

Alex L. Rubenstein, Ph.D.

Associate Professor of Management

College of Business Administration

University of Central Florida

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ACADEMIC APPOINTMENTS

2021-present	Associate Professor (with tenure) University of Central Florida, Department of Management
2018-2021	Assistant Professor University of Central Florida, Department of Management
2014-2018	Assistant Professor University of Memphis, Department of Management

EDUCATION

Doctor of Philosophy, Management

University of Florida (2014)

Concentration: Organizational Behavior and Human Resource Management

Warrington College of Business Administration

Bachelor of Arts, Business Administration

University of Washington (2009)

Concentration: Human Resource Management

Foster School of Business Administration

Bachelor of Science, Psychology

University of Washington (2009)

Concentration: Research Methods, Self-Concept

College of Arts and Sciences

REFEREED PUBLICATIONS

(* denotes equal contribution; underline denotes Ph.D. student advisee)

16. Serban, A., Rubenstein, A. L., Reina, C., Bosco, F. A., & Grubb, L. K. (2022). Stressors and social resources at work: Examining the buffering effects of LMX, POS, and

- their interaction on employee attitudes. *Journal of Business and Psychology*, 37, 717-734.
15. Liu, H., Rubenstein, A. L., Li, G., Liu, Z., & Zhang, X. (2022). A time to consider, a time to deliver: The independent and interactive effects of regulatory mode on innovative work behavior. *Journal of Product Innovation Management*, 39, 202-221.
 14. Rubenstein, A. L., Morrison, H. M., Whiting, S. W., & Bosco, F. A. (2022). More money, more problems? An examination of the dynamic relationship between income and work-family conflict. *Journal of Occupational and Organizational Psychology*, 95, 305-331.
 13. Peltokorpi, V., Feng, J., Pustovit, S., Allen, D. G., & Rubenstein, A. L. (2022). The interactive effects of socialization tactics and work locus of control on newcomer work adjustment, job embeddedness, and voluntary turnover. *Human Relations*, 75, 177-202.
 12. Rubenstein, A. L., Kammeyer-Mueller, J. D., & Thundiyil, T. G. (2020). The comparative effects of supervisor helping motives on newcomer adjustment and socialization outcomes. *Journal of Applied Psychology*, 105, 1466-1489.
 11. Rubenstein, A. L.*, Peltokorpi, V. M.*, & Allen, D. G.* (2020). Work-home and home-work conflict and voluntary turnover: A conservation of resources explanation for contrasting moderation effects of on- and off-the-job embeddedness. *Journal of Vocational Behavior*, 119, Article 103413.
 10. Rubenstein, A. L., Zhang, Y., Ma, Q., Morrison, H. M., & Jorgensen, D. (2019). Trait expression through perceived job characteristics: A meta-analytic path model linking personality and job attitudes. *Journal of Vocational Behavior*, 112, 141-157.
 9. Rubenstein, A. L., Allen, D. G., & Bosco, F. A. (2019). What's past (and present) is prologue: Interactions between justice levels and trajectories predicting behavioral reciprocity. *Journal of Management*, 45, 1569-1594.
 8. Rubenstein, A. L., Kammeyer-Mueller, J. D., Wang, M., & Thundiyil, T. (2019). "Embedded" at hire? Predicting the voluntary and involuntary turnover of new employees. *Journal of Organizational Behavior*, 40, 342-359.
 7. Li, G., Rubenstein, A. L., Lin, W., Wang, M., & Chen, X. (2018). The curvilinear effect of benevolent leadership on team performance: The mediating role of team

action processes and the moderating role of team commitment. *Personnel Psychology*, 71, 369-397.

6. Rubenstein, A. L., Eberly, M., Lee, T. W., & Mitchell, T. R. (2018). Surveying the forest: A meta-analysis, moderator investigation, and future-oriented discussion of the antecedents of voluntary employee turnover. *Personnel Psychology*, 71, 23-65.
-Finalist, Personnel Psychology Best Article Award for 2018
5. Allen, D. G.*, Peltokorpi, V.M.*, & Rubenstein, A. L.* (2016). When “embedded” means “stuck”: Moderating effects of job embeddedness in adverse work environments. *Journal of Applied Psychology*, 101, 1670-1686.
4. Kammeyer-Mueller, J. D., Wanberg, C. R., Rubenstein, A. L., & Song, Z. (2013). Support, undermining, affect, and newcomer socialization: Fitting in during the first 90 days. *Academy of Management Journal*, 56, 1104-1124.
3. Kammeyer-Mueller, J. D., Rubenstein, A. L., Long, D. M., Odio, M. A., Buckman, B. R., Zhang, Y., & Halvorsen-Ganepola, M. D. K. (2013). A meta-analytic structural model of dispositional affectivity and emotional labor. *Personnel Psychology*, 66, 47-90.
2. Reynolds, S. J., Owens, B. P., & Rubenstein, A. L. (2012) Moral stress: Considering the nature and effects of managerial moral uncertainty. *Journal of Business Ethics*, 106, 491-502.
1. Kammeyer-Mueller, J. D., Steel, P. D., & Rubenstein, A. L. (2010). The other side of method bias: The perils of distinct source research designs. *Multivariate Behavioral Research*, 45, 294-321.

PEER-REVIEWED BOOK CHAPTERS

- Rubenstein, A. L. (2015). Compensation. In S. K. Whitbourne (Ed.) *The Encyclopedia of Adulthood and Aging*. Hoboken, NJ: Wiley.
- Rubenstein, A. L. (2015). Performance and Performance Feedback. In S. K. Whitbourne (Ed.) *The Encyclopedia of Adulthood and Aging*. Hoboken, NJ: Wiley.
- Kammeyer-Mueller, J. D., Schilpzand, P., & Rubenstein, A. L. (2013). Dyadic fit and the process of organizational socialization. In A. Kristof-Brown and J. Billsberry (Eds.) *Organizational Fit: Key Issues and New Directions* (pp. 50-73). West Sussex, UK: Wiley.

MANUSCRIPTS UNDER REVIEW

Feng, J., Chen, S., Li, J., & Rubenstein, A. L. [Group turnover]. 4th R&R at *Journal of Applied Psychology*.

Rubenstein, A. L., Lan, Y., Xia, Y., & Morrison, H. M. [Voice endorsement effects on voicers]. 1st R&R at *Journal of Management*.

Rubenstein, A. L., Simon, L. S., Kammeyer-Mueller, J. D., Corwin, E. S., Morrison, H. M., & Whiting, S. W. [Common method variance]. Under 1st review at *Journal of Applied Psychology*.

MANUSCRIPTS IN PROGRESS

Rubenstein, A. L., Feng, Z., Zhou, L., Jun, I., Bian, J., & Prospero, M. [Mining Twitter data to understand employee turnover].
Finalizing for submission to *Journal of Applied Psychology*.

Rubenstein, A. L., Gish, J. J., Barnes, C. M., Morrison, H. M., & Kammeyer-Mueller, J. D. [College graduates' sleep changes affecting transitions into first full-time jobs].
Data Collection Stage; Target journal: *Journal of Applied Psychology*

Rubenstein, A. L., Leavitt, K., & Klotz, A., & Kammeyer-Mueller, J. D. [Bright and dark sides of emotional labor: A study of repossession agents].
Data Collection Stage; Target journal: *Administrative Science Quarterly*

Hill, E., Ehrhart, M. G., & Rubenstein, A. L. [The imposter phenomenon among newcomers].
Data Collection Stage; Target journal: *Journal of Applied Psychology*

Jacobsen, A., Rubenstein, A. L., & Thundiyil, T. G. [Subordinate low performance, status, and abusive supervision].
Writing Stage; Target journal: *Personnel Psychology*

Bosco, F. A., Field, J. G., Rubenstein, A. L., Kepes, S., Uggerslev, K. L., & Oswald, F. [Summary of organizational research findings].
Writing Stage; Target journal: *Psychological Bulletin*

Rubenstein, A. L., Kammeyer-Mueller, J. D., Allen, D. G., & Morrison, H. M. [Introspection at work].

Data Analysis Stage; Target journal: *Journal of Applied Psychology*

Zhang, Y., Rubenstein, A. L., & Morrison, H. M. [Motivation as a mediator of the general mental ability-effectiveness relationship].

Data Analysis Stage; Target journal: *Journal of Personality and Social Psychology*

Rubenstein, A. L., Leavitt, K., Erez, A., & Woolum, A. [Effect of self-regulatory focus on team decision making, performance, and member evaluations].

Writing Stage; Target Journal: *Academy of Management Journal*

Rubenstein, A. L., & Kammeyer-Mueller, J. D. [Personality and specific performance mediated by specific motivations].

Data Analysis Stage; Target journal: *Journal of Applied Psychology*

Judge, T. A., Zhang, Y., & Rubenstein, A. L. [General mental ability, specific cognitive abilities, and performance: A quantitative and qualitative review].

Writing Stage; Target journal: *Journal of Applied Psychology*

Rubenstein, A. L., & Kammeyer-Mueller, J. D. [Involuntary turnover: A theoretical model and agenda for future research].

Conceptual Stage; Target journal: *Academy of Management Review*

Rubenstein, A. L. [Digital media use and their differential effects on work attitudes and job behaviors].

Conceptual Stage; Target journal: *Organizational Behavior and Human Decision Processes*

Koopman, J., Rubenstein, A. L., & Kammeyer-Mueller, J. D. [Differential coping responses to counterproductive behavior receipt and employee outcomes].

Conceptual Stage; Target journal: *Personnel Psychology*

CHAired CONFERENCE SYMPOSIA

Rubenstein, A. L., & Kammeyer-Mueller, J. D. (2010) *Socialization Content and Context: New Directions*. Showcase symposium presented at the Annual Meeting of the Academy of Management Conference. Montreal, QC, Canada.

REFEREED CONFERENCE PRESENTATIONS

Rubenstein, A. L., Feng, Z., Zhou, L., Jun, I., Bian, J., & Prospero, M. Using "big data" and text mining to understand employee turnover]. Presentation to be conducted

at the *Annual Meeting of the Society for Industrial and Organizational Psychology* in Seattle, WA.

Rubenstein, A. L., Kammeyer-Mueller, J. D., Simon, L. S., Corwin, E. S., Morrison, H. M., & Whiting, S. W. (2020). Evaluating various sources of common method bias and psychological separation as an alternate remedy. Session conducted at the *Annual Meeting of the Academy of Management* (virtual).

Xia, Y., Lan, Y., Rubenstein, A. L., Xing, M., & Li, S. (2020). Do they like what I have to say? How and when supervisor voice endorsement predicts work engagement. Session conducted at the *Annual Meeting of the Academy of Management* (virtual).

Serban, A., Rubenstein, A. L., Bosco, F. A., & Grubb, L. K. (2019). Social insulation at work: The distinct buffering effects of LMX and POS. Session conducted at the *Annual Meeting of the Academy of Management* in Boston, MA.

*Paper selected to the AOM Best Paper Proceedings

Rubenstein, A. L., & Bosco, F. A. More money, more problems? Dynamic relationships between income and work-family conflict. (2019). Presentation conducted at the *Annual Meeting of the Society for Industrial and Organizational Psychology* in Washington, DC.

Rubenstein, A. L., Peltokorpi, V., & Allen, D. G. (2018) Contrasting effects of domain-specific embeddedness on the work-family interface and employee turnover. In Z. Sheng (Chair), *Can we predict turnover better? Theoretical refinements and methodological considerations*. Part of symposium conducted at the *Annual Meeting of the Academy of Management* in Chicago, IL.

Rubenstein, A. L., Kammeyer-Mueller, J. D., & Thundiyil, T. G. (2018). The comparative effects of insider helping motives on newcomer adjustment. In J. Kammeyer-Mueller (Chair), *Motivation of newcomer socialization: Integrating multiple perspectives*. Part of symposium conducted at the *Annual Meeting of the Academy of Management* in Chicago, IL.

*Symposium selected to the AOM Best Paper Proceedings

Rubenstein, A. L., Klotz, A. C., Leavitt, K. N., & Kammeyer-Mueller, J. D. (2017). Exploring the bright and dark consequences of performing necessary evil at work: An investigation of the emotional labor of repossession agents. In D. W. Newton & J. D. Nahrgang (Co-Chairs), *Is being a Good Samaritan always good? Unpacking the pitfalls of prosocial behavior*. Part of symposium conducted at the *Annual Meeting of the Academy of Management* in Atlanta, GA.

Rubenstein, A. L., & Calderon, C. (2016). Why does personality predict job attitudes? A meta-analytic path model of mediated relationships. Session conducted at the *Annual Meeting of the Southern Management Association* in Charlotte, NC.

*Finalist for Best Paper in Organizational Behavior Track

Rubenstein, A. L., Allen, D. G., & Bosco, F. A. (2016). Reciprocity dynamics over time in organizational justice and social exchange. Session conducted at the *Annual Meeting of the Academy of Management* in Anaheim, CA.

*Paper selected to the AOM Best Paper Proceedings

Rubenstein, A. L., Eberly, M., Lee, T. W., & Mitchell, T. R. (2015). Looking beyond the trees: A meta-analysis and theoretical integration of voluntary turnover research. Session conducted at the *Annual Meeting of the Academy of Management* in Vancouver, BC, Canada.

*Paper selected to the AOM Best Paper Proceedings

Rubenstein, A. L. (2014). BREAKING NEWS! How modern media affect sustained attention and job performance. Presentation conducted at the *Annual Meeting of the Society for Industrial and Organizational Psychology* in Honolulu, HI.

Rubenstein, A. L. (2014). Leadership acuity: Matching team members to tasks during role assignment. Presentation conducted at the *Annual Meeting of the Society for Industrial and Organizational Psychology* in Honolulu, HI.

Rubenstein, A. L. (2014). *When people fit*: Using critical events to explain fit emergence. Presentation conducted at the *Annual Meeting of the Society for Industrial and Organizational Psychology* in Honolulu, HI.

Judge, T. A., Buckman, B. R., Koopmann, J. M., Rubenstein, A. L., & Baer, M. D. (2012). The motives underlying work goals: A self-determination theory perspective. In L. R. Mansfield & B. Erdogan (Co-Chairs), *Whistle while you work: Happiness and the workplace*. Part of symposium conducted at the *Annual Meeting of the Society for Industrial and Organizational Psychology* in San Diego, CA.

Rubenstein, A. L., Kammeyer-Mueller, J. D., & Schilpzand, P. (2011). Interpersonal fit and the process of organizational socialization. In A. Kristof-Brown and J. Billsberry (Co-Chairs), *New directions in organizational fit*. Part of symposium conducted at the *Annual Meeting of the Academy of Management* in San Antonio, TX.

Kammeyer-Mueller, J.D., Wanberg, C.R., Rubenstein, A. L., & Song, Z. (2010). Support, undermining, and the newcomer adjustment process. In A. L. Rubenstein and J. D. Kammeyer-Mueller (Co-Chairs), *Socialization Content and Context: New Directions*. Part of showcase symposium conducted at the *Annual Meeting of the Academy of Management* in Montreal, QC, Canada.

Owens, B. P., Rubenstein, A. L., & Hekman, D. A. (2010). Humility in leadership: Antecedents, consequences, and contingencies. Session conducted at the *Annual Meeting of the Academy of Management* in Montreal, QC, Canada.

Owens, B. P., Rubenstein, A. L., and Wadsworth, L. L. (2008). The interactive effects of role salience and gender on work-family interface: Unpacking the constructs of work-family interference and work-family enrichment. Session conducted at the *Annual Meeting of the Academy of Management* in Anaheim, CA.

INVITED RESEARCH PRESENTATIONS

2019

University of Washington

2018, 2022

Beijing Jiaotong University

2017

Florida State University

University of North Carolina – Charlotte

2015

Keynote Presentation for Memphis I-O Psychology Consortium

Guest Panelist for Society of Information Management roundtable on Succession Planning, Recruitment, and Retention

TEACHING EXPERIENCE

University of Central Florida

MAN 3301 Strategic Human Resources Management

MAN 4240 Organizations: Theory and Behavior

MAN 4320 Recruitment and Selection

MAN 6245 Organizational Behavior and Development

MAN 6305 Human Resources Management

MAN 6385 Strategic Human Resources Management (Staffing)

MAN 7916 Advanced Research Methods Doctoral Seminar

University of Memphis

MGMT 3215 Human Resources Management (Management major required course)
MGMT 7135 Leadership Seminar (MBA program required course, only section offered)
MGMT 7136 Executive Leadership Seminar (Executive MBA program required course)
MGMT 8921 Doctoral Seminar in Research Methods

University of Florida

MAN 4301 Human Resources Management
MAN 3240 Organizational Behavior

STUDENT ADVISING

University of Central Florida

Hayley Morrison (PhD, Dissertation Committee Member)

University of Memphis

Qing (Kathy) Ma (PhD, Dissertation Committee Member)

ACADEMIC SERVICE

Editorial board member:

Journal of Applied Psychology (2021-present)
Journal of Management (2021-present)
Personnel Psychology (2019-present)
Journal of Organizational Behavior (2016-present)
2018 Best Reviewer Award
2016 Best Reviewer Award

Ad hoc reviewing:

Academy of Management Journal
Applied Psychology: An International Review
Business Ethics Quarterly
Career Development International
Equity, Diversity, and Inclusion
Human Resource Management
International Journal of Hospitality Management
International Journal of Human Resource Management
Journal of Business Research
Journal of Management Studies
Journal of Managerial Psychology
Journal of Vocational Behavior
Organization Science
Organizational Behavior and Human Decision Processes
Personality and Individual Differences

PLOS ONE

Ongoing reviewer for *Academy of Management Annual Meetings*

2016 Outstanding Reviewer Award, Organizational Behavior Division

2011 Outstanding Reviewer Award, Organizational Behavior Division

Ongoing reviewer for *SIOP Annual Meetings*

Ongoing reviewer for *Southern Management Association Annual Meetings*

2022 AOM HR Doctoral Consortium Facilitator

2015, 2019, 2020 AOM OB Doctoral Consortium Facilitator

2017 SMA Session Facilitator

Academy of Management Adopt-A-Member Mentorship Program (2016-Present)

Academy of Management Human Resources Division Discussion Board Moderator
(2019-present)

UNIVERSITY SERVICE

2021 UCF Assistant Professor (OB/HR) Search Committee Chair

2019-present UCF College of Business Secretary

2018-present UCF Graduate Council Curriculum Committee

2019 UCF Instructor Promotion Committee

2018-2019 UCF UPRC

2018 University of Memphis Management Instructor Search Committee (Renewable
Appointment)

2018 University of Memphis Management Instructor Search Committee (One-Year
Appointment)

2018 University of Memphis Management Department Chair Search Committee

2017 Proposal Reviewer for National Council of Undergraduate Research Conference

2016 Ph.D. Graduate Sub-Council Committee Member

2015 Guest Panelist for Society of Information Management Roundtable on Succession
Planning, Recruitment, and Retention

2015 University of Memphis Management Instructor Search Committee

2015 University of Memphis Assistant Professor (OB/HR) Search Committee

2015 University of Memphis Assistant Professor (ST/ENT) Search Committee

CONSULTING EXPERIENCE

2020 Chicago White Sox: Player Development

2016-present United Auto Delivery and Recovery: Retention Management, Selection,
Data Analysis

2016-2017 Jabil Electronics: Retention Management and Selection

2015-2016 First Tennessee Bank: Performance Management

2012 Prioria, Inc.: Selection System Development and Consulting
2007 ClubCore USA, Inc.: Turnover Data Analysis
2007 Jim Moats and Associates: Employee Selection and Research Consultant

RESEARCH GRANTS, AWARDS, AND OTHER HONORS

2017 Eminent Faculty Research Publication Award: \$5,000
2017 Eminent Faculty Research Publication Award: \$5,000
2016 Eminent Faculty Research Publication Award: \$5,000
2013 University Scholars Faculty Advising Research Grant: \$500
2012 University of Florida Target Copy Teaching Scholarship: \$750
2012 University of Florida Graduate Student Union Travel Grant: \$250
2008 University of Washington Foster School of Business Travel Scholarship: \$400

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Management
 Organizational Behavior Division Member
 Human Resources Management Division Member
Society of Industrial and Organizational Psychology
Southern Management Association