

## LAUREN RACHEL LOCKLEAR

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 817-228-4286

### EDUCATION

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

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

### DISSERTATION

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Title: A relational model of workplace appreciation: Examining appreciation agreement and disagreement in supervisor-subordinate dyads

Committee: Maureen L. Ambrose (co-chair), Shannon G. Taylor (co-chair), Steven W. Whiting, Mark G. Ehrhart

### RESEARCH INTERESTS

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Interpersonal Relationships, Appreciation, Mistreatment, Norms

### REFEREED JOURNAL ARTICLES

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**Locklear, L.R.**, Taylor, S.G., & Ambrose, M.L. (In Press). How a gratitude intervention influences workplace mistreatment: A multiple mediation model. *Journal of Applied Psychology*

Buengeler, C., Piccolo, R. F., & **Locklear, L.R.** (2020). LMX differentiation and group outcomes: A framework and review drawing on group diversity insights. *Journal of Management*. <https://doi.org/10.1177/0149206320930813>

Williamson, R.A., Beiler-May, A., **Locklear, L.R.**, & Clark, M.A. (2017). Bringing home what I'm hiding at work: The impact of sexual orientation disclosure at work for same-sex couples. *Journal of Vocational Behavior*, 103, 7-22.

### BOOK CHAPTERS

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**Locklear, L.R.**, & Folger, R. (2020). Other-Focused Emotion Triads: Contempt, Anger, and Disgust (CAD) and Awe, Gratitude, and Elevation (AGE). In L. Yang, R. Cropanzano, C. Daus,

& V. Martínez-Tur (Eds.), *The Cambridge Handbook of Workplace Affect* (pp. 452-467). Cambridge: Cambridge University Press.

Bennett, R.J., Marasi, S., & **Locklear, L.R.** (2018). Workplace deviance. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press. doi: 10.1093/acrefore/9780190224851.013.111

## MANUSCRIPTS UNDER REVIEW

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**Locklear, L.R.**, Sheridan, S.B., & Kong, D.T. Appreciating social science research on gratitude: A translational review. Proposal accepted. Full manuscript in preparation at *Journal of Organizational Behavior*.

Taylor, S.G., Kluemper, D., **Locklear, L.R.**, & Lu, X. Beyond targets and instigators: Examining workplace incivility in dyads and the moderating role of incivility norms. Revise and resubmit *Journal of Applied Psychology*.

Barden, S.M., Carlson, R.G., Toomey, T., **Locklear, L.R.**, Dillman-Taylor, D., & Silverio, N. Examining the Effects of Relationship Education for Same-Sex Couples: A Randomized Control Trial. Under review at *Marriage & Family Review*.

## SELECTED WORKS IN PROGRESS

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**Locklear, L.R.**, Taylor, S.G., Campbell, E.M. Selling yourself short: Examining modesty as a tactic to avoid victimization. Collecting data. To be submitted to *Journal of Applied Psychology*.

**Locklear, L.R.** & Ehrhart, M.G. Gratitude norms in organizations. Writing manuscript. To be submitted to *Academy of Management Review*.

**Locklear, L.R.** & Joseph, D.G. A meta-analytic review of workplace positive psychology interventions. Coding data. To be submitted to *Journal of Applied Psychology*.

**Locklear, L.R.**, Whiting, S.W., Ehrhart, M.G., & Sandvik, A.M. Do actions really speak louder than words? Examining the role of gratitude expressions in workplace social exchanges. Analyzing data. To be submitted to *Journal of Applied Psychology*.

**Locklear, L.R.** & Whiting, S.W. Testing a trickle-down model of organizational deviance using NCAA infractions and football player arrests. To be submitted to *Journal of Applied Psychology*.

Ambrose, M.L., Fu, Y., Wang, Z., Sheridan, S.M., & **Locklear, L.R.** A multi-foci approach to understanding the independent and joint influences of appreciation from multiple sources. Analyzing data. To be submitted to *Journal of Applied Psychology*.

Cropanzano, R., Ambrose, M.L., Sheridan, S.B., & **Locklear, L.R.** Gratitude and workplace resources: A conceptual clarification and theoretical extension. Preparing manuscript. To be submitted to *Academy of Management Review*.

## CONFERENCE PRESENTATIONS

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**Locklear, L.R.** (2020, July). *A relational model of workplace appreciation: Examining appreciation agreement and disagreement in supervisor-subordinate dyads*. Paper presented at the 1st Florida Management Conference, Virtual.

**Locklear, L.R.,** Whiting, S.G. & Ehrhart, M.G. (2020, August). *Returning the favor: Examining reciprocation of help received*. Paper presented at the 80th Annual Meeting of the Academy of Management, Virtual.

**Locklear, L.R.,** Taylor, S.G., Campbell, E.M. (2020, April). *Selling yourself short: Examining modesty as a tactic to avoid victimization*. Paper presented at the 35th Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.

**Locklear, L.R.** & Joseph, D.G. (2020, April). *A meta-analytic review of workplace positive psychology interventions*. Paper presented at the 35th Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.

Broksch, E.A., **Locklear, L.R.,** Ehrhart, M.E. & Whiting, S.W. (2020, April). *A new hope: Examining the light and dark sides of helping*. Poster presented at the 35th Annual Meeting of the Society of Industrial and Organizational Psychology, Virtual.

**Locklear, L.R.** (2019, October). *Preventing leadership burnout: Using lessons from positive psychology to sustain leaders*. Presentation at the Emerging Leaders Conference, Orlando.

**Locklear, L.R.,** Taylor, S.G., & Ambrose, M.L. (2019, August). *Examining the effect of a gratitude intervention on instigated incivility: A test of multiple mediation processes*. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston.

Taylor, S.T., Kluemper, D., & **Locklear, L.R.** (2018, August). *Is incivility really tit-for-tat? Experienced and instigated incivility in dyadic relationships*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago.

**Locklear, L.R.,** Bigelow, B.A., Bennett, R.J., Robinson, S.L., & Posey, C. (2017, October). *Development of a short, generalizable reflective measure of workplace deviance (RWD)*. Paper presented at the 2017 Meeting of the Southern Management Association, St. Petersburg.

Williamson, R.A., Beiler-May, A., **Locklear, L.R.,** & Clark, M.A. (2017, May). *The impact of sexual orientation disclosure at work for same-sex couples*. Paper presented at the 2017 Annual Meeting of the European Association of Work and Organizational Psychology, Dublin.

**Locklear, L.R.,** Williamson, R.A., & Clark, M.A. (2017, April). *Function of gender roles in work experiences of same-sex couples*. Poster presented at the 32nd Annual Meeting of the Society of Industrial and Organizational Psychology, Orlando.

Williamson, R.A., Beiler-May, A., **Locklear, L.R.**, & Clark, M.A. (2017, April). *Crossover effects of sexual orientation disclosure at work*. Poster presented at the 32<sup>nd</sup> Annual Meeting of the Society of Industrial and Organizational Psychology, Orlando.

## **OTHER CONFERENCE PARTICIPATION**

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**Locklear, L.R.**, Ehrhart, M.G., & Whiting, S.G. (2020, August). Light versus dark: A team trait approach to helping and performance in teams. In **L. Locklear** (Chair), *Help offers, receipt, and provisions at work: Individual and team perspectives*. Symposium presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Virtual.

**Locklear, L.R.**, Ehrhart, M.G., & Whiting, S.W. (2019, August). Antecedents of gratitude expressions in the workplace. In **L. Locklear** & S. Sheridan (Chairs), *Gratitude in the workplace: Fostering inclusive organizations*. Symposium presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston.

## **TEACHING EXPERIENCE**

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2021 Slotted as Instructor, Organization Theory and Behavior (MAN 4240)  
 2020 Instructor, Strategic Management (MAN 4720, Virtual), Overall evaluation: TBD  
 2020 Instructor, Strategic Management (MAN 4720, Virtual), Overall evaluation: TBD  
 2019 Instructor, Strategic Management (MAN 4720), Overall evaluation: 4.5/5.0  
 2018 Instructor, Strategic Management (MAN 4720), Overall evaluation: 4.7/5.0  
 2018 Graduate Teaching Assistant, Management in Organizations (MAN 3025)  
 2017 Instructor, Strategic Management (MAN 4720), Overall evaluation: 4.3/5.0  
 2017 Graduate Teaching Assistant, Conflict Resolution and Negotiation (MAN 4441)  
 2017 Graduate Teaching Assistant, Conflict Resolution and Negotiation, MBA (MAN 6448)

## **PROFESSIONAL DEVELOPEMENT**

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2020 Distance and Digital Learning Certification  
 2019 Multilevel Structural Equation Modeling in Mplus, taught by Kris Preacher  
 2019 Structural Equation Modeling in Mplus, taught by Michael Zyphur  
 2018 Research Methods Division Quantitative/Qualitative Course, administered by CARMA

## **SERVICE**

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2020-2019 Management Department Subject Pool Coordinator  
 2020 Ad hoc reviewer, *Journal of Management*  
 2020-2018 Ad hoc reviewer, *Journal of Organizational Behavior*  
 2020-2017 Academy of Management conference reviewer  
 2020, 2017 Society for Industrial and Organizational Psychology conference reviewer  
 2018 Southern Management Association conference reviewer

## **GRANTS AND AWARDS**

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2020 UCF Order of Pegasus Finalist  
 2020 Visiting Ph.D. Student, University of British Columbia  
 2019 Visiting Research Fellow, Norwegian School of Economics  
 2019 UCF College of Business Research Grant (\$10,000)  
 2019 UCF College of Graduate Studies Grant (\$500)  
 2018 UCF College of Graduate Studies Grant (\$500)  
 2018 UCF College of Business Research Grant (\$7,500)  
 2018 Southern Management Association Grant (\$500)  
 2017 UCF Student Government Association Grant (\$500)  
 2016 UCF College of Business Research Grant (\$3,500)

## **MEDIA COVERAGE**

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Health24, 2017  
 Medical Xpress, 2017  
 Medicine Net, 2017  
 SIOP Newsbrief, 2017  
 UGA Today, 2017  
 U.S. News & World Report, 2018

## **AFFILIATIONS**

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Academy of Management  
 Southern Management Association  
 Society for Industrial and Organizational Psychology

## **APPLIED EXPERIENCE**

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2020 Marriage and Family Research Institute, Statistician and Methods Consultant  
 2016-2015 Strategic Management Decisions, Statistical Modeling and Analytics Intern  
 2016 Virtucom, Inc., Human Resources Administrator  
 2015 APT Metrics, Data Analytics Intern

## **REFERENCES**

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### **Maureen L. Ambrose**

Gordon J. Barnett Professor of Business  
 Ethics  
 Department of Management  
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 Orlando, FL 32816-1400  
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### **Shannon G. Taylor**

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