

***VITA***  
(March 2021)

**ANGELA T. HALL**

Associate Professor  
School of Human Resources and Labor Relations  
Michigan State University  
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**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

**EMPLOYMENT HISTORY**

- October 2019 – December 2020 Associate Director for Graduate Programs  
School of Human Resources and Labor Relations  
Michigan State University
- June 2017 – present Associate Professor  
School of Human Resources and Labor Relations  
Michigan State University
- Affiliated Faculty  
Center for Gender in a Global Context  
Michigan State University
- Affiliated Faculty  
College of Law  
Michigan State University

- May 2012 – June 2017                      Assistant Professor, 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

- Davila-Montero, S., Dana-Le, J. A., Bente, G., Hall, A. T., & Mason, A. J. (2021). Review and Challenges of Technologies for Real-time Human Behavior Monitoring. *IEEE Transactions on Biomedical Circuits and Systems*.
- Hickox, S. A., & Hall, A.T. (2018). Atypical accommodations for employees with psychiatric disabilities. *American Business Law Journal*, 55, 537-594.
- Hickox, S.A., & Hall, A.T. (2018). Arbitration of Claims for Accommodations: A Fair Resolution? *University of San Francisco Law Review*, 52, 31-63.
- Hall, A. T., Frink, D. D., & Buckley, M. R. (2017). An accountability account: A review and synthesis of the theoretical and empirical research on felt accountability. *Journal of Organizational Behavior*, 38(2), 204-224.
- Hall, A.T., Wikhamn, W., & Cardy, R. (2016). Social influence and the invocation of rights: The effects of accountability, reputation, and political skill on legal claiming. *Human Relations*, 69, 2250-2273. **Nominee for paper of the year.**
- Hall, A., Franczak, J., Ma, S., Herrera, D., & Hochwarter, W. (2016). Driving away the bad guys: The interactive effects of politics perceptions and work drive across two studies. *Journal of Leadership & Organizational Studies*, 24, 106-120.
- 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. (2014). Accountability and satisfaction: Organizational support as a moderator. *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 & 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 & 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. *The Leadership Quarterly*, 15, 515-536.

### **Contributed Papers and Book Chapters**

- Hall, A.T., Hickox, S., Sung, C., & Kuan, J. Barriers to Employment: Toward an understanding (and dismantling) of individual and organizational obstacles to work (2017). *Research in Personnel and Human Resource Management*.
- 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 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**

- McCartney, J. A., Jordan, S., Franczak, J., Hochwarter, W., & Hall, A. (2020). The Role of Perspective Taking on Supervisor Off-Work Privacy Violations: A Three Study-Replication. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 18748). Briarcliff Manor, NY 10510: Academy of Management. **(Finalist for best paper in Career Division)**
- McCartney, J., & Hall A.T. (2019) An initial accounting of the accountability environment. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Frink, D., Baur, J., Hall, A.T., Ferris, G., & Buckley, M.R.(2018). Individual accountability in

- organizations: Scale Development and validation. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Wikhamn, W., & Hall, A.T. Personality and legal claiming (2017). Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- 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). *Pre-employment 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 59<sup>th</sup> 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 20<sup>th</sup> 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 20<sup>th</sup> 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 19<sup>th</sup> 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 19<sup>th</sup> 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, 63<sup>rd</sup> 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, 18<sup>th</sup> 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, 62<sup>nd</sup> Annual National Meeting, Denver.
- Hall, A.T. (2002). *Workplace accommodations: An examination of organizational actions in response to accommodation legislation*. Paper presented at the 23<sup>rd</sup> 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 in Progress**

- Biwas, S., Mason, A., Kozlowski, S., Hall, A.T. *Augmenting social awareness for technology-enhanced productivity and morale in diverse teams*.
- 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*.
- Frink, D, Hall, A.T., Hochwarter, W.A., Ferris, G.R, & Buckley, M.R. *Validation of a measure of individual-level accountability*.
- Hall, A.T., & Wikhamn, W. *Personality as an antecedent to employee legal claiming*. Under review at *Applied Psychology: An International Review*.
- Hall, A.T., Wikhamn, W., Hochwarter, W. The role of perspective taking on supervisor off-work privacy violations: Replication across three studies.
- Hickox, S. & Hall, A.T. *Pre-employment personality testing*.

### **GRANT ACTIVITY**

MSU School of Human Resources and Labor Relations Internal Grant –*Barriers to Employment Research*; Funding Period: 2016 – 2017 (\$4400); Status – FUNDED



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); Status – 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**

**PhD Program Coordinator – Michigan State University, School of Human Resources and Labor Relations**

**College Coordinator – Michigan State University, College of Social Science, Certification Program in College Teaching**

**Associate Editor, *Africa Journal of Management* (2020 to present)**

**Member – Faculty Grievance Panel, Michigan State University (2016)**

**Board Member – Haven House Homeless Shelter (2016 -)**

Grant Proposal Reviewer - *Netherlands Organization 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* (2010-2016)

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, 63<sup>rd</sup> 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, 61<sup>st</sup> 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

**Consultant and Executive Education Instructor (2015-present).** Provided over 500 hours of executive education and consulting training activities at Michigan State University and to private clients. Topics and issues addressed in these activities have included sexual harassment, implicit bias training, best practices in human resources management, employee accountability, and workplace ethics.

**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 Michigan State)

Artale, Paul – Ph.D. Higher Adult and Lifelong Education (Member) (2019)

Hansmann, Zachary – Ph.D. Planning, Design, Construction (Member) (2019)

McCartney, Jacob – Ph.D. Human Resources and Labor Relations (Chair)

*Dissertation title: Accountability in platform and gig workers*

**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**

Academy of Legal Studies in Business  
 Academy of Management  
 Management Faculty of Color  
 Society for Human Resource Management

**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, Professor of Psychology,  
 and Professor of Sport Management  
 Department of Management, College of Business  
 Florida State University

Tallahassee, Florida 32306-1110  
Phone: (850) 644-3548  
E-mail: [gferris@fsu.edu](mailto:gferris@fsu.edu)

Wayne A. Hochwarter, Ph.D.  
Jim Moran Professor of Management  
Department of Management, College of Business  
Florida State University  
Tallahassee, Florida 32306-1110  
Phone: (850) 644-7849  
E-mail: [whochwar@fsu.edu](mailto:whochwar@fsu.edu)

Pamela L. Perrewé, Ph.D.  
Distinguished Research Professor and  
Haywood and Betty Taylor Eminent Scholar Department of Management  
Florida State University, College of Business  
Tallahassee, Florida 32306-1110  
Phone: (850) 644-7848  
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