

(March 2016)

ANGELA T. HALL

Assistant Professor

School of Human Resources and Labor Relations

Michigan State University

East Lansing, MI 48824

Ph: (517-432-3446) (office)

(210) 452-7968 (cellular)

E-mail: athall@msu.edu or angela_t_hall@msu.edu

Education

Ph. D. Business Administration, Florida State University, April 2005

Major Field: Organizational Behavior/Human Resource Management

Minor Field: Strategic Management

J. D. Florida State University, December 1993

B. S. New York University, May 1991

Co-Majors: Management and Organizational Behavior/
International Business

Dissertation

Title: *Accountability in Organizations: An Examination of Antecedents and Consequences*

Committee: Gerald R. Ferris (Chair), Wayne A. Hochwarter, Pamela L. Perrewé, Ceasar Douglas, Jack Fiorito, and Charles Hofacker

EMPLOYMENT HISTORY

May 2012 – present

Assistant Professor

School of Human Resource Management

Michigan State University

June 2009 – August 2012

Assistant Professor of Management

University of Texas at San Antonio

- August 2005 to May 2009 Assistant Professor of Business Law (and Courtesy Assistant Professor of Law)
Department of Risk Management and Insurance, Real Estate, and Business Law
Florida State University
- January 2003 – April 2005 Research Assistant, Department of Management
Florida State University
Duties: Working on dissertation and other research projects with my advisor, Dr. Gerald R. Ferris
- January 2001 – April 2005 Teaching Assistant, Department of Management, Florida State University
Duties: Solely responsible for the preparation and teaching of Organizational Behavior, Negotiation/Conflict Management, Human Resources Management, Contemporary Leadership Challenges, and Current Issues in Human Resources Management.
- August 2001 – April 2002 Research Assistant, Department of Management, Florida State University
Duties: Served as research assistant to Drs. K. Michele Kacmar, Jack Fiorito, and Pamela L. Perrewé.
- March 1995 – July 2000 Administrative Law Attorney
Tallahassee, Florida
Duties: Provided legal advice and counsel to governmental agencies, including the Department of Labor and Employment Security.
- May 1994 – February 1995 Case Coordinator
Guardian Ad Litem Program
13th Judicial Circuit, Tampa FL
Duties: Supervised lay volunteers who were appointed by the court to represent the best interests of abused and neglected children.
- February 1993 – December 1993 Research Assistant, College of Law
Florida State University
Duties: Assisted Associate Law Professor Margaret Baldwin in conducting legal and scholarly research.

RESEARCH

Peer-Reviewed Journal Publications

Hall, A.T., Wikhamn, W., & Cardy, R. (in press). Social influence and the invocation of rights: The effects of accountability, reputation, and political skill on legal claiming. *Human Relations*.

- Hall, A.T., Frink, D.D., & Buckley, M.R. (in press). An accountability account: A review and synthesis of the theoretical and empirical research on felt accountability. *Journal of Organizational Behavior*.
- Buchanan, N. T., Settles, I. H., Hall, A. T. and O'Connor, R. C. (2014), A Review of Organizational Strategies for Reducing Sexual Harassment: Insights from the U. S. Military. *Journal of Social Issues*, 70, 687–702.
- Wikhamn, W., & Hall, A.T. Accountability and satisfaction: Organizational support as a moderator (2014). *Journal of Managerial Psychology*, 29, 458 - 471.
- Wikhamn, W., & Hall, A.T. (2013). Social Exchange in a Swedish Work Environment, *International Journal of Business and Social Sciences*, 3, 56-64.
- Zinko, R., Gentry, W., Hall, A.T., & Grant, G. (2012). Reputational change among managers. *Journal of Managerial Issues*, 24, 9-26.
- Hall, A.T., Fiorito, J.T., Horn, M., & Langford, C. (2011). Unions in the United Kingdom: Strategy versus environment. *Working USA*, 14, 571-587.
- Hall, A.T., & Ferris, G. R. (2011). Accountability and extra-role behavior. *Employee Responsibilities and Right Journal*, 23, 131-144. DOI10.1007/s10672-010-9148-9.
- Zinko, R., Furner, C., Royle, T., & Hall, A.T. (2010) Self-perceptions of our personal reputations: The mediating role of image in the development of organizational citizenship behaviors. *International Journal of Management Studies*, 5, 1-9.
- Breaux, D., Hochwarter, W.A., Perrewé, P.L., Hall, A.T., & Frink, D. (2009). Consequences of accountability: The role of abusive supervision. *Journal of Leadership and Organizational Studies*, 15, 111-122.
- Hall, A.T., Zinko, R., & Perryman, A.A., Ferris, G.R. (2009). Organizational citizenship behavior and reputation: Mediators in the relationships between accountability and job performance and satisfaction. *Journal of Leadership and Organizational Studies*, 15, 381-392.
- Hochwarter, W.A., Ferris, G.R., Perrewé, P.L., Hall, A.T., & Frink, D.D (2007). Political skill as moderator of the felt-accountability-job performance relationship. *Organizational Behavior and Human Decision Processes*, 102, 226-239.
- Hall, A.T., Ferris, G.R., Bowen, M.G., & Fitzgibbons, D.E. (2007). Accountability as a perceptual lens for framing management education. *Business Horizons*, 50, 405-413.
- Combs, J., Liu, Y., Hall, A.T., Ketchen, D. (2006). How much do high-performance work practices matter: A meta-analysis of their effects on organizational performance. *Personnel Psychology*, 59, 501-528.
- Hall, A.T., Royle, M.T.; Brymer, R.A., Perrewé, P. L., Ferris, G.R., & Hochwarter, W. A.

(2006). Relationship between felt accountability as a stressor and strain reactions: The neutralizing role of autonomy across two studies. *Journal of Occupational Health Psychology*, vol. 11; 87-99.

Hochwarter, W.A., Perrewé, P.L., Hall, A.T., & Ferris, G.R. (2005). Negative affectivity as a moderator of the form and magnitude of the relationship between felt accountability and job tension. *Journal of Organizational Behavior*, 26, 517-534.

Royle, M.T., Hall, A.T., Hochwarter, W.A., Perrewé, P.L., & Ferris, G.R. (2005). The interactive effects of accountability and job self-efficacy on organizational citizenship behavior and political behavior. *Organizational Analysis*, 13, 53-72.

Ferris, G. R., Hall, A.T., Martocchio, J.J., & Royle, M.T. (2004). Theoretical development in the field of human resources management. *Organizational Analysis*, 12, 231-254.

Hall, A.T., Blass, F.R., Ferris, G.R., & Massengale, R. (2004). Leader reputation and accountability: Implications for dysfunctional leader behavior. *Leadership Quarterly*, 15, 515-536.

Contributed Papers and Book Chapters

Frink, D.D., Hall, A.T., Perryman, A.A., Ranft, A.L., Hochwarter, W.A., Ferris, G.R., & Royle, M.T. (2008). A meso-level theory of accountability in organizations. In J.J. Martocchio (Ed.), *Research in personnel and human resources management* (Vol. 27, pp. 177-245). Bingley, UK: Emerald Group Publishing Ltd.

Ferris, G.R., Bowen, M.G., Treadway, D.C., Hochwarter, W.A., Hall, A.T., & Perrewé, P.L. (2006). The assumed linearity of organizational phenomena: Implications for occupational stress and well being. In P.L. Perrewé & D.C. Ganster (Eds.), *Research in occupational stress and well being* (Vol. 5, p. 203-232). Oxford, UK: JAI Press/Elsevier Science

Hochwarter, W.A., Kolodinsky, R.W., Witt, L.A., Hall, A.T., Ferris, G.R., & Kacmar, K.M. (2006). Competing perspectives on the role of understanding in the politics perceptions – job performance relationship: A test of the “antidote” versus “distraction” hypotheses. In E. Vigoda-Gadot & A. Drory (Eds.), *Handbook of organizational politics* (pp. 271-285). Northampton, MA: Edward Elgar Publishing, Inc.

Hall, A.T., Hochwarter, W.A., Ferris, G.R., & Bowen, M.G. (2004). The dark side of politics in organizations. In R.W. Griffin & A. O’Leary-Kelly (Eds.), *The dark side of organizational behavior* (pp. 237-261) (SIOP Organizational Frontiers Series). San Francisco: Jossey-Bass.

Hall, A.T., Frink, D.D., Ferris, G.R., & Hochwarter, W.A., Kacmar, C.J., & Bowen, M.G. (2003). Accountability in human resources management. In C.A. Schriesheim & L. Neider (Eds.), *New directions in human resource management* (pp. 29-63) (A volume in the Research in Management series). Greenwich, CT: Information Age Publishing.

Perrewé, P.L., Treadway, D.C., & Hall, A.T. (2003). The work and family interface:

Conflict, family-friendly policies, and employee well-being. In D. A. Hoffman & L. E. Tetrick (Eds.), *Health and safety in organizations: A multilevel perspective* (pp. 285-315) (SIOP Organizational Frontiers Series). San Francisco: Jossey-Bass.

Conference Proceedings and Presentations

- Hickox, S., & Hall A.T. (2015). Personality testing in employment selection. Paper to presented at the annual meeting of the Colloquium on Scholarship on Employment and Labor Law, Bloomington, IN.
- Frink, D., Hall, A.T., Guzman, J., & Wikhamn, W. (2014). Taking account of accountability: A meta-analysis. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Zinko, R., Hall, A.T., Elmore, N. (2013). *Negative employee reputation*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Hall, A.T., Wikhamn, W., & Zinko, R. (2013). *Employee legal claiming*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Elkins, T., Roehling, M.V., & Hall, A.T. (2012). *Family Responsibilities Discrimination*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Hall, A.T., Vesey, J., Elkins Longacre, T., Zinko, R., Langford, C., & Canedo-Soto, J. (2011). *Social Influence and Legal Claiming: Examining of Antecedents to Invocation of Legal Rights*. Paper presented at the annual meeting of the Academy of Management, San Antonio.
- Hall, A.T., Irfaeya, W., Vesey, J., & Zinko, R. (2010). *Legal claiming: An examination of contentious and non-contentious legal claiming*. Paper presented at the annual meeting of the Academy of Management, Montreal.
- Zinko, R., Ferris, G.R., Humphrey, S., & Hall, A.T. (2010). *Personal reputation in organizations: A two-study examination of antecedents and consequences*. Paper presented at the annual meeting of the Academy of Management, Montreal.
- Hall, A.T., Royle, M.R., & Zinko, R. (2009). *Preemployment personality testing*. Paper presented at the annual meeting of the Southern Management Association, Asheville, NC.
- Hall, A.T., & Ferris, G.R. (2008). *Accountability and extra-role behavior*. Paper presented at the annual meeting of the Association for Employment Practices and Principles, Chicago, IL. Paper won award for best paper based on a dissertation.
- Hall, A.T. (2007). *Employee legal claiming: An examination of antecedents and consequences*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Hall, A.T., & Fiorito, J. (2007). *Unions in the United Kingdom: Strategy versus environment*.

- Paper presented at 59th Annual Meeting of Labor and Employment Relations Association, Chicago, Illinois.
- Royle, M.T., Hochwarter, W.A., Hall, A.T. (2007). *The mediating effect of informal accountability for others*. Paper presented at the Global Conference of the Institute for Business and Finance Research, Costa Rica. Paper won outstanding research paper award.
- Hall, A.T., (2006). *Employee legal claiming: An examination of workplace accommodations*. Paper presented at the annual meeting of the Academy of Legal Studies in Business, Clearwater, Florida.
- Hall, A.T., Bowen, M., Fitzgibbons, D., & Royle, M.T. (2006) *Accountability as a perceptual lens for framing management education*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Ferris, G.R., Bowen, M.G., Treadway, D.C., Hochwarter, W.A., Hall, A.T., & Perrewé, P.L. (2005). *The assumed linearity of organizational phenomena*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles.
- Hall, A.T., Ferris, G.R., Perrewé, P. L., Hochwarter, W. A., & Ferris, G.R. (2005). *Felt accountability in organizations*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles.
- Ferris, G.R., Hochwarter, W.A., & Hall, A.T. (2004). Accountability and political skill. In D.D. Frink (Chair), *Issues of accountability in human resource management*. Symposium presented at the Annual Meeting of the Southern Management Association, San Antonio Texas.
- Hochwarter, W.A., Hall, A.T., Perrewé, P.L., Ferris, G.R., & Frink, D.D. (2004). *Felt accountability and political skill: Their impact on job performance*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Hochwarter, W.A., Perrewé, P.L., Hall, A.T., & Ferris, G.R. (2004). *Negative affectivity as moderator of the accountability – tension relationship*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Hall, A.T., Blass, F.R., & Ferris, G.R. (2003). Leader reputation and accountability: Implications for leader behavior. In A.P. Ammeter (Chair), *Leadership in a democratic organization: Positive and negative impacts of leader political skill*. Symposium presented at the Academy of Management, 63rd Annual National Meeting, Seattle.
- Hall, A.T., Hochwarter, W.A., Ferris, & G.R. (2003). *Effects of accountability and efficacy on politics and organizational citizenship*. Paper presented at the Society of Industrial and Organizational Psychology, 18th Annual Conference, Orlando.
- Hall, A. T., Hochwarter, W. A., Perrewé, P. L., & Ferris, G. R. (2003). *Job autonomy as an antidote to the dysfunctional effects of accountability as a stressor: Implications for job*

satisfaction and emotional exhaustion. Paper presented at the Annual Meeting of the Southern Management Association, Clearwater, Florida.

Hall, A. T., Liu, Y., & Combs, J. (2003) *Human resources management and organizational performance: A meta-analysis*. Paper presented at the Annual Meeting of the Southern Management Association, Clearwater, Florida.

Hall, A.T. (2002). *Workplace accommodations: A multiperspective examination of employee usage*. Paper presented at the Academy of Management, 62nd Annual National Meeting, Denver.

Hall, A.T. (2002). *Workplace accommodations: An examination of organizational actions in response to accommodation legislation*. Paper presented at the 23rd Annual Industrial Organizational/Organizational Behavior (IOOB) Graduate Student Conference, Tampa.

Kolodinsky, R.W., Hall, A., Witt, L. A., Kacmar, K. M., & Ferris, G.R. (2001). *Competing perspectives on the role of understanding in the organizational politics perceptions – job performance relationship: The “antidote” versus “distraction” hypotheses*. Paper presented at the Annual Meeting of the Southern Management Association, New Orleans.

Research under Review

Herrera, D., Franczak, J., Hall, A.T., Ma, S., & Hochwarter, W. (under revise and resubmit status). The moderating role of work drive on politics perceptions-work outcome relationships. *Journal of Social Psychology*.

Research in Progress

Hall, A.T., Schaubroeck, J., & Sung, C. *Dynamic reciprocal processes of change in requests for and provision of disability-related employer accommodations and coworker assistance*.

Hall, A.T. Hickox, S., Sung, C., & Buckley, M. *Toward a model of individual barriers to employment*.

Frink, D. D., Hall, A.T., Guzman, J.M., & Wikhamn, W. *What were you thinking? A meta-analysis of micro-level accountability effects in organizational contexts*.

GRANT ACTIVITY

RAIND Seed Grant Program, Office of the Provost and Office of the Vice President for Research and Graduate Studies, Michigan State University - *Employment Preparation and Applied Skills Support (EPASS) Training for Transition Youth with ASD*
Role: Research Consultant (PI: Conni Sung, MSU College of Education); Funding

Period: 2014 – 2016 (\$100,000) – FUNDED

Society of Human Resources Management Grant - *Dynamic Reciprocal Processes of Change in Requests for and Provision of Disability-Related Employer Accommodations and Coworker Assistance*

Role: Principal Investigator (Co- PI's – John Schaubroeck, MSU Department of Management and Psychology, Connie Sung, MSU College of Education); Requested Amount: \$169,908; Status - Not Funded

Michigan Applied Public Policy Research Grant - *Eradicating Employment Barriers with a Disparate Impact*

Role: Faculty Collaborator (PI- Stacy Hickox, MSU School of Human Resources and Labor Relations); Requested Amount: \$20,700); Status – Not funded

OTHER GRANTS

McKnight Junior Faculty Fellowship (Florida Education Fund, 2007-2008) - \$15,000

First-Year Assistant Professor Grant (Florida State University, 2006) - \$15,000

AWARDS AND HONORS

Award for “Most Aspiring Faculty” and nominated for “Best Management Professor” (2010): UTSA MBA Association.

McKnight Junior Faculty Fellowship (2007): Awarded one of five state-wide paid sabbaticals for untenured Florida university professors for the 2007-2008 academic year.

Best Research Paper Award (2007): Global Conference on Business and Research Finance

Dissertation Research Grant (2004): Florida State University

Best Doctoral Student Paper Award (2003): Southern Management Association
Received award from OB/OT/ODC track for paper entitled, "Job autonomy as an antidote to the dysfunctional effects of accountability as a stressor: Implications for job satisfaction and emotional exhaustion."

Florida State University College of Business Teaching Award (2003):
Awarded one of two college-wide teaching awards for graduate teaching assistants.

Florida State University Teaching Award Nomination (2003):
Nominated for university-wide teaching award for graduate teaching assistants.

McKnight Doctoral Fellowship (2000, 2001, 2002, 2003, 2004):
Awarded fellowship for African-American doctoral students that includes full tuition waiver, in addition to a stipend.

Virgil Hawkins Law Fellowship (1991, 1992, and 1993):
Awarded fellowship that included complete law school tuition, in addition to a stipend.

TEACHING EXPERIENCE

Courses Taught

Organizational Behavior (Undergraduate and Masters)

Negotiation and Conflict Management (Undergraduate level):

Human Resource Management (Undergraduate level)

Contemporary Leadership Challenges (Undergraduate level)

Current Issues in Human Resource Management (Undergraduate level)

Legal Environment of Business (Undergraduate and Masters levels)

Uniform Commercial Code Business Law Problems (Undergraduate level)

Management and Behavior in Organizations (Masters level)

Doctoral Seminar in Organizational Behavior

Managing Human Resources (Undergraduate level))

Training and Developing Employees (Undergraduate and Masters levels)

Leadership in Organizations (Undergraduate level)

Human Resource Strategies and Decisions (Masters level)

PROFESSIONAL ACTIVITIES AND SERVICE

Editorial Board Member – *Africa Journal of Management* (2014 to present)

Grant Proposal Reviewer - *Netherlands Organisation for Scientific Research* (2014)

Invited Speaker – Michigan State University Associated Students of MSU (2014)

Invited Speaker – Michigan State University, Department of Psychology, I/O Psychology Speaker Series (2013)

Ad Hoc Reviewer for *Labor Studies Journal* (2013)

Ad Hoc Reviewer for *Scandinavian Journal of Psychology* (2012)

Ad Hoc Reviewer for *Employee Relations* (2012)

Co-chair for Local Arrangements Committee, Academy of Management (2010-2011)

Ad Hoc Reviewer for *Journal of Management Studies* (2011)

Ad Hoc Reviewer for *Human Relations* (2010 -2015)

Ad Hoc Reviewer for *Management Research Review* (2011)

Ad Hoc Reviewer for *Human Resource Development Quarterly* (2011)

Ad Hoc Reviewer for *Journal of Managerial Psychology* (2010-2015)

Ad Hoc Reviewer for *Applied Psychology: An International Review* (2010-2013)

Ad Hoc Reviewer for *International Journal of Organizational Analysis* (2010)

Member: Organizational Behavior Doctoral Comprehensive Examination Committee (2010, 2011)

Ad Hoc Reviewer for *British Journal of Industrial Relations* (2009)

Ad Hoc Reviewer for *Management Research Network* (2009)

Paper Reviewer: Southern Management Association, Annual Conference, Human Resource Management track, St. Petersburg, Florida (2008).

Attendee: AASCB Ethics and Governance Conference, Atlanta, Georgia (July 2007).

Participant in two-week Florida State University teaching workshop on “Effective Lecture and Discussion Classes” (May 2007).

Ad Hoc Peer Reviewer for the journal *Personnel Psychology* (2007).

Paper Reviewer: Academy of Management, Annual Conference, Human Resources Management, and Conflict Management tracks, Philadelphia, PA (2007).

Chairperson: Florida State University, College of Business Diversity Committee (2006-2009)

Faculty Advisor (2005 - present): Florida State University Business Review.

Member of the Behavioral Laboratory Committee (2005 – 2009): Florida State University, College of Business.

Ad Hoc Peer Reviewer for the journal *International Journal of Stress Management* (2006- 2009).

Invited Presenter: Annual meeting of the Ph.D. Project’s Management Doctoral Student Association (2004).

Paper Reviewer: Southern Management Association, Annual Conference, Human Resources/Careers Track (2004).

Mentoring Coordinator: Ph.D. Project's Management Doctoral Student Association (2002-2003). *Duties included: Coordinating the matching of new doctoral students with mentors who are senior doctoral students or faculty members at institutions across the United States.*

Participant in OB/ODC/OMT Doctoral Students' Consortium, Academy of Management, 63rd Annual National Meeting, Seattle, Washington (2003).

Participant in Negotiation Teaching Workshop, Northwestern University (November 2002).
Attended one-day conference on teaching negotiation courses to undergraduate, MBA, and law students.

Participant in Human Resources Division Doctoral Consortium, Academy of Management, 61st Annual National Meeting, Washington, D.C. (2001).

Participant in Program for Instructional Excellence, Florida State University (August 2000).
Attended three-day conference designed to develop skills pertaining to teaching undergraduates.

OTHER ACTIVITIES

Author of Cases and Learning Modules (2007-2010). Awarded 4 contracts by the Society for Human Resource Management (SHRM) to author 2 undergraduate learning modules (one on FMLA/ADA and one on legal issues in HRM) and 2 cases (one on FMLA/ADA and one on legal issues in HRM).

DOCTORAL DISSERTATION COMMITTEES (at University of Texas at San Antonio)

Jermaine Vesey – Ph.D. Organization and Management Studies (2014)
Dissertation title: Accountability and psychological contracts
 Co-chair along with Robert Cardy, Ph.D.

DOCTORAL DISSERTATION COMMITTEES (at Florida State University)

M. Todd Royle — Ph.D. in Management (2006)
Dissertation Title: “The Nature and Effects of Accountability for Others”

Robert Zinko — Ph.D. in Management (2007)
Dissertation Topic: Individual-level reputation in organizations

PROFESSIONAL AFFILIATIONS

American Psychological Association
 Academy of Legal Studies in Business
 Academy of Management
 Management Faculty of Color
 Society for Organizational and Industrial Psychology
 Society for Human Resource Management
 Southern Management Association

LICENSURE

September 1994 – present

Florida Bar: License No. 0019720. Member in good standing. No disciplinary record nor complaints filed against license. Passed bar examination on first attempt.

REFERENCES

Gerald R. Ferris, Ph.D.
Francis Eppes Professor of Management and Professor of Psychology
Department of Management
Florida State University
Tallahassee, Florida 32306-1110
Phone: (850) 644-3548
Fax: (850) 644-7843
E-mail: gferris@cob.fsu.edu

Wayne A. Hochwarter, Ph.D.
Associate Professor of Management
Department of Management
Florida State University
Tallahassee, Florida 32306-1110
Phone: (850) 644-7849
Fax: (850) 644-7843
E-mail: whochwar@cob.fsu.edu

Pamela L. Perrewé, Ph.D.
Distinguished Research Professor and
Haywood and Betty Taylor Eminent Scholar Department of Management
Florida State University
Tallahassee, Florida 32306-1110
Phone: (850) 644-7848
Fax: (850) 644-7843
E-mail: pperrew@cob.fsu.edu