

VITA  
**DANA L. JOSEPH**

University of Central Florida  
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updated 6/1/2022

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**EDUCATION**

- Ph.D. UNIVERSITY OF ILLINOIS, Urbana-Champaign, Illinois August 2011  
Organizational Psychology (Minor: Quantitative Psychology)  
Dissertation: *Emotional Intelligence, Leader-Member Exchange, and Behavioral Engagement: Considering Mediation and Reciprocity Effects*  
Dissertation Committee: Dr. Daniel A. Newman (Chair), Dr. Charles L. Hulin, Dr. Fritz Drasgow, Dr. Deborah E. Rupp, Dr. Ravi S. Gajendran
- M.S. TEXAS A&M UNIVERSITY, College Station, Texas August 2008  
Industrial/Organizational Psychology  
Thesis: *Is Emotional Intelligence Worthwhile? Assessing Incremental Validity and Adverse Impact*  
Thesis Committee: Dr. Daniel A. Newman (Chair), Dr. Murray R. Barrick, Dr. Winfred Arthur, Jr., Dr. Gerianne Alexander
- B.A. UNIVERSITY OF SOUTHERN CALIFORNIA, Los Angeles, California May 2006  
Biology, Psychology (Double Major)

**ACADEMIC APPOINTMENTS**

- 2019-present Associate Professor, Department of Management  
UNIVERSITY OF CENTRAL FLORIDA, Orlando, Florida
- 2016-2019 Assistant Professor, Department of Management  
UNIVERSITY OF CENTRAL FLORIDA, Orlando, Florida
- 2011-2016 Assistant Professor, Department of Psychology  
UNIVERSITY OF CENTRAL FLORIDA, Orlando, Florida

**RESEARCH INTERESTS**

- Emotional intelligence (emotional regulation, emotions, personality, and leadership)
- Leadership (affectivity, gender, coaching, leader-member exchange)
- Training (leadership, teams, emotions)
- Research methods (meta-analysis)

**HONORS AND AWARDS**

- 2020 Winner, *UCF Excellence in Graduate Teaching Award (College of Business)*
- 2019 Winner, *UCF Teaching Incentive Award*
- 2018 Winner, *UCF Reach for the Stars Award*
- 2018 *Journal of Organizational Behavior* Best Reviewer Award
- 2018 Winner, *UCF Research Incentive Award*
- 2017 Winner, *Schmidt-Hunter Meta-Analysis Award (Society for Industrial and Organizational Psychology)*
- 2017 Winner, *John C. Flanagan Award (Society for Industrial and Organizational Psychology)*
- 2017 *Excellence in Student Risk-Taking Award*, UCF College of Business Dean's Excellence Awards
- 2017 Selected by students to attend the *Devos Sports Management MBA Senior Trip* as the faculty representative
- 2017 *Journal of Organizational Behavior* Best Reviewer Award
- 2016 *Journal of Organizational Behavior* Best Reviewer Award
- 2015 *Journal of Organizational Behavior* Best Reviewer Award
- 2015 Listed as the fourth most *prolific contributor to the Society for Industrial and Organizational Psychology Annual Conference* (<http://neoacademic.com/2015/03/11/top-ten-most-prolific-presenters-at-siop-2015/#.VQJTEPnF-Sp>)
- 2014 Research highlighted in APA book, "*How to Publish High-Quality Research*" (2014; Eds. Van Lange & Joireman)
- 2014 Honorable Mention, UCF College of Science Excellence in Graduate Teaching Award
- 2014 Finalist, *John C. Flanagan Award (Society for Industrial and Organizational Psychology)*
- 2011 *Seymour Sudman Dissertation Award*, University of Illinois at Urbana Champaign (awarded for excellence in survey research)
- 2011/University of Illinois *List of Instructors Rated as Excellent/Outstanding* (top 10% of instructors)
- 2010 University of Illinois *List of Instructors Rated as Excellent/Outstanding* (top 10% of instructors)

2010 *Nancy Hirschberg Memorial Award*, University of Illinois at Urbana Champaign (awarded to the graduate student in psychology who displays “outstanding original research and scholarship”)  
 2010 Delta Delta Delta Foundation Graduate Scholarship (national alumni scholarship)

2008 *Distinguished Graduate Student Award for Teaching Excellence*, Texas A&M University  
 (college-level outstanding teacher award)

2006 Texas A&M University Regents’ Graduate Student Fellowship

#### **PUBLICATIONS: REFEREED JOURNAL ARTICLES**

(\*indicates graduate student co-author)

**H-INDEX: 25, CITATIONS: 5,775**

- 1) Mancini, G., Biolcati, R., **Joseph, D. L.**, Trombini, E., & Andrei, F. (2022). Editorial: Emotional intelligence: Current research and future perspective on mental health and individual differences. *Frontiers in Psychology, 13*, 1-3.
- 2) Ross, E. J., Cassisi, J., **Joseph, D. L.**, Dunn, M., & Jex, S. (2022). Cross-lagged analyses between gastrointestinal symptoms, psychological distress, and disability in emerging adults. *Applied Psychology: Health and Well-Being, 14*, 920-936.
- 3) \*Dhanani, L. Y., LaPalme, M. L., & **Joseph, D. L.** (2021). How prevalent is workplace mistreatment? A meta-analytic investigation. *Journal of Organizational Behavior, 42*, 1082-1098.
- 4) \*Glerum, D., **Joseph, D. L.**, McKenny, A. F., & Fritzsche, B. (2021). The trainer matters: Cross-classified models of trainee reactions. *Journal of Applied Psychology, 106*, 281-299.  
 \*Winner of the 2016 IPAC James C. Johnson Student Paper Award
- 5) \*Young, H. R., Glerum, D. R., **Joseph, D. L.**, & McCord, M. A. (2021). A meta-analysis of transactional leadership and follower performance: Double-edged effects of LMX and empowerment. *Journal of Management, 47*, 1255-1280.
- 6) Shen, W., & **Joseph, D. L.** (2021). Gender and leadership: A criterion-focused review and research agenda. *Human Resource Management Review, 31*, 1-16.
- 7) **Joseph, D. L.**, Chan, M. Y., Heintzelman, S. J., Tay, L., Diener, E., & Scotney, V. S. (2020). The manipulation of affect: A meta-analysis of affect induction procedures. *Psychological Bulletin, 146*, 355–375.
- 8) Badura, K. L., Grijalva, E., Galvin, B. M., Owens, B. P., & **Joseph, D. L.** (2020). Motivation to lead: A meta-analysis and distal-proximal model of motivation and leadership. *Journal of Applied Psychology, 105*, 331–354.  
 \*Included in Highhouse’s [list](#) of the “Most Important I/O Articles in the Last 5 Years”

- 9) \*Lacerenza, C., **Joseph, D. L.**, & Cassisi, J. E. (2020). Are we assessing guilt correctly? An investigation of the psychometric properties of a prominent guilt measure. *Motivation and Emotion, 44*, 567-582.
- 10) \*McCord, M. A., & **Joseph, D. L.** (2020). A framework of negative responses to introversion at work. *Personality and Individual Differences, 161*, 1-10.
- 11) **Joseph, D. L.**, \*Zemen, B., \*McCord, M. A., & \*Fado, S. (2019). Emotional intelligence training in higher education. *New Directions in Teaching and Learning, 160*, 51-61.
- 12) \*Reyes, D., Lacerenza, C., \*Marlow, S., **Joseph, D. L.**, & Salas, E. (2019). The state of higher education leadership development program evaluation: A meta-analysis, critical review, and recommendations. *The Leadership Quarterly, 30*, 1-15.
- 13) \*Young, H. R., Glerum, D. R., Wang, W., & **Joseph, D. L.** (2018). Who are the most engaged at work? A meta-analysis of personality and employee engagement. *Journal of Organizational Behavior, 39*, 1330-1346.
- 14) \*Dhanani, L., Beus, J., & **Joseph, D. L.** (2018). Outcomes of perceived workplace discrimination: A meta-analysis. *Personnel Psychology, 1-33*.
- 15) \*McCord, M. A., **Joseph, D. L.**, \*Dhanani, L. Y., & Beus, J. M. (2018). A meta-analysis of sex and race differences in the perception of workplace mistreatment. *Journal of Applied Psychology, 103*, 137-163.
- 16) \*Lacerenza, C. N., \*Reyes, D., \*Marlow, S., **Joseph, D. L.**, & Salas, E. (2017). Leadership training design, delivery, and implementation: A meta-analysis. *Journal of Applied Psychology, 102*, 1686-1718.  
\*Paper listed in the top 25 most downloaded papers from the Journal of Applied Psychology (2017-present)
- 17) \*Feitosa, J., \*Lacerenza, C. N., **Joseph, D. L.**, & Salas, E. (2017). Ethnic identity: Factor structure and measurement invariance across ethnic groups. *Psychological Assessment, 29*, 1129-1141.
- 18) \*Hughes, A. M., \*Gregory, M. E., **Joseph, D. L.**, Sonesh, S., C., \*Benishek, B. S., \*Marlow, S., \*Lacerenza, C. N., King, H. B., & Salas, E. (2016). Saving lives: A meta-analysis of team training in healthcare. *Journal of Applied Psychology, 101*, 1266-1304.
- 19) \*LaPalme, M., Wang, W., **Joseph, D. L.**, Saklofske, D., & Yan, G. (2016). Measurement equivalence of the Wong and Law Emotional Intelligence Scale across cultures: An item response theory approach. *Personality and Individual Differences, 90*, 190-198.
- 20) **Joseph, D. L.**, Jin, J., Newman, D. A., & O'Boyle, E. H. (2015). Why does self-reported emotional intelligence predict job performance? A meta-analytic investigation of mixed EI. *Journal of Applied Psychology, 100*, 298-342.

\*Paper listed in the top 25 most downloaded papers from the Journal of Applied Psychology (2015-2017)

\*Paper included in Sackett, Lievens, and Kuncel's (2017) list of the most impactful individual difference papers published in the Journal of Applied Psychology

- 21) **Joseph, D. L.**, \*Dhanani, L., Shen, W, \*McHugh, B., & \*McCord, M. (2015). Is a happy leader a good leader? A meta-analytic investigation of leader trait affect and leadership. *The Leadership Quarterly*, 26, 558-577.
- 22) Newman, D. L., **Joseph, D. L.**, & \*Feitosa, J. (2015). External validity and multi-organization samples: Levels of analysis implications of crowdsourcing and college student samples. *Industrial and Organizational Psychology*, 8, 214-220.
- 23) \*Feitosa, J., **Joseph, D. L.**, & Newman, D. A. (2015). Crowdsourcing and personality measurement equivalence: A warning about countries whose primary language is not English. *Personality and Individual Differences*, 75, 47-52.
- 24) \*Bunnell, B. E., Beidel, D. C., Liu, L., **Joseph, D. L.**, & Higa-McMillan, C. (2015). The SPAIC-11 and SPAICP-11: Two brief child- and parent-rated measures of social anxiety. *Journal of Anxiety Disorders*, 36, 103-109.
- 25) **Joseph, D. L.**, & Newman, D. A. (2015). Emotional intelligence: Some research findings and remaining questions. *Emotion Researcher*, ISRE's Sourcebook for Research on Emotion and Affect, Andrea Scarantino (Ed.). <http://emotionresearcher.com/emotional-intelligence-some-research-findings-and-remaining-questions/>
- 26) Wee, S., Newman, D. A., & **Joseph, D. L.** (2014). More than g: Selection quality and adverse impact implications of considering second-stratum cognitive abilities. *Journal of Applied Psychology*, 99, 547-563.
- 27) MacCann, C., **Joseph, D. L.**, Newman, D. A., & Roberts, R. (2014). Emotional intelligence is a second-stratum factor of intelligence: Evidence from hierarchical and bifactor models. *Emotion*, 14, 358-374.
- 28) \*McCord, M. A., **Joseph, D. L.**, & Grijalva, E. (2014). Blinded by the light: The dark side of traditionally desirable personality traits. *Industrial and Organizational Psychology*, 7, 130-137.
- 29) \*Bunnell, B. E., **Joseph, D. L.**, & Beidel, D. C. (2013). Measurement invariance of the Social Phobia and Anxiety Inventory. *Journal of Anxiety Disorders*, 27, 84-91.
- 30) **Joseph, D. L.**, & \*Rousis, G. J. (2013). Casting a wider net: Recommendations for the study of broad discrimination experiences. *Industrial and Organizational Psychology*, 6, 88-92.
- 31) Newman, D. A., **Joseph, D. L.**, Sparkman, T. E., & Carpenter, N. C. (2011). Invited reaction: The Work Cognition Inventory: Initial evidence of construct validity. *Human Resource Development Quarterly*, 22, 37-47.

- 32) Rosch, D. M., **Joseph, D. L.**, & Newman, D. A. (2011). The overlap between emotional intelligence and post-industrial leadership capacity: A construct validity analysis. *Journal of Leadership Education*, *10*, 83-102.
- 33) **Joseph, D. L.**, & Newman, D. A. (2010). Emotional intelligence: An integrative meta-analysis and cascading model. *Journal of Applied Psychology*, *95*, 54-78.  
 \*Paper highlighted in APA book, "How to Publish High Quality Research" (2014), as an illustration of high-impact work  
 \*Paper listed in the top 25 most downloaded papers from the Journal of Applied Psychology (2010-2019)  
 \*Paper included in Sackett, Lievens, and Kuncel's (2017) list of the most impactful individual difference papers published in the Journal of Applied Psychology
- 34) **Joseph, D. L.**, & Newman, D. A. (2010). Discriminant validity of self-reported emotional intelligence: A multitrait-multisource study. *Educational and Psychological Measurement*, *70*, 672-694.
- 35) Nye, C. D., Newman, D. A., & **Joseph, D. L.** (2010). Never say "always"? Extreme item wording effects on scalar invariance and item response curves. *Organizational Research Methods*, *13*, 806-830.
- 36) Newman, D. A., **Joseph, D. L.**, & MacCann, C. (2010). Emotional intelligence and job performance: The importance of emotion regulation and emotional labor context. *Industrial and Organizational Psychology*, *3*, 159-164.

#### PUBLICATIONS: BOOK CHAPTERS

- 37) **Joseph, D. L.**, & \*Glerum, D. R. (2016). Emotional intelligence and its relevance for coaching. In S. Greif, H. Möller, & W. Scholl (Eds.), *The Handbook of Key Concepts for Coaching* (pp. 1-8). Springer.
- 38) Ormerod, A. J., **Joseph, D. L.**, Weitzman, L. M., & Winterrowd, E. (2012). Career issues and challenges viewed through a feminist multicultural lens: Work-life interface and sexual harassment. In C. Z. Enns & E. N. Williams (Eds.), *The Oxford Handbook of Feminist Multicultural Counseling Psychology* (pp. 277-303). Oxford.
- 39) **Joseph, D. L.**, Newman, D. A., & Sin, H. P. (2011). Leader-member exchange (LMX) measurement: Evidence of consensus, construct breadth, and discriminant validity. In D. Bergh & D. Ketchen, Jr. (Eds.), *Building Methodological Bridges: Research Methodology in Strategy and Management* (Vol. 6). Emerald.
- 40) Newman, D. A., **Joseph, D. L.**, & Hulin, C. L. (2010). Job attitudes and employee engagement: Considering the attitude "A-factor". In S. Albrecht (Ed.), *Handbook of Employee Engagement* (pp. 43-61). Edwin Elgar Publishing.

**PUBLICATIONS: CONFERENCE PROCEEDINGS**

- 41) \*McCord, M., **Joseph, D. L.**, & \*Dhanani, L. (2015). A meta-analysis of group differences in the perception of workplace mistreatment. *Academy of Management Best Paper Proceedings*.
- 42) **Joseph, D. L.**, Newman, D. A., & Hulin, C. L. (2010). Job attitudes and employee engagement: A meta-analysis of construct redundancy. *Academy of Management Best Paper Proceedings*.

**TECHNICAL REPORTS**

**Joseph, D. L.**, Ormerod, A. J., Nye, C. D., & Fitzgerald, L. F. (2010). *Employee Engagement and Job Attitudes: Redundant Measures?* (Survey Note No. 2010-109). Arlington, VA: DMDC.

Ormerod, A. J., **Joseph, D. L.**, Nye, C. D., & Fitzgerald, L. F. (2010). *2009 DMDC Climate Survey: Scales and Measures Report*. (Survey Note No. 2010-110). Arlington, VA: DMDC.

Nye, C. D., Fitzgerald, L. F., **Joseph, D. L.**, & Ormerod, A. J. (2010). *Predicting intent to leave and identifying key factors in the decision*. (Survey Note No. 2010-xxx). Arlington, VA: DMDC.

**Joseph, D. L.**, Nye, C. D., & Ormerod, A. J. (2009). *2009 Workplace and Equal Opportunity Survey of Active Duty Members: Report on scales and measures* (Report No. 2009-035). Arlington, VA: DMDC.

**PRESENTATIONS AT NATIONAL CONFERENCES (REFEREED)**

(\*indicates graduate student co-author)

Locklear, L., Allren, J., & **Joseph, D. L.** (June, 2022). *Positive Psychology Interventions: A Meta-Analysis*. Paper presented at the Positive Organizational Scholarship Research Conference. Ann Arbor, MI.

Allen, J., Michaelis, T., **Joseph, D. L.**, Combs, J., & Carr, J. (June, 2022). *Why pivot? Understanding the role of venture survival in driving pivoting decisions*. Paper presented at the Babson College Entrepreneurship Research Conference. Waco, TX.

**Joseph, D. L.** (March, 2021). *The emotions of an emotionally intelligent leader*. Paper presented at the 10<sup>th</sup> annual International Conference on Emotional Intelligence, hosted by the Society of Emotional Intelligence.

\*Shukla, J., & **Joseph, D. L.** (April, 2021). *Ignorance may be bliss: Emotion perception ability and job satisfaction*. In M. Neale (Chair), *Enhancing Wellbeing and Performance by Building Emotional Resources in Organizations*. Symposium presented at the 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Joseph, D. L.** (invited expert). (August, 2019). *Mental health and well-being as the link between entrepreneurship and leadership research*. Professional Development Workshop presented at the 79<sup>th</sup> annual meeting of the Academy of Management. Boston, MA.

\*LaPalme, M., \*Dhanani, L., & **Joseph, D. L.** (August, 2019). *A cross-cultural meta-analytic investigation of the prevalence of workplace mistreatment*. Paper presented in a GDO Division session entitled, "Discrimination in Organizations" at the 79<sup>th</sup> annual meeting of the Academy of Management. Boston, MA.

\*Reyes, D. L., Lacerenza, C. N., Marlow, S. L., \*Dinh, J., **Joseph, D. L.**, & Salas, E. (April, 2019). *Leadership development in higher education: A Meta-analysis and systematic review*. Paper presented at the 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Washington DC.

McCord, M., **Joseph, D. L.**, & Schlegel, K. (April, 2019). *Evidence of discrete emotion perception*. In K. England and A. A. Grandey (co-chairs), *Discrete Emotions at Work: An Array of Forms and Functions*. Symposium presented at the 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Washington DC.

\*LaPalme, M., \*Dhanani, L., & **Joseph, D. L.** (August, 2018). *Affective chickens and performance eggs: A multilevel longitudinal meta-analysis*. Paper presented in an OB Division session entitled, "An Assemblage of Affect at Work" at the 78<sup>th</sup> annual meeting of the Academy of Management. Chicago, IL.

\*LaPalme, M., & **Joseph, D. L.** (April, 2018). *If you're angry and you know it surface act*. In S. Kaplan & J. B. Geist (co-chairs), *More than a Feeling: Advancing the Study of Emotions and Performance?* Symposium presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Joseph, D. L.** (invited expert). (August, 2017). *OB Doctoral Student PDW: Acing the Job Talk*. Professional Development Workshop presented at the 77<sup>th</sup> annual meeting of the Academy of Management. Atlanta, GA.

\*LaPalme, M., & **Joseph, D. L.** (August, 2017). *Emotion regulation in organizations: A review of the hedonic paradigm*. Paper presented in an OB Division session entitled, "Emotion, Regulation, and Energy" at the 77<sup>th</sup> annual meeting of the Academy of Management. Atlanta, GA.

\*Glerum, D. R., & **Joseph, D. L.** (August, 2017). *The indifference disease: A strenuous path to acquired employee apathy*. Paper presented in an OB Division session entitled, "Apathy, Cynicism, and Intrusion" at the 77<sup>th</sup> annual meeting of the Academy of Management. Atlanta, GA.

\*McCord, M. A., & **Joseph, D. L.** (August, 2017). *Evidence for discrete emotion regulation and its relationship with organizational attitudes*. Paper presented in an OB/RM/MOC Division session entitled, "The Role of Discrete Emotions in Organizations: An Empirical Investigation of Work Outcomes" at the 77<sup>th</sup> annual meeting of the Academy of Management. Atlanta, GA.



\*Lacerenza, C. N., Reyes, D. L., Marlow, S. L., **Joseph, D. L.**, & Salas, E. (April, 2017). *Measuring leadership behaviors: A meta-analytic review*. In S. Marlow & J. Feitosa (co-chairs), *Team-Related Constructs: How and What to Measure?* Symposium presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Mendelson, R. A., Ashkanasy, N. M., Boyatzis, R. E., Bracken, D. W., & **Joseph, D. L.** (Panelist; April, 2017). *Emotional Intelligence: Does it Work at Work?* Panel discussion at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

\*Ciarlante, K. E., \*McCord, M. A., & **Joseph, D. L.** (April, 2017). *Measurement equivalence of the DANVA-2 across gender*. Paper presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

\*Young, H. R., \*Glerum, D., **Joseph, D. L.**, & Wang, W. (April, 2017). *Leadership and subordinate engagement: A meta-analytic review*. Paper presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

\*\*Winner of the John C. Flanagan Award for Outstanding Student Contribution

\*\*Selected as a "Top-Rated Poster"

\*McCord, M., & **Joseph, D. L.** (August, 2016). *Theoretical underpinnings of workplace introversion bias*. Paper presented in an OB Division session entitled, "The Dark Sides of Behavior in Organizations" at the 76<sup>th</sup> annual meeting of the Academy of Management. Anaheim, CA.

\*Young, H., \*Glerum, D., Wang, W., & **Joseph, D. L.** (April, 2016). *Positive and proactive: Relative importance of personality for predicting engagement*. Paper presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

\*Dhanani, L., **Joseph, D. L.**, & \*LaPalme, M. (April, 2016). *How prevalent is workplace discrimination? A meta-analytic investigation*. Paper presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

\*Dhanani, L., & **Joseph, D. L.** (April, 2016). *A meta-analysis of abusive supervision*. Paper presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

\*Glerum, D., **Joseph, D. L.**, & Fritzsche, B. (April, 2016). *The trainer matters: Cross-classified models of trainee reactions*. Paper presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

\*Marlow, S., \*Hughes, A., \*Gregory, M., **Joseph, D. L.**, Sonesh, S., \*Lacerenza, C., \*Benishek, L., King, H., & Salas, E. (April, 2016). *The progressive model of healthcare in team training: The trickle-down effect*. Paper presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

\*LaPalme, M., & **Joseph, D. L.** (April, 2016). *Emotion regulation in organizations: Content review and future research agenda*. Paper presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

\*McCord, M., \*Ciarlante, K., & **Joseph, D. L.** (April, 2016). *Measuring emotional intelligence: A low-cost alternative to the MSCEIT*. Paper presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Lowe, K. B. & **Joseph, D. L.** (October, 2015). *Meta-analysis: A practical introduction to best practices with hands-on practice*. Workshop presented at the 17<sup>th</sup> Annual Global Conference for the International Leadership Association. Barcelona, Spain.

**Joseph, D. L.** (invited expert). (August, 2015). *Ask the experts: Micro & macro research methods*. Professional Development Workshop presented at the 75<sup>th</sup> annual meeting of the Academy of Management. Vancouver, BC, Canada.

\*McCord, M., **Joseph, D. L.**, & \*Dhanani, L. (August, 2015). *A meta-analysis of group differences in the perception of workplace mistreatment*. Paper presented in a GDO Division session entitled, "Sexual Harassment and Mistreatment in the Workplace" at the 75<sup>th</sup> annual meeting of the Academy of Management. Vancouver, BC, Canada.

Bausseron, E., Ashkanasy, N., Fiori, M., **Joseph, D. L.**, Humphrey, R., Sanger, M., & Daus, C. (Panelist; 2015, April). *The latest on emotional intelligence at work: Happy 25<sup>th</sup> anniversary!*. Panel discussion at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

\*Dhanani, L., **Joseph, D. L.**, & \*Wolcott, A. (2015, April). *A comprehensive meta-analysis of workplace mistreatment*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

\*Dhanani, L., \*Wolcott, A., & **Joseph, D. L.** (2015, April). *Measurement equivalence in ethnic harassment across minority and majority groups*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

\*Glerum, D. R., & **Joseph, D. L.** (2015, April). *The indifference disease: A theory of collective apathy in organizations*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

\*McHugh, B., & **Joseph, D. L.** (2015, April). *Weight discrimination via SNS: Perceptions of overweight applicants' Facebook profiles*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

\*McHugh, B., & **Joseph, D. L.** (2015, April). *Media richness and attraction: Personality affects attraction to virtual jobs*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

\*Glerum, D. R., **Joseph, D. L.**, & Newman, D. A. (2015, April). *The curvilinear relationship between self-reported emotional intelligence and job performance*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

\*Young, H. R., \*Glerum, D. R., Wang, W., & **Joseph, D. L.** (2015, April). *Who is the most engaged at work? A meta-analytic review*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Sonesh, S.C., \*Hughes, A., \*Gregory, M.E., \*Benishek, L.E., \*Lacerenza, C., \*Marlow, S., **Joseph, D. L.**, Salas, E. (2015, April). *Elements of training design and training implementation: Implications for team training effectiveness*. In K. Ford & K. Kraiger (co-chairs), *New Directions for Understanding Training Effectiveness*. Symposium presented at the 30<sup>th</sup> meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

\*Lacerenza, C. N., \*Marlow, S., **Joseph, D. L.**, & Salas, E. (2015, April). *Improving virtual team effectiveness through team cognition: A meta-analysis*. In T. Koehler (Chair), *#VirtualTeamDevelopment: Applying the Science*. Symposium presented at the 30<sup>th</sup> meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

**Joseph, D. L.** (invited expert). (August, 2014). *Ask the experts: Micro & macro research methods*. Professional Development Workshop presented at the 74<sup>th</sup> annual meeting of the Academy of Management. Philadelphia, PA.

\*Glerum, D., **Joseph, D. L.**, Beus, J., & Jarrett, S. (August, 2014). *Adapt to survive: Individual differences affect performance trends during organizational entry*. Paper presented in an HR Division session entitled, "Employee Socialization" at the 74<sup>th</sup> annual meeting of the Academy of Management, Philadelphia, PA.

\*Lacerenza, C. N., **Joseph, D. L.**, & Cassisi, J. (August, 2014). *The measurement of guilt: Psychometric properties of the Test of Self-Conscious Affect*. Paper presented in an RM Division session entitled, "A Selection of Measurement Development Studies" at the 74<sup>th</sup> annual meeting of the Academy of Management. Philadelphia, PA.

\*Hughes, A. M., \*Gregory, M. E., \*Benishek, L. E., \*Sonesh, S., **Joseph, D. L.**, King, H. B. & Salas, E. (October, 2014). *Strategies for Effective Team Training: A Meta-Analysis*. HFES 2014 International Symposium on Healthcare on Human Factors and Ergonomics in Healthcare: Leading the Way. Chicago, IL.

Cho, S. H., Cao, M., & **Joseph, D. L.** (May, 2014). *Emotional intelligence and work-related well-being: A meta-analysis*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

\*Dhanani, L. Y., & **Joseph, D. L.** (May, 2014). *Measuring Workplace Discrimination: Breadth Versus Depth*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

\*Lacerenza, C., \*Marlow, S., Colley, K., **Joseph, D. L.**, & Salas, E., (May, 2014). *Does virtuality matter? A meta-analysis on team cognition and performance*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

\*McHugh, B. C., \*Dalal, S., & **Joseph, D. L.** (May, 2014). *The measurement of discrete emotion regulation*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

\*\*Selected as a finalist for the John C. Flanagan Award for Outstanding Student Contribution (top 5 submitted papers)

\*\*Selected as a "Top-Rated Poster"

\*Feitosa, J., \*Glerum, D. R., Jr., \*Grossman, R., & **Joseph, D. L.** (May, 2014). *A Meta-Analytic Investigation of Homophily*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

\*Glerum, D. R., Jr., \*Feitosa, J., \*Grossman, R., & **Joseph, D. L.** (May, 2014). *The Role of Similarity Measurement in Understanding Homophily: A Meta-Analysis*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

\*Gregory, M. E., \*Benishek, L. E., \*Hughes, A. M., Sonesh, S., **Joseph, D. L.**, King, H. B., & Salas, E. (May, 2014). *Does healthcare team training work? A review of what matters*. In M. Kerry & E. H. Lazzara (Chairs), *A Look at a Paradigmatic Shift in Healthcare Training*. Symposium presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

\*Gregory, M. E., \*Hughes, A. M., Sonesh, S., \*Benishek, L. E., **Joseph, D. L.**, King, H. B., & Salas, E. (May, 2014). *Team training in healthcare: A meta-analysis and integration*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

\*Holm, M., & **Joseph, D. L.** (January, 2014). *Functional and emotional competences of convention service managers: An exploratory study*. Poster presented at the 20th Annual Graduate Student Research Conference in Hospitality and Tourism. Tampa, FL.

\*Orlowski, M., & **Joseph, D. L.** (January, 2014). *Presenteeism among hospitality managers: The effects of organizational absence climate salience and team cohesion*. Poster presented at the 20th Annual Graduate Student Research Conference in Hospitality and Tourism. Tampa, FL.

\*Sierra, M. J., Smith-Jentsch, K. A., **Joseph, D. L.**, & Salas, E. (February, 2013). *Crew member personality fit and job strain: Exploring crew personality composition as a stress countermeasure for long-duration spaceflight*. Paper presented at the annual NASA Human Research Program Investigators' Workshop, Galveston, TX.

\*Sierra, M. J., **Joseph, D. L.**, & Smith-Jentsch, K. A. (July, 2013). *Person-group neuroticism fit and job strain: Can two wrongs make a right?* Poster presented at the 8th Annual Interdisciplinary Network for Group Research Conference, Atlanta, GA.

\*Bunnell, B. E., **Joseph, D. L.**, & Beidel, D. C. (April, 2013). *Measurement invariance of the social phobia and anxiety inventory*. Poster presented at the Anxiety Disorders Association of America Annual Convention, La Jolla, California.

\*McHugh, B., **Joseph, D. L.**, & Newman, D. A. (April, 2013). *The Substantive Validity of Self-Report Emotional Intelligence Measures*. Poster presented at the 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

\*Dalal, S., **Joseph, D. L.**, Smith-Jentsch, K., & \*Sierra, M. J. (April, 2013). *Leader-Follower Assertiveness Fit: An Asset or a Handicap?* Poster presented at the 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

\*Feitosa, J. **Joseph, D. L.**, & Newman, D. A. (April, 2013). *Is Crowdsourcing Worthwhile? Measurement Equivalence across Data Collection Techniques*. Poster presented at the 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

MacCann, C., **Joseph, D. L.**, Newman, D. A., & Roberts, R. D. (August, 2012). *Is Emotional Intelligence an Intelligence? Evidence from Hierarchical and Bifactor Models*. Paper presented in a Research Methods Division discussion session at the 72<sup>nd</sup> annual meeting of the Academy of Management, Boston, MA.

Jing, J., **Joseph, D. L.**, Newman, D. A., & O'Boyle, E. H. (August, 2012). *Why Does Self-Reported Emotional Intelligence Predict Job Performance?* Paper presented in an OB Division session entitled, "Emotional Intelligence and Outcomes" at the 72<sup>nd</sup> annual meeting of the Academy of Management, Boston, MA.

**Joseph, D. L.**, & Newman, D. A. (April, 2012). *Leader-Member Exchange Reciprocity Effects Depend Upon Follower Neuroticism*. In **D. L. Joseph** (Chair), *Leadership and big five personality*. Symposium presented at the 27<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. San Diego, CA.

**Joseph, D. L.**, Newman, D. A., & Sin, H. P. (August, 2011). *Measuring Leader-Member Exchange (LMX): Evidence for Consensus and Construct Breadth*. Paper presented in an OB Division session entitled, "Perspectives in LMX Research: Multi-level, Cross-Cultural, and Theoretical Issues" at the 71<sup>st</sup> annual meeting of the Academy of Management, San Antonio, TX.

Newman, D. A., & **Joseph, D. L.** (Co-Chairs; April, 2011). *Emotional intelligence: Consensus, dissensus, and the path forward*. Panel discussion at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Grijalva, E., **Joseph, D. L.**, Chernyshenko, O., Liu, L., & Drasgow, F. (April, 2011). *Not Much More than Neuroticism: A Meta-Analysis of Neuroticism Facets*. Poster presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Joseph, D. L.**, Newman, D. A., & Hulin, C. L. (August, 2010). *Job attitudes and employee engagement: A meta-analysis of construct redundancy*. Paper presented in an HR Division session entitled, "Job Attitudes: Satisfaction, Engagement, Commitment" at the 70<sup>th</sup> annual meeting of the Academy of Management, Montreal, Canada.

**Joseph, D. L.**, Newman, D. A., Grijalva, E., & Guo, J. (April, 2010). *Self-report bias in the observed correlation: A meta-analysis*. Poster presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

*\*\*Selected as a Featured Top Poster for 2010 (top 3%), Society for I/O Psychology*

Newman, D. A., Spain, S. M., **Joseph, D. L.**, Fisher, C. D., Miner, A. G., & Glomb, T. (April, 2010). *Dynamic regulation of work satisfaction and mood*. In P. J. Hanges & C. A. Fulmer (Co-Chairs), *New developments in modeling longitudinal and dynamic data*. Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Nye, C. D., Newman, D. A., & **Rhodes, D. L.** (August, 2009). *Never say “always”? Extreme item wording effects on scalar invariance and item response curves*. Poster presented at the 69<sup>th</sup> annual meeting of the Academy of Management, Chicago, IL.

**Rhodes, D. L.**, & Newman, D. A. (April, 2009). *Sex differences in emotional intelligence: Implications for adverse impact*. Poster presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Rhodes, D. L.**, Newman, D. A., Kinney, T., & Pittman, J. (April, 2009). *Promotion frustration enhances the emotional intelligence – job performance relationship*. Poster presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Rhodes, D. L.**, & Newman, D. A. (April, 2008). *Discriminant validity of self-reported emotional intelligence: A multitrait-multimethod study*. In **D. L. Rhodes** & D. A. Newman (Co-Chairs), *Measuring emotional intelligence: How, and why?* Symposium presented at the 23<sup>rd</sup> Annual Convention of the Society for Industrial and Organizational Psychology. San Francisco, CA.

**Rhodes, D. L.**, & Newman, D. A. (2007). *Is emotional intelligence worthwhile? Assessing incremental validity and adverse impact*. Poster presented at the 22<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

## INVITED TALKS

- Oct. 2022     **Joseph, D. L.** *New Trends in the Business World and Our New Normal*. Invited speaker at Holiday Inn Club Vacations.
- May 2022     **Joseph, D. L.** *Emotional Intelligence in the Workplace Webinar*. Invited speaker at Criteria Corp Webinar.
- May 2022     **Joseph, D. L.** *Leading Tomorrow’s Workforce Today*. Invited talk presented at TLC Engineering Shareholder Retreat.
- Dec. 2021     **Joseph, D. L.**, *Leading Self with Emotional Intelligence*. Invited talk presented to the residents at AdventHealth.

- Nov. 2021 **Joseph, D. L.** *Structure, Culture, and Leadership: How to Create and Sustain the Vision*. NBCUniversal Edge Accelerator.
- Sept. 2021 **Joseph, D. L.** *Building Infrastructure that Supports Retention*. Invited talk presented at Holiday Inn Club Vacations.
- Nov. 2020 **Joseph, D. L.** *Emotional Intelligence at Work*. Invited talk presented at Holiday Inn Club Vacations.
- Aug. 2020 **Joseph, D. L.** *Digital's Emotional Defrag Workshop*. Invited talk presented at Advent Health Marketing.
- Feb. 2020 **Joseph, D. L.** *Emotionally Intelligent Leadership*. Invited talk presented at Advent Health Leadership Institute.
- Oct. 2019 **Joseph, D. L.** *Emotionally Intelligent Leadership*. Invited talk presented at Advent Health Leadership Institute.
- Oct. 2019 **Joseph, D. L.** *Being an Emotionally Intelligent Leader*. Invited talk presented at the Osceola Chamber of Commerce.
- Aug. 2019 **Joseph, D. L.** *Generation Me? Engaging Millennials as Customers and Employees*. Invited talk presented at Holiday Inn Club Vacations.
- Aug. 2019 **Joseph, D. L.** *Emotional Intelligence at Work*. Invited talk presented at the Institute for Emerging Leaders in Online Learning (IELOL).
- Aug. 2019 **Joseph, D. L.** *Emotional Intelligence at Work*. Invited talk presented at Advent Health Leadership Institute.
- May 2019 **Joseph, D. L.** *Change Management*. Invited workshop presented at Ravago.
- May 2019 **Joseph, D. L.** *Emotional Intelligence at Work*. Invited talk presented at Advent Health East Orlando.
- May 2019 **Joseph, D. L.** *Emotional Intelligence at Work*. Invited talk presented at Brasfield and Gorrie Healthcare Skillset Workshop.
- Jul. 2018 **Joseph, D. L.** *Emotional Intelligence Training*. Invited talk presented at Florida Hospital Celebration.
- Feb. 2018 **Joseph, D. L.** *Emotional Intelligence: Being an Emotionally Intelligent Employee, Woman, and Leader*. Invited talk presented at the Air Force Technical Applications Center (AFTAC) Women in Science and Engineering (WISE) Meeting.

- Jan. 2018 **Joseph, D. L.** *Being an Emotionally Intelligent Leader*. Invited talk presented at UCF College of Medicine Residents' Symposium.
- Dec. 2017 **Joseph, D. L.** *Being an Emotionally Intelligent Leader*. Invited talk presented at Adventist Health Systems Leadership Development Workshop.
- Oct. 2017 **Joseph, D. L.** *Being an Emotionally Intelligent Executive*. Invited talk presented at Adventist Health Systems Executive Training Workshop.
- Sep. 2017 **Joseph, D. L.** *Emotional Intelligence and Leadership*. Invited talk presented at Dartmouth Medical School's Annual Conference for the Chief Resident in Quality and Patient Safety Program.
- Aug. 2016 **Joseph, D. L.** *Emotional Intelligence: Being an Emotionally Intelligent Employee, Woman, and Leader*. Invited talk presented at the Air Force Technical Applications Center (AFTAC) Women in Science and Engineering (WISE) Meeting.
- Aug. 2016 **Joseph, D. L.** (Invited panel member). *Education and STEM*. Expert Panel Discussion at the Air Force Technical Applications Center (AFTAC) Women in Science and Engineering (WISE) Meeting.
- Aug. 2015 **Joseph, D. L.** *Emotional Intelligence: What is it? Is it important in the workplace? Is it more important for women?* Invited talk presented at the Air Force Technical Applications Center (AFTAC) Women in Science and Engineering (WISE) Meeting.
- Aug. 2015 **Joseph, D. L.** (Invited panel member). *Mentoring*. Expert Panel Discussion at the Air Force Technical Applications Center (AFTAC) Women in Science and Engineering (WISE) Meeting.
- Nov. 2014 **Joseph, D. L.** *Meta-Analysis: Basics, Best Practices, and Helpful Tips*. Invited talk presented at the Professional Development Institute (Sponsored by the Research Methods Division of the Academy of Management) at the Annual Meeting of the Southern Management Association in Savannah, GA.
- Nov. 2012 **Joseph, D. L.** *Leader-Member Exchange and Job Satisfaction: Neuroticism as a Moderator of LMX Reciprocity Effects*. Invited talk presented at the University of South Florida Industrial and Organizational Psychology program "brownbag" series.
- July 2012 **Joseph, D. L.** *Social Network Analysis Workshop*. Invited two-day workshop presented at the Institute for Simulation and Training, University of Central Florida.
- May 2012 **Joseph, D. L.** *Meta-Analysis Workshop*. Invited two-day workshop presented at the Institute for Simulation and Training, University of Central Florida.
- Feb. 2011 **Joseph, D. L.** *Is Emotional Intelligence Worthwhile?* Invited talk presented at the "Knowledge for All" lecture series. University of Illinois at Urbana Champaign.



May 2011 **Joseph, D. L.** *Emotional Intelligence and Dyadic Exchange*. Invited talk presented at the annual conference for the Cohort of Researchers of Emotions at Work. Chicago, Illinois.

## GRANTS

**Joseph, D. L.** (Principal Investigator), & Dhanani, L. Measuring Workplace Discrimination: Is Breadth Better than Depth? \$13,316. University of South Florida/National Institute for Occupational Safety and Health Pilot Research Project, 2013-2014.

Newman, D. L., & **Rhodes, D. L.** (Co-Principal Investigator). Broadening the Criterion: Implications for Personnel Selection Validity, Utility, and Diversity. \$2,000, Center for Human Resource Management, 2009.

## MEDIA COVERAGE OF RESEARCH

Research highlighted in: Gourgouris, E. (2019). Happy leader equate to happy teams. *Thrive Global*. <https://thriveworld.com/stories/happy-leadershappy-teams/>.

Research highlighted in Chamorro-Premuzic, T., Garrad, L., & Elzinga, D. (2018) Is employee engagement just a reflection of personality? *Harvard Business Review*. <https://hbr.org/2018/11/is-employee-engagement-just-a-reflection-of-personality>

Research highlighted in: Greenwald, M. (2018). 20 signs you're a born leader. *Best Life*. <https://bestlifeonline.com/born-leader/>

Research highlighted in: Steenbarger, B. (2017). Teamwork: The hidden ingredient in training success. *Forbes*. <https://www.forbes.com/sites/brettsteenbarger/2017/11/13/teamwork-the-hidden-ingredient-in-training-success/#7bb4188d70af>

Research highlighted in: Chamorro-Premuzic, T., & Sanger, M. (2017). How to boost your (and others') emotional intelligence. *Harvard Business Review*. [https://hbr.org/2017/01/how-to-boost-your-and-others-emotional-intelligence?utm\\_source=feedburner&utm\\_medium=feed&utm\\_campaign=Feed%3A+harvardbusiness+%28HBR.org%29](https://hbr.org/2017/01/how-to-boost-your-and-others-emotional-intelligence?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed%3A+harvardbusiness+%28HBR.org%29)

Research highlighted in: Eagly, A. H. (2017). Outrage over Google memo: Why do men outnumber women in tech? *Business Standard*. [http://www.business-standard.com/article/international/outrage-over-google-memo-why-do-men-outnumber-women-in-tech-117081600347\\_1.html](http://www.business-standard.com/article/international/outrage-over-google-memo-why-do-men-outnumber-women-in-tech-117081600347_1.html)

Research highlighted in: Chamorro-Premuzic, T., & Yearsley, A. (2017). The downsides of being very emotionally intelligent. *Harvard Business Review*. [https://hbr.org/2017/01/the-downsides-of-being-very-emotionally-intelligent?utm\\_source=feedburner&utm\\_medium=feed&utm\\_campaign=Feed%3A+harvardbusiness+%28HBR.org%29](https://hbr.org/2017/01/the-downsides-of-being-very-emotionally-intelligent?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed%3A+harvardbusiness+%28HBR.org%29)

Research highlighted in: Minemyer, P. (2016). Team training for healthcare staff can reduce patient death, medical errors. *FierceHealthcare*. <http://www.fiercehealthcare.com/healthcare/team-training-for-healthcare-staff-may-reduce-patient-death-medical-errors>

Research highlighted in: McCaig, A. (2016). 19% fewer medical errors after team training. *Futurity*. <http://www.futurity.org/health-care-team-training-1204252/>

Research highlighted in: *HealthCareBusiness*. (2016). Team-trained health care staff can reduce patient deaths by 15 percent: Study. [https://www.dotmed.com/news/story/31989?p\\_begin=0](https://www.dotmed.com/news/story/31989?p_begin=0)

Research highlighted in: *Science Daily*. (2016). Team-trained health care staff can reduce patient deaths by 15 percent. <https://www.sciencedaily.com/releases/2016/07/160714110914.htm>

Research highlighted in: Marshall, E. (2015). Why happy people make better leaders. *Becker's Hospital Review*. <http://www.beckershospitalreview.com/hospital-management-administration/why-happy-people-make-better-leaders.html>

Research highlighted in: Lebowitz, S. (2015). A new study finds a key component of effective leadership is surprisingly simple. *Business Insider*. <http://www.businessinsider.com/why-happy-people-are-better-leaders-2015-8>

Research highlighted in: Bailey, S. (2015). Emotional intelligence predicts job performance: The 7 traits that help managers relate. *Forbes*. <http://www.forbes.com/sites/sebastianbailey/2015/03/05/emotional-intelligence-predicts-job-performance-the-7-traits-that-help-managers-relate/>

Research highlighted in: Ibarra, H. (2015). Beware the navel-gazing leader. *Financial Times*. <http://www.ft.com/intl/cms/s/0/24defb7c-73f3-11e4-82a6-00144feabdc0.html#axzz3gAqeFJMj>

Research highlighted in: Bradberry, T, & Antonakis, J. (2015). Is emotional intelligence a good measure of leadership ability? Two experts debate the issue. *HR Magazine*, 60(9). <https://www.shrm.org/publications/hrmagazine/editorialcontent/2015/1115/pages/1115-emotional-intelligence.aspx>

Research highlighted in: Grant, A. (2014). The dark side of emotional intelligence. *The Atlantic*. <http://www.theatlantic.com/health/archive/2014/01/the-dark-side-of-emotional-intelligence/282720/>

Research highlighted in: Baer, D. & Gould, S. (2014). The mistake everybody makes with emotional intelligence. *Business Insider*. <http://www.businessinsider.com/mistake-people-make-with-emotional-intelligence-2014-8>

Research highlighted in: Lawrence, J. The dark side of emotional intelligence. *HRZone*. <http://www.hrzone.com/perform/people/the-dark-side-of-emotional-intelligence>

Research highlighted in: MacInnis, P. (2014). Are you emotionally smart? *Canadian Lawyer Magazine*. <http://www.canadianlawyermag.com/5387/Are-you-emotionally-smart.html>

Research highlighted in: Grant, A. (2014). Emotional intelligence is overrated. *Huffington Post*. [http://www.huffingtonpost.com/adam-grant/emotional-intelligence-is\\_b\\_5915758.html](http://www.huffingtonpost.com/adam-grant/emotional-intelligence-is_b_5915758.html)

Research highlighted in Simmons, B. (2010). Emotional intelligence at work: Choose and apply your measure carefully. *LDRLB: Leadership, Innovation, and Strategy*. <http://ldrlb.co/2010/10/emotional-intelligence-at-work-choose-and-apply-your-measure-carefully/>

## TEACHING EXPERIENCE

SEMESTER	COURSE TITLE	LEVEL	NUMBER OF STUDENTS	TEACHING EVALUATIONS
Spring 2022	MAN4143: Leadership Development	Undergrad	47	4.92
Spring 2022	MAN6245: Organizational Behavior and Development	MBA	20	4.59
Fall 2021	MAN4143: Leadership Development	Undergrad	50	4.92
Fall 2021	MAN4143: Leadership Development	Undergrad	52	4.80
Spring 2021	MAN6395: Leadership Development	MBA	46	4.84
Spring 2021	MAN4240: Organizations: Theory & Behavior	Undergrad	44	4.40
Spring 2021	MAN6915: Applied Field Project	MBA	9	3.67
Fall 2020	MAN6245: Organizational Behavior and Development	MBA	34	4.71
Fall 2020	MAN6245: Organizational Behavior and Development	MBA	34	4.66
Summer 2020	MAN6296: Executive Leadership	MBA	27	4.67
Spring 2020	MAN7916: Meta-Analysis Seminar	PhD	4	*
Fall 2019	MAN6395: Leadership Development	MBA	45	4.66
Fall 2019	MAN6245: Organizational Behavior and Development	MBA	30	4.78
Fall 2019	MAN4143: Leadership Development	Undergrad	45	4.81
Summer 2019	MAN6296: Executive Leadership	MBA	32	4.93
Fall 2018**	MAN4240: Organizations: Theory & Behavior	Undergrad	44	4.49
Fall 2018**	MAN4240: Organizations: Theory & Behavior	Undergrad	33	4.42
Spring 2018	MAN7916: Meta-Analysis Seminar	PhD	5	4.98
Spring 2018	MAN6245: Organizational Behavior and Development	MBA	33	4.21
Fall 2017	MAN4143: Leadership Development	Undergrad	37	4.79
Fall 2017	MAN6245: Organizational Behavior and Development	MBA	26	4.92
Fall 2017	MAN6395: Leadership Development	MBA	37	4.92
Spring 2017	MAN4143: Leadership Development	Undergrad	34	4.81
Spring 2017	MAN6245: Organizational Behavior and Development	MBA	32	4.66
Spring 2016	INP7311: Organizational Psychology II	PhD	7	5.00
Spring 2016	INP6945: I/O Psychology Practicum	MS	11	*
Fall 2015	PSY7219C: Advanced Research Methods III (SEM)	PhD	11	4.42
Fall 2015	SOP5059: Advanced Social Psychology	PhD	14	4.65
Spring 2015	INP3004: Introduction to I/O Psychology	Undergrad	116	4.48
Spring 2015	INP7933: Seminar in I/O Psychology	PhD	4	*
Fall 2014	PSY7219C: Advanced Research Methods III (SEM)	PhD	13	4.71
Fall 2014	SOP5059: Advanced Social Psychology	PhD	3	*
Spring 2014	INP7933: Seminar in I/O Psychology	PhD	8	4.70

Spring 2014	SOP5059: Advanced Social Psychology	PhD	14	4.30
Fall 2013	PSY7219C: Advanced Research Methods III (SEM)	PhD	18	4.66
Fall 2013	INP7311: Organizational Psychology II	PhD	8	4.76
Spring 2013	SOP5059: Advanced Social Psychology	PhD	5	4.72
Spring 2013	INP7933: Seminar in I/O Psychology	PhD	8	4.46
Fall 2012	PSY7129C: Advanced Research Methods III (SEM)	PhD	15	4.72
Fall 2012	INP6317: Organizational Psychology & Motivation	MS	15	4.88
Spring 2012	INP7311: Organizational Psychology II	PhD	6	4.90
Spring 2012	INP6317: Organizational Psychology & Motivation	MS	15	4.76
Fall 2011	PSY7219C: Advanced Research Methods III (SEM)	PhD	23	4.78
Fall 2010	PSYC245: Introduction to I/O Psychology	Undergrad	100	4.70
Spring 2010	PSYC245: Introduction to I/O Psychology	Undergrad	14	4.50
Fall 2008	PSYC107: Introduction to Psychology	Undergrad	245	4.82
Spring 2008	PSYC353: Personnel Psychology	Undergrad	20	*
Fall 2007	PSYC107: Introduction to Psychology	Undergrad	210	4.80
Spring 2007	PSYC107: Introduction to Psychology	Undergrad	14	*
<b>TOTAL</b>			<b>1650</b>	<b>Mean: 4.68</b>

\* Evaluations not reported (due to small class size or because the course was a 1-credit course)

\*\* I only taught 4 weeks of these courses before going on parental leave

## COMMITTEE MEMBERSHIPS

### Graduated Doctoral Students:

- 1) LaPalme, Matthew, graduated 2017. Dissertation (Chair): *Affective Chickens and Performance Eggs: A Longitudinal Meta-Analysis*. Employment: The Wharton School of the University of Pennsylvania, Post-Doctoral Fellow with Dr. Sigal Barsade.
- 2) Dhanani, Lindsay, graduated 2017. Dissertation (Chair): *From Tunnel-Vision to a Bird's Eye View: The Development of a Broad Harassment Construct*. Employment: Ohio University, Assistant Professor of Industrial and Organizational Psychology.
- 3) McCord, Mallory, graduated 2017. Dissertation (Chair): *Theory and Measurement of Workplace Introversion Bias*. Employment: University of Minnesota Duluth, Assistant Professor of Industrial and Organizational Psychology.
- 4) Glerum, David, graduated 2016. Dissertation (Chair): *The Attitude-Engagement Model Within-Persons: An Experience Sampling Study of Job Attitudes and Behavioral Engagement*. Employment: Research scientist position with Dr. Timothy Judge at The Ohio State University.
- 5) McHugh, Bridget, graduated 2016. Dissertation (Chair): *Weight Discrimination Through Social Networking Sites: The Moderating Effects of Gender, Occupation, BMI, and Stereotype Consistency*. Employment: Ohio State Department of Corrections and Rehabilitation.
- 6) Young, Brandon, graduated 2015. Dissertation (Co-Chair): *The Feedback Intervention Effectiveness Audit: Development and Validation of a Measure*. Employment: BreakThroughs, Inc.
- 7) Koenig, Nick C., graduated 2013, Dissertation (Co-Chair): *Employee Engagement, Job Attitudes, and Work Behavior: A Meta-Analytic Test of the Incremental Validity of Employee Engagement*. Employment: Consultant, Global Selection Strategy & Assessment at Walmart.

- 8) Schmerling, Daniel, graduated 2013, Dissertation (Co-Chair): *Supporting the Pritchard-Ashwood Theory of Motivation and the Motivation Assessment System*. Employment: CapitalOne.

**Dissertation Committee Memberships (in chronological order):**

**In Progress:**

- 1) Chair: Shukla, Jigyashu. Proposal successfully defended.
- 2) Committee Member: Young, Henry (Michigan State University). Proposal forthcoming.

**Completed:**

- 1) Committee Member: Bigelow, Bailey. *Understanding the “How” and “Why” of Observer Reactions to Workplace Mistreatment: A Multiple Mediation Approach*. Successfully defended, 2021.
- 2) Committee Member: Ross, Emily (UCF Dept. of Psychology). *The Reciprocal Effect of Gastrointestinal Health on Psychological Distress and Disability in Emerging Adults*. Successfully defended, 2021.
- 3) Committee Member: Zheng, Jimmy (UCF Dept. of Psychology). *Examining the Indirect Effects of the Big-Five Traits on the Change in Job Satisfaction via the Change in Specific Work Characteristics*. Successfully defended, 2021.
- 4) Committee Member: Lewis, Joanna (UCF Dept. of Psychology). *The Mechanisms Underlying Dual-Task Costs in Visual Search*. Successfully defended, 2018.
- 5) Committee Member: Claypoole, Victoria (UCF Dept. of Psychology). *The Influence of Social Facilitation on Vigilance Task Performance*. Successfully defended, 2018.
- 6) Committee Member: Mishler, Ada (UCF Dept. of Psychology). *A Model of the Positivity Effect in Old Age*. Successfully defended, 2017.
- 7) Committee Member: Munyan, Benson (UCF Dept. of Psychology). *Odorants, Memory, and Presence in Warfighters: Do the Scents of War Matter?* Successfully defended, 2017.
- 8) Chair: LaPalme, Matthew (UCF Dept. of Psychology). *Affective Chickens and Performance Eggs: A Longitudinal Meta-Analysis*. Successfully defended, 2017.
- 9) Chair: Dhanani, Lindsay (UCF Dept. of Psychology). *From Tunnel-Vision to a Bird’s Eye View: The Development of a Broad Harassment Construct*. Successfully defended, 2017.
- 10) Chair: McCord, Mallory (UCF Dept. of Psychology). *Theory and Measurement of Workplace Introversion Bias*. Successfully defended, 2017.
- 11) Committee Member: Mihm, David (UCF Dept. of Psychology). *VIE-ing for the Position: An Examination of the Motivational Antecedents of Response Distortion*. Successfully defended, 2017.
- 12) Chair: Glerum, David (UCF Dept. of Psychology). *The Attitude-Engagement Model Within-Persons: An Experience Sampling Study of Job Attitudes and Behavioral Engagement*. Successfully defended, 2016.
- 13) Chair: McHugh, Bridget (UCF Dept. of Psychology). *Weight Discrimination Through Social Networking Sites: The Moderating Effects of Gender, Occupation, BMI, and Stereotype Consistency*. Successfully defended, 2016.
- 14) Committee Member: Ledbetter, Jonathan (UCF Dept. of Psychology). *Guest Perceptions of Time in a Waiting Environment*. Successfully defended, 2016.
- 15) Committee Member: Holm, Michelle (UCF Dept. of Tourism, Events, & Attractions). *Functional and Emotional Competence of Convention Service Managers*. Successfully defended, 2016.

- 16) Committee Member: Shapoval, Valeriya (UCF Dept. of Hospitality Services). *Antecedents of Emotional Labor and Job Satisfaction in the Hospitality Industry*. Successfully defended, 2016.
- 17) Co-Chair: Young, Brandon (UCF Dept. of Psychology). *The Feedback Intervention Effectiveness Audit: Development and Validation of a Measure*. Successfully defended, 2015.
- 18) Committee Member: Thayer, Amanda (UCF Dept. of Psychology). *Trust Trajectories as a Function of Violation Type and Repair Efforts*. Successfully defended, 2015.
- 19) Committee Member: Feitosa, Jennifer (UCF Dept. of Psychology). *Can Mutual Trust Explain the Diversity-Performance Relationship? A Meta-Analysis*. Successfully defended, 2015.
- 20) Committee Member: Benishek, Lauren (UCF Dept. of Psychology). *Exploring the Hows and the Whos: The Effects of Self-Regulation Prompting and Goal Orientation on the E-Learning Process*. Successfully defended, 2014.
- 21) Committee Member: Grossman, Rebecca (UCF Dept. of Psychology). *How Do Teams Become Cohesive? A Meta-Analysis of Cohesion's Antecedents*. Successfully defended, 2014.
- 22) Committee Member: Sanz, Elizabeth (UCF Dept. of Psychology). *Stereotype Threat in Sexual Minorities*. Successfully defended, 2014.
- 23) Committee Member: Lyons, Rebecca (UCF Dept. of Psychology). *The Effect of Emotion Regulation on Error Management Training*. Successfully defended, 2014.
- 24) Committee Member: Boyce, Michael (UCF Dept. of Psychology). *Assessment of Instructional Presentation for Emergency Evacuation Assistive Technology*. Successfully defended, 2014.
- 25) Co-Chair: Schmerling, Daniel (UCF Dept. of Psychology). *Supporting the Pritchard-Ashwood Theory of Motivation and the Motivation Assessment System*. Successfully defended, 2013.
- 26) Co-Chair: Koenig, Nick (UCF Dept. of Psychology). *Employee Engagement, Job Attitudes, and Work Behavior: A Meta-Analytic Test of the Incremental Validity of Employee Engagement*. Successfully defended, 2013.
- 27) Committee Member: Shuffler, Marissa (UCF Dept. of Psychology). *Where's the Boss? The Influences of Emergent Team Leadership Structure on Team Outcomes in Virtual & Distributed Environments*. Successfully defended, 2013.
- 28) Committee Member: Driskell, Tripp (UCF Dept. of Psychology). *Investigative Interviewing: A Team-Level Approach*. Successfully defended, 2013.

### **Thesis Committee Memberships (in chronological order):**

#### **Completed:**

- 29) Committee Member: Young, Henry. *How do Leaders Engage Followers? A Meta-Analytic Review*. Successfully defended, 2017.
- 30) Chair: Hermsdorfer, Andrea. *A Social Network Analysis of Emotional Intelligence in Groups*. Successfully defended, 2016.
- 31) Committee Member: Pelkey, Miranda. *She's Not "Fit" for the Business World: An Initial Examination of Obesity, Gender, and Age*. Successfully defended, 2016.
- 32) Committee Member: Lacerenza, Christina. *The Nuts and Bolts of Leadership Training: A Meta-Analysis*. Successfully defended, 2015.

- 33) Committee Member: DePesa, Natasha. *Affective and Autonomic Responses to Erotic Images Among Young Women With and Without Sexual Difficulties*. Successfully defended, 2015.
- 34) Chair: McCord, Mallory. *Group Differences in Workplace Mistreatment: A Meta-Analysis*. Successfully defended, 2014.
- 35) Chair: Cochran, Megan. *State and Trait Affect, Justice, and Counterproductive Work Behaviors: A Meta-Analysis*. Successfully defended, 2014.
- 36) Chair: Dhanani, Lindsay. *Outcomes of Perceived Workplace Discrimination: A Meta-Analysis of 35 Years of Research*. Successfully defended, 2014.
- 37) Committee Member: Puff, Jayme. *Parents' Temperament and Personality: Their Roles in Parenting Behaviors, Parent Locus of Control, and the Outcomes of Young Children*. Successfully defended, 2014.
- 38) Committee Member: Ortiz, Skilan. *Video Game Self-Efficacy and its Effect on Training Performance*. Successfully defended, 2014.
- 39) Committee Member: Loglia, Jennifer. *How Emoticons Affect Leader-Member Exchange*. Successfully defended, 2013.

### **Honors in the Major Committee Memberships (in chronological order):**

#### **Completed:**

- 40) Committee Member: Amari, Paul. *Perception or Reality? Perceptions of Abusive Supervision in the Workplace*. Successfully defended, 2020.
- 41) Committee Member: Maxey, Jennifer. *Corporate Social Responsibility and Earnings*. Successfully defended, 2019.
- 42) Committee Member: Eid, Mitchell. *Predictors of Job Boredom*. Successfully defended, 2017.
- 43) Committee Member: Burnell, Devin. *Right-Wing Authoritarianism, Social Dominance Orientation, and Workplace Implications*. Successfully defended, 2016.
- 44) Committee Member: Woods, Amanda. *Examining the Relationship Between Trait Goal Orientation and Behavior in Team Debriefing Sessions*. Successfully defended, 2015.
- 45) Committee Member: Bisbey, Tiffany. *A Theory for Predicting and Measuring Practical Drift: Uncovering Adaptive Behaviors in Organizations*. Successfully defended, 2014.
- 46) Committee Member: Marshall, Alyssa. *A Multi-level Model of Team Decision Making Under Stress*. Successfully defended, 2014.
- 47) Committee Member: Lacerenza, Christina. *An Exploratory Factor Analysis of Self-Reported State and Trait Guilt*. Successfully defended, 2012.

## **SERVICE**

### **Professional Service Activities**

#### **Editorial Boards**

*Journal of Applied Psychology* (2014-present)  
*Journal of Organizational Behavior* (2013-present)  
*Organizational Psychology Review* (2022-present); Meta-Analysis Advisory Editor  
*Human Performance* (2020-present)  
*Affective Science* (2019-present)

*Emotion (2014-2018)*

**Guest Editor**

*Frontiers in Psychology*, special issue on emotional intelligence 2021

**Ad Hoc Reviewer**

*National Science Foundation*

*Personnel Psychology*

*Journal of Management*

*Society for Affective Science*

*Organizational Behavior and Human Decision Processes*

*Personality and Social Psychology Bulletin*

*Organizational Psychology Review*

*Journal of Occupational and Organizational Psychology*

*Journal of Occupational Health Psychology*

*Human Relations*

*Management Science*

*Sex Roles*

*Journal of Management Studies*

*Journal of Personality*

*Journal of Cross-Cultural Psychology*

*Human Performance*

*Personality and Individual Differences*

**Professional Committee Memberships**

Committee Member, Eminent Leadership Scholar Award, Network of Leadership Scholars, 2022.

*Journal of Organizational Behavior* Best Paper Award Committee, 2021.

Committee Member, Society for Industrial and Organizational Psychology Schmidt and Hunter Meta-Analysis Award Committee, 2020-present.

Committee Member, Society for Industrial and Organizational Psychology S. Rains Wallace Dissertation Award Committee, 2018-2020.

Committee Member, Society for Industrial and Organizational Psychology Graduate Student Scholarships Committee, 2012-2016.

Committee Member, Academy of Management Graduate Student Dissertation Awards Committee, 2012-2016.

**Professional Advisory Boards**

Member of Criteria Corp. Scientific Advisory Board