.youtube.com/watch?v=dtE7x6bl1Ok>

Belk College of Business Scholar Award 2020

First Citizens Bank Scholar Award 2019

Invited and named to the Marshall Goldsmith 100 Coaches Group, “100 Coaches Community brings together the world’s premier leadership thinkers” to seek ways to advance positive impact and give back to society.

First authored LinkedIn article identified as one of the most read articles on LinkedIn in 2019, over 750,000 views. *What the Science Says about Meeting Agendas May Surprise You. Plus an Alternative Approach That Could be a game Changer*

Top 10 most read article in 2021: **Kavanagh, K., Voss, N., Kreamer, L., & Rogelberg, S.G.** (2021). How to Combat Virtual Meeting Fatigue. *MIT Sloan Management Review*. Retrieved from <https://sloanreview.mit.edu/article/how-to-combat-virtual-meeting-fatigue>.

Recognized by the Washington Post as having written the “#1 Leadership Book to Watch for in 2019” – *The Surprising Science of Meetings* (Oxford)

Recognized by Business Insider as writing a “Top 14 Business Book Everyone will be Reading in 2019” – *The Surprising Science of Meetings* (Oxford)

Rogelberg, S.G. (2019). *The Surprising Science of Meetings: How You Can Lead Your Team to Peak Performance*. Oxford University Press. Awarded 2019 “Outstanding Academic Title” by Choice Magazine.

U.S. Security Exchange Commission, Leading Author Keynote Speaker.

Recipient of the 2017 Humboldt Prize, aka Humboldt Research Award.

Hooker Distinguished Visitor Award, McMaster University 2018.



Recognized as having one of the Top 20 Most Cited Organizational Research Methods Articles Out of a Total of 484 published in the first 20 years of *Organizational Research Methods* and being one the most published authors in the journal. Reported in Aguinis, H., Ramani, R. S., & Villamor, I. (2018). The first 20 years of Organizational Research Methods: Trajectory, impact, and predictions for the future. *Organizational Research Methods*.

Phi Kappi Phi membership.

Inaugural winner of the Society for Industrial and Organizational Psychology (SIOP) Humanitarian Award.

Recognized as one of the most influential authors (top 2% out of a total of more than 8,600 authors) in Industrial and Organizational Psychology (as cited in I-O textbooks). Aguinis, H., Ramani, R. S., Campbell, P. K., Bernal-Turnes, P., Drewry, J. M., & Edgerton, B. T. (2017).

Most frequently cited sources, articles, and authors in Industrial-Organizational Psychology textbooks. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Rogelberg, S. G. (2<sup>nd</sup> Ed.). (2016). *The encyclopaedia of industrial and organizational psychology*, Volumes 1–4. Thousand Oaks, California: Sage Publishing. Awarded “Outstanding Academic Title” by Choice Magazine in 2017.

One of four finalists for the Provost Faculty Award for Community Engagement.

Listed by Medium.com, the 80 #IOPsych Pros to follow on Twitter.

Society for Industrial and Organizational Psychology (SIOP) Distinguished Service Contributions Award.

Fellow, Society for Industrial and Organizational Psychology (SIOP).

Fellow, Association for Psychological Science (APS).

Bowling Green State University Master Teacher Award.

Bowling Green State University UPA/Psi Chi Professor of the Year.

University Professor/Chancellor’s Professor (see above), University of North Carolina at Charlotte.

Provost Faculty Fellow (see above), University of North Carolina at Charlotte.

Elected Science and Research Officer (see above), Society for Industrial and Organizational Psychology (SIOP). Selected for and participated in the year-long Arts and Science Council Cultural Leadership Program.

Fellow, Center for the Advancement of Research Methods and Analysis (CARMA).

Educators’ Honour Roll, University of Ottawa.

BGSU Authors and Artist Award given by the Friends of University Libraries.

BGSU Commencement Speaker.

BGSU Alumni Research Fellowship.

University of Connecticut Research Foundation Doctoral Dissertation Fellow, Pre-Doctoral Fellow, Summer Fellow, and Special Graduate Student Fellow.

## 7. External Funding

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Association for Animal Welfare Advancement, Shelter Employee and Volunteer Engagement Outreach (2021-). PI. \$60,000

National Science Foundation, The Connected Learner: Design Patterns for Transforming Computing and Informatics Education. (2015–2021). Co-PI. \$2,000,000.

Maddie's Fund, Foster Volunteer Engagement and Retention. (2017–2020). PI. \$191,173.

PetSmart Charities. Employee Engagement (2018-2019). PI. \$18,000.

Maddie's Fund, Understanding Turnover of Foster Caregivers: Exploring the Reasons and Potential Solutions. (2016–2017). PI. \$55,000.

Maddie's Fund, Exploring Foster Program Challenges. (2015–2016). PI. \$22,000.

The Humane Society of the United States, Non-profit and Volunteer Management, Shelter Health Project. (2016). \$30,000.

The Humane Society of the United States, Non-profit and Volunteer Management, Shelter Health Project. (2014). \$40,000.

The Humane Society of the United States, Non-profit and Volunteer Management. (2013). \$20,000.

The Humane Society of the United States, Volunteer Program Assessments. (2012). \$20,000.

The Humane Society of the United States, Non-profit and Volunteer Management. (2010–2011). \$40,000.

The Humane Society of the United States, Dirty Work. (2008). \$25,000.

National Science Foundation, Ethics Education. (2007–2009). Co-PI. \$20,500.

The Humane Society of the United States, Employee Well-being and Volunteer Interactions. (2008). \$20,000.

The Humane Society of the United States, Animal Shelter Health and Well-being, a Long-term Improvement Effort. (2007). \$9,500.

The Humane Society of the United States, The Management and Mismanagement of a Volunteer Workforce, Turnover, Work Attitudes and Organizational Commitment. (2007–2008). \$20,000.

Carolina Tractor, Establishment of a Strategic Human Resources Management Platform. (2006–2007). \$8,750.

The Humane Society of the United States, Improving Animal Shelter Well-being and Effectiveness: Establishment of national norms and the advancement of the Shelter Diagnostic System. (2006–2007). Other PI: Reeve, C. \$20,000.

Strataforce, Immigrant Diversity at Work: Challenges and Obstacles to Successful Integration. (2006). Other PI: Welbourne, J. \$10,000.

The Humane Society of the United States, “Dirty Workers”, Stress and Well-being. (2004–2006). Other PI: Reeve, C. \$75,000.

Procter and Gamble, Internet Test Equivalency. (2003). Other PI: Zickar, M. \$5,715.

The Humane Society of the United States, Euthanasia Related Stress. (2001–2003). \$10,000.

Patricia and Olin Smith Faculty Grant, Meetings Burnout. (2001). \$5,000.

National Society of Black Engineers, Recruitment and Retention of Minorities. (2001). \$21,450.

The Humane Society of the United States, Euthanasia Related Stress. (2001). \$5,960.

Brush Wellman, Interview effectiveness. (2000). \$2,828.

National Society of Black Engineers, Recruitment and Retention of Minorities. (2000). Other PI: Stanton, J. \$44,760.

Spartan Stores Inc., Survey Research Methods. (2000). \$9,336.

The Andersons, Inc., Sexual Harassment in the Workplace. (1999–2000). \$5,660.

National Society of Black Engineers, Recruitment and Retention of Minorities. (1999). Other PI: Stanton, J. \$22,570.

Brush Wellman, Employee Health and Safety. (1998–1999). Other PIs: O’Brien, W., & Smith, C. \$38,254.

National Society of Black Engineer, Recruitment and Retention of Minorities. (1998–1999). Other PI: Stanton, J. \$21,500.

## 8. Publications

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My research generally falls into 5 principal themes: 1) teams/meetings 2) organizational research methods; 3) leadership 4) service/helping; and 5) dirty work/stress.

### Books

Rogelberg, S.G. (2019). *The Surprising Science of Meetings: How You Can Lead Your Team to Peak Performance*. Oxford University Press. Awarded 2019 “Outstanding Academic Title” by Choice Magazine.

Allen, J. A., Lehmann-Willenbrock, N., & Rogelberg, S. G. (Eds.). (2015). *The Cambridge handbook of meeting science*. New York, NY: Cambridge University Press.

Rogelberg, S. G. (2<sup>nd</sup> Ed.). (2016). *The encyclopaedia of industrial and organizational psychology*, Volumes 1–4. Thousand Oaks, California: Sage Publishing. Awarded 2017 “Outstanding Academic Title” by Choice Magazine.

Rogelberg, S. G. (Ed.). (2006). *The encyclopaedia of industrial and organizational psychology*, Volume 1–2. Thousand Oaks, California: Sage Publishing.

Rogelberg, S. G. (Ed.). (2002, 2004). *Handbook of research methods in industrial and organizational psychology*. London: Blackwell.

Rogelberg, S. L. & Rogelberg, S. G. (2001). Instructor's Manual. To accompany Salkind N.J., *Statistics for people who think they hate statistics*. Thousand Oaks, California: Sage Publications.

## Journal Articles

Student authors are **bolded**.

**Flinchum, J.\***, **Kreamer, L.\***, Rogelberg, S. & Gooty, J. (2022). One-on-One Meetings between Managers and Direct Reports: A New Opportunity for Meeting Science. *Organizational Psychology Review*. 20413866221097570.  
- Identified as one of the most read articles of 2022 by Sage.

Rogelberg, S. G. (2022). Make the Most of Your One-on-One Meetings. *Harvard Business Review*, 100 (11-12), 139-+.  
- Reported as one of the most downloaded articles of 2022.

Rogelberg, S.G. & **Zebroski, M.** (2022). Skip-Level Meetings: How and Why to Conduct them (Without Undermining Your Managers). *European Financial Review*. Retrieved from:  
<https://www.europeanfinancialreview.com/skip-level-meetings-how-and-why-to-conduct-them-without-undermining-your-managers/>

Rogelberg, S. G., King, E. B., & Alonso, A. (2022). How we can bring IO psychology science and evidence-based practices to the public. *Industrial and Organizational Psychology*, 15(2), 259-272.

Ho, V. T., Garg, S., & Rogelberg, S. G. (2021). Passion contagion at work: Investigating formal and informal social influences on work passion. *Journal of Vocational Behavior*, 131, 103642.

Castille, C. M., **Kreamer, L. M.**, **Albritton, B. H.**, Banks, G. C., Rogelberg, S. G. (2022). The open science challenge: Enacting our scholarly values one practice at a time. *Journal of Business and Psychology*, 1-9.

Allen, J. A., Lehmann-Willenbrock, N., Meinecke, A. L., Landowski, N., Rogelberg, S. G., Lucianetti, L., ... & Madrid, H. P. (2021). The Ubiquity of Meeting Lateness! A Cross-Cultural Investigation of the Small to Moderate Effects of Workplace Meeting Lateness. *Cross-Cultural Research*, 55(4), 351-381.

**Kreamer, L. M.**, **Albritton, B. H.**, Tonidandel, S., & Rogelberg, S. G. (2021). The Use and Misuse of Organizational Research Methods ‘Best Practice’ Articles. *Organizational Research Methods*, 10944281211060706.

**Kreamer, L., Stock, G., & Rogelberg, S.** (2021). Optimizing Virtual Team Meetings: Attendee and Leader Perspectives. *American Journal of Health Promotion*, 35(5), 744–747.

**Kavanagh, K., Voss, N., Kreamer, L., & Rogelberg, S.G.** (2021). How to Combat Virtual Meeting Fatigue. *MIT Sloan Management Review*. Retrieved from <https://sloanreview.mit.edu/article/how-to-combat-virtual-meeting-fatigue>.

Johnson, S. S., Grossman, R., Miller, J. P., Christfort, K., Traylor, A. M., Schweissing, E., ... & Hickman, A. (2021). Knowing Well, Being Well: well-being born of understanding: The Science of Teamwork. *American Journal of Health Promotion*, 35(5), 730-749. Retrieved from <https://doi.org/10.1177/08901171211007955>.

Heggestad, E. D., **Kreamer, L., Hausfeld, M. M., Patel, C., & Rogelberg, S. G.** (2021). Recommendations for Reporting Sample and Measurement Information in Experience Sampling Studies. *British Journal of Management*, 0, 1-18. Retrieved from <https://doi.org/10.1111/1467-8551.12489>.

Koopman, J., Conway, J. M., Dimotakis, N., Tepper, B. J., Lee, Y. E., Rogelberg, S. G., & Lount Jr, R. B. (2020). Does CWB repair negative affective states, or generate them? Examining the moderating role of trait empathy. *Journal of Applied Psychology*. Retrieved from <https://doi.org/10.1037/apl0000837>.

Rogelberg, S. G. (2020). The Surprising Science Behind Successful Remote Meetings. *MIT Sloan Management Review*. Retrieved from <https://sloanreview.mit.edu/article/the-surprising-science-behind-successful-remote-meetings/>

†Aguinis, H., †Banks, G. C., Rogelberg, S., Cascio, W. (2020). Actionable recommendations for narrowing the science-practice gap in open science. *Organizational Behavior and Human Decision Processes*, 158, 27-35. †indicates equal contributor (order alphabetical).

**Ernst, B., Kavanagh, K., Lopina, E., Flinchum, J., Chander, A., Williams, L., Rogelberg, S.** (2020). 6 tips for not-for-profit board members to improve volunteer retention. *Journal of Accountancy*. Retrieved from <https://www.journalofaccountancy.com/news/2020/jan/how-to-improve-nonprofit-volunteer-retention-22493.html>

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Rogelberg, S. G. & Waclawski, J. (2000). Instrument design. In D. Bracken, C. Timmreck & A. Church (Eds), *Handbook of multisource feedback* (pp. 79–95). San Francisco, CA: Jossey-Bass.

## Editorials - Journal of Business and Psychology

Banks, G. C., Rogelberg, S. G., **Woznyj, H. M.**, Landis, R. S., & Rupp, D. E. (2016). Evidence on questionable research practices: The good, the bad, and the ugly. *Journal of Business and Psychology*, 31(3), 323–338.

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I write for a bi-weekly column for b.Better by Business.com. The essays discuss a practical issue and how to address it leveraging organizational science. The average reads per piece is 100,000.

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### Editor Reviewed Publications

**Kreamer, L., & Rogelberg, S.** (2019). How to stifle the yawns in departmental meetings. *Times Higher Education*, 2(400), 30.

Rogelberg, S. G. (2011). She is leaving. *Muddy River Poetry Review*, Fall edition.

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Rogelberg, S. G. (2006). Katrina Aid and Relief Effort (KARE). *The Industrial-Organizational Psychologist*, 43, 117–118.

Rogelberg, S. G., & Gill, P. M. (2004). The growth of industrial and organizational psychology: Quick facts. *The Industrial-Organizational Psychologist*, 42(1), 25–27.

Rogelberg, S. G. (2002). The "all-around" academic: Improving teaching and maintaining research productivity. *The Industrial-Organizational Psychologist*, 40(2), 41–47.

Rogelberg, S. G, Church, A., Waclawski, J., & Stanton, J. S. (2001). Problems with and potential alternatives to two common survey practices: Data reporting via “percent favorables” and normative comparisons. *The Industrial-Organizational Psychologist*, 38(4), 99–106.

Conway, J. M., Piotrowski, M. J., & Rogelberg, S. G. (1999). Selection systems in practice: What are we doing? *The Industrial-Organizational Psychologist*, 37, 82–89.

Sederburg, M. E., & Rogelberg, S. G. (1998). 360 degree feedback: Advice from multiple sources. *The Industrial-Organizational Psychologist*, 36(2), 67–76.

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Rogelberg, S. G. (1996). Statistical software review, StatMost 3.0. *Personnel Psychology*, 49, 1048–1050.

### Editor- in-Chief Talent Management Essentials Book Series

Allen, T. D., Poteet, M. L., & Finkelstein, L. (2011). *Designing workplace mentoring programs: An evidence-based approach*. Oxford, UK: Blackwell-Wiley Publishing.

Stamoulis, D. (2009). *Senior executive assessment*. Oxford, UK: Blackwell-Wiley Publishing.



- Ryan, A., & Tippins, N. (2009). *Designing and implementing global selection systems*. Oxford, UK: Blackwell-Wiley Publishing.
- Pulakos, E. D. (2009). *Performance management: A new approach for driving business results*. Oxford, UK: Blackwell-Wiley Publishing.
- Macey, W., Schneider, B., Barbera, K., & Young, S. (2009). *Employee engagement*. Oxford, UK: Blackwell-Wiley Publishing.
- Dorsey, D. W., Carter, G. W., & Cook, K. W. (2009). *Career paths: Charting courses to success for individuals, organizations, and industries*. Oxford, UK: Blackwell-Wiley Publishing.
- Olson-Buchanan, J. B., & Boswell, W. (2009). *Mistreatment in the workplace: Resolution and prevention*. Oxford, UK: Blackwell-Wiley Publishing.
- Reynolds, D., & Weiner, J. (2009). *Automated staffing: Using on-line technologies to recruit and select employees*. Oxford, UK: Blackwell-Wiley Publishing.
- Yost, P. R., & Plunkett, M. M. (2009). *Real-time leadership development*. Oxford, UK: Blackwell-Wiley Publishing.
- Valerio, A. M. (2009). *Developing women leaders: A guide for managers and organizations*. Oxford, UK: Blackwell-Wiley Publishing.

## 9. Invited Addresses/Colloquia/Seminars

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(This is a representative list, but it is not exhaustive)

The Surprising Science of Meetings.(2019/2020). Google, 3M, Rand, the ACC, Amazon, TIAA, the Security Exchange Committee, Bank of America, United Nations, National Academies of Science, MIT, etc.

The Science of Meetings. (2017). Distinguished Guest Speaker Series, Temple University.

Meeting Science. (2016). The Instituto Tecnológico Autónomo de México, ITAM.

Success in Academia (2015). Santiago, Chile.

Publishing with Success: What to Do and What Not to Do. (2013). Renmin University, China.

Detecting and Dealing with Nonresponse Bias in Organizational Surveys. (2013). Renmin University, China.

The Power of One's Thoughts: Leader Self-Talk as an Avenue for Research and Practice (2013). Renmin University, China.

The Science of Meetings: Opportunities for Consultants to Promote Organizational Success. (2012). DIOP, Hong Kong, China.

The Science of Meetings at Work: Learnings, Implications, and Future Directions. (2012). City University of Hong Kong, Hong Kong, China.

The Science of Meetings at Work: Learnings, Implications, and Future Directions. (2012). Hong Kong Baptist University, Hong Kong, China.

Secrets of Successful Interdisciplinary Programs. (2012). Center for Graduate Life, UNC Charlotte, Charlotte, NC.

A Better Way of Working: Unconventional Methods for Unlocking Team Effectiveness and Creativity. (2012). The Arts and Sciences Council, Emerging Leaders, Charlotte, NC.

The Science of Meetings: Opportunities for Consultants to Promote Organizational Success. (2011). METRO, New York, NY.

Insights and Learnings from over 3000 Employees: What Are the Common Shelter Problem Areas and how can they be Fixed? (2011). Humane Society of the United States, Orlando, FL.

The Science of Meetings at Work (Yes! There is a Science!). (2011). The Arts and Sciences Council, Emerging Leaders, Charlotte, NC.

Surveys: Shouldering a Silent Burden: The Toll of Dirty Work. (2010). L'Université du Québec à Montréal, Canada.

Organizational Surveys: What does Nonresponse Really Mean and How to Deal with it. (2010). L'Université du Québec à Montréal, Canada.

Creating and Maintaining an Impactful Volunteer Program: Insights from Three National Studies. (2010). Humane Society of the United States, Austin, Texas.

The People Make the Place (2010). Humane Society of the United States.

The Meeting Epidemic: A Look at Understanding and Improving Meetings Systemically. (2008). The Mayflower Group, Austin, TX.

When Begging is Not Enough; Detecting and Dealing with Nonresponse Bias in Organizational Surveys. (2010). The Society for Industrial and Organizational Psychology, Atlanta, GA.

Understanding and Dealing with Organizational Survey Nonresponse. (2008). The Mayflower Group, Austin, TX.

Doing Society's "Dirty Work" Takes a Toll. (2008). The Humane Society of the United States, Washington, DC.

Employee Experiences with Volunteers. (2008). The Humane Society of the United States, Washington, DC.

Spinning out of Control with Meetings: a Systemic Human Resources Response to Prevent the Crash and Burn. (2008). North Carolina SHRM, Concord, NC (with David Coole).

Meetings at Work (2008). Concordia University, Montreal, Canada.

Enjoying the Job You Love to Hate. (2008). 8th Annual Niner Research Across the Disciplines, Charlotte, NC. (with Linda Shanock).

The Meeting Epidemic: A Look at Understanding and Improving Meetings Systemically. (2008). Charlotte Industrial Organizational Networking Group, Charlotte, NC.

Achieving Success in Both Teaching and Research. (2007). The Academy of Management Junior Faculty Consortium, Philadelphia, PA.

Impact of Euthanasia Rates, Euthanasia Practices, and Human Resource Practices on Employee Turnover in Animal Shelters. (2007). Koret Shelter Medicine Program UC Davis School of Veterinary Medicine, Virtual meeting.

Understanding and Dealing with Organizational Survey Nonresponse. (2006). Center for the Advancement of Research Methods and Analysis, Richmond, VA and Webcast to 110 Universities.

Achieving Success in Both Teaching and Research. (2006). The Academy of Management Junior Faculty Consortium, Atlanta, GA.

Shelter Diagnostic System: A Tool for Promoting Organizational Health and Well-Being. (2006). Humane Society of the United States, Washington DC. (with Charlie Reeve).

Preparing for a Career and Succeeding in Academia. (2006). The Society for Industrial and Organizational Psychology Doctoral Consortium, San Diego, CA. (With Charles Scherbaum).

Industrial and Organizational Psychology: Facts and Myths. (2006). Carolinas Medical Center, Charlotte, NC.

Work Meetings, Employee Well-Being, and Meeting Effectiveness. (2006). Employment Management Association, Charlotte, NC.

Not Another Meeting! Research on the Impact of Work Meetings on Employee Well-Being and Methods to Promote Meeting Effectiveness. (2006). Tel Aviv University, Israel.

Not Another Meeting! Research on the Impact of Work Meetings on Employee Well-Being and Methods to Promote Meeting Effectiveness. (2005). The Technion University, Israel.

“Not Another Meeting!” Are Meeting Demands Related to Employee Well-Being? (2004). Davidson College, NC.

Psychology of Work: Facts and Myths (2004). Sister Mary Thomas Alive Group, Charlotte, NC.

What Do Organizational Science, Meetings, I/O Psychology, Nonresponse, Graduate Education, Teams, and Euthanasia Have in Common? (2004). Carolinas Organization Development Network, Charlotte, NC.

Meetings and More Meetings: Are Meeting Time Demands Related to Employee Well-Being. (2004). The University of Sheffield, England.

Not Another Meeting! Research on Meeting Burnout, Effectiveness, and Satisfaction. (2004). North Carolina Industrial and Organizational Psychology Association, Greensboro, NC.

Promoting Organizational Health and Well-Being: Research-Based Solutions. (2004). Animal Care Expo, Dallas, TX. (With Charlie Reeve).

Euthanasia-Related Stress and Employee Well-Being: Results from a National Benchmarking Study. (2003). Presentation given to The Humane Society of the United States, Gaithersburg, MD.

The Unintended Pain of Euthanasia: Research Examining the Health and Well-Being of Animal Shelter Employees. (2003). Ohio Veterinary Medical Association annual conference, Columbus, OH.

Research on Euthanasia-Related Stress: Preliminary Findings and Implications. (2002). Workshop presented at the 2002 Animal Care Expo, Miami Beach, Florida. (With Charlie Reeve and Christiane Spitzmüller).

Using the Stepladder Technique to Facilitate the Performance of Audioconferencing Groups. (2002). Catholic University of Louvain, Belgium.

Active and Passive Nonrespondents to an Organizational Survey: Qui êtes-vous? (2002). Catholic University of Louvain, Belgium.

Unconventional Methods for Improving Team Decisions. (2002). Catholic University of Louvain, Belgium.

Designing Effective Organizational Surveys and Survey Processes. (2002). The University of Sheffield, England.

Using the Stepladder Technique to Facilitate the Performance of Audioconferencing Groups. (2002). University of Northumbria at Newcastle, England.

Profiles of Active and Passive Nonrespondents to an Organizational Survey. (2001). The University of Sheffield, England.

Profiles of Active and Passive Nonrespondents to an Organizational Survey. (2001). The University of Mannheim, Germany.

Good Teaching Does Not Mean Bad Research: Achieving Teaching and Research Success. (2001). The Society for Industrial and Organizational Psychology Doctoral Consortium, San Diego, CA.

No Money, No Problem: I/O Psychology Outreach Initiatives, Pitfalls, and Solutions. (2001) The Society for Industrial and Organizational Psychology Doctoral Consortium, San Diego, CA.

Innovations in the Teaching of Statistics. (1999). Ferris State University, MI.

Unconventional Methods for Improving Team Decisions: Breaking out of the Box. (1999). Strategies and Skills for Effective Teaming Conference, TX.

Extending the Stepladder Technique: an Examination of Self-Paced Stepladder Groups. (1998). BGSU Alumni Research Fellowship Colloquium, Bowling Green State University, OH.

Survey Design and Methodology: How to Gain More Meaningful Responses. (1997). Michigan Association for Industrial and Organizational Psychology, MI.

Designing Surveys. (1997). Best Practices in Organizational Development and Change Conference, OH.

Quality and Quantity of Response to Organizational Surveys: An Examination of Respondents' Attitudes Towards Surveys. (1997). Michigan State University, MI.

Industrial-Organizational Psychology. (1995). BGSU Psi Chi organization, Bowling Green State University, OH.

Service Oriented Behavior, Customer Satisfaction and Organizational Profitability. (1994). Connecticut Applied Psychology Association, CT.

How Teams Make Decisions. (1993). Fifth Annual Connecticut Junior Science and Humanities Symposium, CT.

## **10. Professional Conference Activities**

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Conference presentations, panels, poster presentations, and symposia information available upon request.

## **11. Teaching Experiences and Pedagogical Scholarship**

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### Undergraduate Courses

Organizational Behavior, Teams Effectiveness, Organizational Psychology, Critical Issues in Management, Quantitative Methods I, Quantitative Methods II, Survey of I/O Psychology, Quality of Work Life, Independent study.

### MA or PhD Courses

Ethical/Professional Issues, Human Resources Management, Statistical Theory II, Team Process/Performance Seminar, Practicum, Motivation and Morale, Special Topics in I/O, Team Effectiveness and Survey Measurement Seminar, I/O Psychology. Organizational Science lab.

### MBA/EMBA Courses or Workshops

Organizational Behavior, Human Behavior in Organizations, Unconventional Methods in Team Decision-Making, Leadership Development via 360 Degree Feedback Programs, Team Effectiveness, Organizational Survey Research, Teleworking: Management Challenges, Facilitating and Doing the “Vision Thing”, Expatriate Management, Conflict Management.

### Organizational Workshops

Leadership Effectiveness, Selection Process Consultation and Interviewer Training, Leadership Development, Team Building, Team Effectiveness, 360 Degree Feedback Programs, Turnover and Retention, Unconventional Methods in Team Decision Making, Conflict Resolution, Achieving Teaching Excellence, Meeting Effectiveness, Curriculum Design.

### Student Supervision

I have supervised over 150 students on research and outreach activities. These students have been undergraduates, masters-level, and doctoral-level individuals. Although most are at my home institution, I also work with students and serve on dissertation committees at other institutions including University of

Pennsylvania, University of Zurich, George Mason University, and Colorado State University. At any one point in time, I am typically working with at least 10 graduate students on projects. As for students I chair(ed), they include: Alexandra Luong, Gwen Fisher, Matt O'Connor, Matt Sederburg, Melissa Cohen, Tanya Andrews, Karen Ury, Glen O'Connor, Anita McClough, Jason Williams, Virginia Pitts, Joe Allen, Adrian Goh, Erika Lopina, Logan Justice, Lea Williams, Jessie Olien, Miles Moffit, Robert Bickmeier, Jack Flinchum, and Liana Kreamer.

#### Pedagogical Presentations and Papers Presented to Educators

- A Quick Briefing about Fast Feedback in the Classroom (with Kim Buch).
- How to Plan and Execute a Successful International Sabbatical Experience.
- Teaching the Practitioner Side of the Scientist-Practitioner Mode (with Alan Walker).
- STIOP Conferences and Community Outreach Grant (with Julie Fuller).
- Student Perspectives on Innovations in Extending Training Beyond the Classroom (with Alan Walker and Julie Fuller).
- Active learning and student ownership in the classroom.
- College students, Dilbert and cynicism (with Alexandra Luong and Peter Bachiochi).
- Achieving Success in both Teaching and Research.
- Preparing for a Career and Succeeding in Academia.
- Good teaching does not mean bad research: Achieving teaching and research success.
- Innovations in the teaching of statistics.

## 12. Service

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### **Professional Service: Society Activities**

- Past President, SIOP
- President, SIOP
- President Elect, SIOP
- Chair, SIOP Election
- Executive Board Member, SIOP
- Secretary General, Alliance for Organizational Psychology
- Co-Chair, Open Science and Practice Ad Hoc Committee, SIOP
- Chair, Robust and Reliable Science Task Force, SIOP
- Responsible Research for Business Impact Team Member, RRB
- SIOP Humanitarian Award Committee member
- Alliance of Organizational Psychology Small Group Meetings Committee, Chair
- Meeting Science Symposium Advisory Committee, Sweden
- Society of Health Psychology representative for the NIOSH/WSH Conference Opening Session subcommittee
- International Advisory Board, The Institute of Work Psychology (IWP), University of Sheffield, UK (2015–2016)
- Academy of Management, Junior Faculty Consortium speaker for HR, OB, and GDO (multiple years)
- Society for Industrial and Organizational Psychology Science and Research Officer (2011–present)
- SIOP, Executive Board Member (2011–present)
- SIOP Program Chair (2007–2008)
- SIOP, Past Program Chair (2008–2009)
- SIOP, Program Chair in-training (2006–2007)

- SIOP Program Steering Committee (2006–2007), Member
- SIOP Program Advance Taskforce (2006–2007), Chair
- SIOP Sunday Seminars (2006–2007), Chair
- SIOP Katrina Relief and Assistance Effort (2005–2006), Chair
- SIOP Education and Training (2004–2006), Chair
- SIOP Teaching Institute Committee (outreach to minority populations) (2004–present), Member
- SIOP Doctoral Consortium, (1996–1998), Co-Chair
- SIOP Education and Training Committee (1996–1998), Member
- Nominated for President of the Michigan Association of Industrial and Organizational Psychology (1997)
- AOM Reviewer (various years since 1994)
- SMA Reviewer (various years since 1994)

### **Board/Advisory Council Service**

- Scientific Advice, Indigo Anchor (2018–present)
- Chief Scientific Advisor, Adisa (2016–present)
- External review board, Illinois Institute of Psychology (2017)
- Board of Directors, Charlotte JCC (2016–present)
- Registered Reports Steering Board, Center for Open Science (2014–present)
- Heroik labs, Senior Advisory Board Member (2014–2016)
- Board Member, The Innovation Collaborative Research Network, England (2013–2016)
- VF Corp, Organization Development Advisory Council (2011–2015)
- Possibility Project, Board of Directors (2011–2013)
- CENTAC, Advisory Board Member, (2010–2014)
- Volunteer for a host of organizations

### **University of North Carolina Charlotte Service**

- Society of Emerging Organizational Scholars, founder of this Undergraduate Club establishment (2016–present)
- Telework Transition-Phase Committee, Advisor
- Chancellor’s Professor Selection Committee, Chair
- CLAS Dean Council (2009–present)
- BCOB, Women in Business (for undergraduate students), Advisory member (2015)
- Project Mosaic Advisory Board Member (2015–2017)
- Department of Management Search Committee (2014–2015, 2018)
- Department of Management Chair Review Committee (2014, 2017–2018)
- University Professor Selection Committee, Chair (2014–present)
- Liberal Arts and Sciences Employment Readiness Task Force, Chair (2014–2015)
- University Student Success Working Group (2013–2014).
- Innovation Salon member (2013–2014)
- University Committee Conflict of Interests and Commitments, Chair (2011–present)
- EDDBA, Establishment Committee, (2012–2016)
- Department Review Committee, Management Department, College of Business (2013–2015, 2016–2018)
- Diversity and Inclusion Resource Council, College of Business (2011–2013)
- Department Review Committee Psychology – Full Professors, Chair (2011–present)

- Psychology Department Graduate Program Coordinating Committee (2011–present)
- Search committee, Management Chair, College of Business (2011)
- Department of Communication Studies Comprehensive Chair Evaluation Committee (2012)
- Internal Reviewer Evaluation of Sociology Department (2011–2012)
- Organizational Science Summer Institute Admissions Committee (2012, 2013)
- Summer Doctoral Teaching Associate program committee (2009, 2010, 2011)
- Leadership UNC Charlotte, workshop presenter on Meetings/Teams (2011)
- EMBA/Executive education design ad hoc committee, College of Business (2010)
- Task force to redesign undergraduate curriculum, College of Business (2010–2012)
- Search Committee member OB/HRM faculty position, College of Business (2010)
- Assistant Professor Search Committee, Psychology Department (2010)
- Member, Summer Doctoral Teaching Associates committee, Academic Affairs (2010, 2011)
- Search Committee member Associate Dean Faculty and Research, College of Business (2010)
- Search Committee member Associate Dean Finance and Operations, College of Business (2010)
- Search Committee member Associate Dean Graduate Programs, College of Business (2010)
- Member, Research Awards Administration Improvement Committee (2008–2010)
- Task Force Chair, UNC Tomorrow (2008)
- Search Committee member, College of Business Dean (2007–2008)
- Member, Promotion and Tenure Criteria Committee, Psychology Department (2007–2008)
- Graduate Committee, Psychology Department (2003–present)
- Member, Department Reappointment, Promotion, and Tenure Committee, Psychology Department (2006–2007).
- Chair, Organizational Science Doctoral Planning and Establishment Committee (2003–2005)
- Chair, I/O Search Committee, Psychology Department (2003, 2004, 2006)
- Advisory Board Member, UNC Charlotte OD Certificate Program (2004–2005)
- Article contributor, Psychology Department Alumni Newsletter (2004)

### **Bowling Green State University Service**

- Created and implemented the Carla Smith Summer Fellowship Award (2003).
- Conducted peer assessment of untenured faculty teaching performance (2000–2003).
- Chaired the Graduate Student Election Committee (1995–1997, 2000–2001, 2002–2003).
- Qualitative review of colleague teaching evaluations for Salary Promotion and Tenure Committee (1995–2003).
- Faculty affiliation with quantitative psychology program (1997–2003).
- Freeburne Teaching Award Committee member. (2000–2001, 2003).
- Served on the Associate Dean of Arts & Sciences Selection committee (2001).
- Selection committee for Assistant Professor in Social Psychology position (1999–2000).
- Member of Schipper Award Selection Committee (1995–2001).
- Created and coordinated a bi-weekly brown bag lunch seminar series (1994–2001).
- Invited and served as the Bowling Green State University Commencement Speaker (2000).
- Served as the morning speaker at the BGSU Food Operations Management retreat (2000).
- Conducted a “focus workshop” for new faculty at BGSU. The workshop discussed teaching challenges and teaching effectiveness (2000).



- The Graduate Student Enhancement Program invited me to serve on the Graduate Teaching Awards selection committee (1999–2000).
- Collaborative nonresponse research with Institutional Research (1998–2001).
- Chair, I/O colloquium committee (1998–1999).
- The Provost Search Committee assembled a small group of university-wide “distinguished teachers” to be part of the Provost candidate review process. I accepted the invitation and served in this group (1999).
- Selection committee for internal training coordinator position (1999).
- Member of Strategy for Excellence Committee which acted as an advisory group to the department chair on administrative issues (e.g., personnel requests) (1997–1998).
- Created and conducted a lab demonstration for the President’s Day open house recruitment weekend and the departmental preview days (1997, 1998).
- Participated in a program to recruit honors students to BGSU (1998).
- Participated in a community and corporate alliance strategy session (1998).
- Member of the PimLAB Advisory Committee. Helped with implementation of undergraduate statistics lab (1996–1997).
- Member of a Faculty Search Committee for I/O Psychology (1995–1997).
- Participated in the Family and Faculty Discussion Program designed to orient students to BGSU (1995, 1996).
- Conducted supply and demand analyses for the introductory psychology subject pool (1995).
- Created and implemented undergraduate scholar award in Industrial and Organizational Psychology. Responsible for advertising and public relations associated with the award (1995).

### **13. Outreach Programs**

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Charlotte Mecklenburg School. (2015–present). Co-leader and designer. Growth mindset intervention for students and teachers. Working with Huntington Farms, a Title One School. Leading a team of 6. Intervention designed for 6 fourth grade classes. Over 500 children served.

Shelter Employee Engagement and Development System. (2005–present). Co-Founder of the Shelter Employee Engagement and Development System (SEEDS). SEEDS is a comprehensive tool designed specifically to help private and public animal shelters run better by collecting, synthesizing and analyzing employee attitudes, perceptions and opinions on key organizational issues. The issues include, but are not limited to, communication effectiveness, supervisory style, teamwork, peer-support, euthanasia practices, morale, trust, and the work itself. After facilitating the administration of the program and collecting all the data, we generate a report defining both what the agency or organization is doing well and where improvements can be made. This report prioritizes action steps identified by the SEEDS system as the most in need of attention. We provide SEEDS services to animal welfare organizations across the world. So as to increase access and impact, client organizations only pay for expenses. The SEEDS is the first organizational development tool of its kind to be provided to an industry in desperate need of support, animal welfare organizations. Have helped over 90 shelters.

Volunteer Program Assessment. (2009–present). Led the creation a huge outreach initiative designed to aid nonprofit organizations by providing advice and counsel about the quality of their volunteer program. We do this by surveying their volunteers. We have created a fully automated system. We have corporate sponsors to offset all costs. Clients receive the service for free. Helped establish the outreach effort in 8 different universities to date. Expanded to Rescue Programs. Over 1000 nonprofits served.

FAST-15 (Foster Program Assessment (2019-present)). Created and implemented this outreach program for animal foster programs. The FAST-15 is a free automated survey tool to assess engagement and satisfaction of current foster volunteers. By surveying foster volunteers this tool helps identify strengths and make recommendations for improvement. By improving foster programs more animal lives can be saved. Over 100 foster programs served.

Outreach Grant Program. (1999–2003). Created and implemented, with a group of doctoral students, a competitive outreach grant program. The program is called, “Helping those who help others.” The outreach grant was designed to benefit nonprofit service agencies. We work with the applicants to develop the grant proposals. Students and faculty review and choose the recipient of the outreach grant. The agency receiving the grant receives consultation services. At the same time, students gain project experience, grant writing, and grant reviewing experience.

Designed and implemented with a team of graduate students the ‘People Practices Self-Check’ for animal shelters outreach program. This is an online interactive program to allowing shelters to diagnose and work to improve their talent practices. Partner with the Virtual Consultant to get the word out. Over 100 shelters have been exposed to the platform. This was a massive effort.

## 14. Organizational Experience

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### Consulting Clients and Projects

Some companies that I provided consulting services for include:

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| - Amazon                               | - KPMG                                   |
| - Rand                                 | - LONZA Inc.                             |
| - 3M                                   | - Marathon Ashland Petroleum             |
| - Vulcan Materials                     | - Marshall-Qualtec                       |
| - The ACC                              | - Mid American Information Services      |
| - Balfour Beatty                       | - National Society for Black Engineers   |
| - Brush Wellman Inc.                   | - North Highland                         |
| - Carolina Tractor/Caterpillar         | - Paramount Healthcare                   |
| - Cobham                               | - Procter & Gamble                       |
| - Eastman and Smith LTD                | - RSC                                    |
| - Educational Service Center           | - Siemens                                |
| - Family Dollar                        | - Spartan Stores                         |
| - Ferris State University              | - Stanford Jewish Community Center       |
| - Firelands Hospital                   | - Studio B                               |
| - Gilbarco                             | - The Andersons                          |
| - Grace Cocoa                          | - TIAA                                   |
| - IBM/Employment Solutions Corporation | - Toledo Area Regional Transit Authority |
| - Jones International University       | - VF Corporation                         |

### Corporate Employment

- International Business Machines - Armonk, NY (1991–1992)
- Javitch Associates - Newton, MA (1990–1991)

- Harvard University Program on Negotiation - Cambridge, MA (1988)

## 15. Media Interviews Discussing Research Conducted

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### Sample Newspaper and Magazine (online and print)

- The New York Times. “The Meeting Was Too Long: It Could Have Been an Email.”
- The Washington Post. “How To Have More Effective Meetings.”
- The Wall Street Journal. “The Science of Better Meetings.”
- Business Insider. “This Could Have Been An Email.”
- Inc. “How to Make Meetings Less Soul-Sucking.”
- NPR. “Since The Pandemic, is it Better to Have More Meetings at Work or None at All?”
- Forbes. “Great Ideas To Make Your Meetings Matter.”
- Inc. “High-Profile Study Reveals Why Most Meetings Are Ineffective.”
- The Washington Post. “Tips For Rethinking Work Video Calls To Reduce Overload and Fatigue.”
- B. Better by Business.com. “Going It Alone: Seeking Help Autonomously Is Key to Personal Success.”
- Fortune. “Stuck in another pointless meeting? It could be costing your boss tens of thousands of dollars.”
- Business Insider. “If you've ever thought, 'this meeting could have been an email,' you were right — meetings cost companies up to \$100 million a year.”
- Forbes. “Poor Meetings? You Don't Have To Take It Sitting Down.”
- CSQ. “How to Lead Meetings Your Team Will Want to Attend.”
- Advisory Board. “The 'enormous cost' of unnecessary meetings, in 4 charts.”
- NPR: “Shopify deleted 322,000 hours of meetings. Should the rest of us be jealous?”
- Mentimeter. “Study finds meetings in the United States to be routinely underprepared and uninclusive.”
- Business Wire. “One-third of Meetings Are Unnecessary, Costing Companies Millions (and No One Is Happy About It).”
- Wall Street Journal. “The Science of Better Meetings.”
- Quartz Magazine. “The People Who Love Meetings are the Managers that Run Them.”
- Wharton, University of Pennsylvania. “Less Fluff More Stuff: The Science of Productive Meetings”
- Inc. “How to Make Meetings Less Soul-Sucking.”
- Business North Carolina. “The Art of the Meeting”
- Ideas.Ted. “How to reap big returns from meetings that are just 10 to 15 minutes long.”
- The Enterprisers Project. “4 Contrarian Tips to Run Better Meetings”
- Houston Chronicle. “Got the Boring Meeting Blues, Write a Song and Make Them Better.”
- HuffPost Life. “How to Improve Meetings, According to Science.”
- MarketWatch. “This Will Stop Conference Calls from Being a Waste of Time.”
- Business Insider. “Some of the Best Meetings Involve Almost No Talking.”
- Bloomberg. “Make a Boring Meeting Magical”
- Animal Sheltering MAG. “Making Meetings Matter.”
- The Cut. “Meetings Should be Shorter”
- Zelle LLP. “Best Practices for Building a Better Meeting”
- Forbes. “10 Costly Career Mistakes You're Making Without Realizing.”
- CNBC. “Gurus have ideas to improve meetings—do any work?”
- APA Monitor. “Stop wasting time: Keys to great meetings.”
- Financial Times. “Improve job satisfaction and abolish meetings.”

- Wall Street Journal. "The Boss Is In: Quick, Look Happy."
- New York Mag. "How Not to Be Late: A Self-Help Guide."
- Cracked Magazine. "5 Things Everyone Hates (Science Says You Secretly Enjoy)."
- Men's Health. "Your Worst Work Habit."
- R&D Magazine. "Editors with Ethics."
- Animal Sheltering. "The People's Power: What do your staff really think? Knowing is half the battle."
- Wall Street Journal. "Want to Be CEO? What's Your BMI? New Research Suggests Extra Pounds, Large Waists Undermine Perceptions of Leadership Ability."
- Wall Street Journal. Sue Shellenbarger Reader Question Column.
- Inside Higher Education. "Editors with Ethics."
- Charlotte Observer. "Generational stereotypes entering the workplace."
- Wall Street Journal. "Another Meeting? Good. Another Chance to Hear Myself Talk."
- Canada National Post. "The pitfalls of collective brainpower."
- Animal Sheltering. "Support Your Local Euthanasia Technician: Study Gather Stress-Reduction Ideas from Those in the Most Difficult Jobs."
- Best Life. "Meetings."
- Europe Journal of Psychology. "Organizational Science: The New Frontier."
- Hartford Courant. "For the love of meetings."
- Raleigh News and Observer. "That's not my job: As workplace whining becomes more brazen, bosses and co-workers try to cope. Reprinted. Pueblo Chieftain, Miami Herald; Harford Courant."
- Scientific American Mind. "Meetings are great."
- APA Monitor. "Meetings frustrate task-oriented employees, study finds."
- Health Magazine. "Meeting with a mission."
- Sciencedaily. "Scientific Study Finds Meetings at Work Decrease Employee Well-being, But Not For Everyone."
- LA Times. "Believe it or not, some people like meetings."
- Wall Street Journal. "Corporate meetings go through a makeover."
- Atlanta Journal Constitution. "How to make meetings better."
- Ottawa Citizen. "Like meetings? Chances are you've got nothing better to do."
- Philadelphia Inquirer. "Meeting Production."
- The Albuquerque Tribune. "Researchers target meetings at work."
- Anderson Independent Mail. "Are meeting making you crazy?"
- London Guardian. "Bored meetings. First on the agenda: Are meetings too long"
- Edmonton Sun. "Like meetings? You're not alone"
- Gaston Living. "UNCC study shows euthanasia-related strain among animal shelter workers."
- Animal Sheltering. "Slowing the revolving door: Strategies for improving staff retention, part 2."
- South Bend Tribune. "Working and coping with 'the good death' Local animal shelter employees discuss the pressures of euthanasia."
- UNC Charlotte: The Magazine of the University of North Carolina at Charlotte for Alumni and Friends "The Care-Killing Paradox."
- Lincoln Tribune. "UNCC study shows euthanasia-related strain among animal shelter workers"
- Animal Sheltering. "Slowing the revolving door: Strategies for improving staff retention, part 1."
- The Veterinarian. "Euthanasia-related stress."
- DVM: The news magazine of veterinary medicine. "Euthanasia strains shelter staff, study says."
- Animal Sheltering. "What Helps People Cope? Study investigates the ups and downs of euthanasia work."

- BGSU Magazine. “Caring-killing paradox studied in animal shelter employees.”
- Charlotte Observer. “Work, family & precious little else.”
- The Tallahassee Democrat. “Animals destined for death”
- Sentinel Tribune – Wood County. “Animal ‘caring-killing’ role takes toll.”
- Detroit Free Press. “At area animal shelters, care often entails killing: Euthanasia taking toll on workers too.”
- The Associated Press. “Workers, volunteers suffer fallout from animal euthanasia.” Printed in the Cleveland Plain Dealer. Printed in the Holland Michigan Sentinel.
- Psychology Today. “Cynicism in the workplace.”
- Houston Chronicle. “Take heart: Quit complaining/Research links cynicism to cardiovascular disease.”
- St. Louis Post – Dispatch. “Cynicism kills: ‘Dilbert’ like attitudes found to increase illness.”
- The Chicago Tribune. “Cynicism. Memo to all Dillberts: Cut the complaints and give your heart a break.”
- The Atlanta Journal/The Atlanta Constitution. “Counting the costs of cynicism.”
- The Hartford Current. “Parental cynicism, pessimism not well placed at home.”
- Discussed in National Geographic, Cooking light, Reliable Plant Magazine, Associations Now magazine.
- Fitness magazine, Sales and Marketing Management Magazine, and Popular Science Magazine.
- APA Monitor. “Dilbert hits close to home for some I/O Psychologists.”
- The Industrial-Organizational Psychologist. “The Power of Teamwork—Fact or Fiction?”

### Sample Radio/Television

- CBS This Morning
- CNN
- BBC World
- The Digital Workplace
- TEDx UNC Charlotte
- Pinkcast
- NPR Marketplace
- HBR IdeaCast
- WorkHuman Radio
- People & Projects Podcast
- NPR Morning Edition
- NPR North Carolina Public Radio
- Interviewed in a leadership development podcast series produced by Institute for Leadership Excellence & Development Inc. 20-minute interview titled: Lead Better Meetings. <http://bit.ly/LeadBetterMeetings>.
- Interviewed and served as an advisor to a public radio show focusing on “meetings”. It was broadcast on NPR Seattle, NPR Chicago, and the Canadian Broadcasting Corporation Radio.
- KCBS (San Francisco), WTOP (Washington DC), KMOX (St. Louis), SHML (Toronto), the CBS Radio Network (2006). Interviewed about meetings.
- Canadian Broadcast Corporation. (2006). Interviewed about my research on meetings. Occurred in the program, “As it Happens.” Also covered on the NPR network.
- Charlotte Public Television (2005). Spotlight on Research. Featured speaker. “Too many meetings?”
- WFAE – NPR Network, Charlotte Talks. (2005). Featured guest. “Euthanasia and shelter work stress.”
- WBGU PBS TV President Ribeau & Company. (1996). “Leadership and Teams.”