

Alex L. Rubenstein, Ph.D.

Assistant Professor of Management
College of Business Administration
University of Central Florida
alex.rubenstein@ucf.edu
Updated as of October 12, 2018

ACADEMIC APPOINTMENTS

Assistant Professor of Management, University of Central Florida; Orlando, FL (2018-Present)
College of Business Administration

Assistant Professor of Management, University of Memphis; Memphis, TN (2014-2018)
Fogelman College of Business and Economics

EDUCATION

Ph.D., Management, University of Florida; Gainesville, FL (2014)
Concentration: Organizational Behavior and Human Resource Management
Warrington College of Business Administration

Dissertation: *The Comparative Effects of Insider Helping Motives on Newcomer Adjustment.*
(Chair: John Kammeyer-Mueller)

B.A., Business Administration, University of Washington; Seattle, WA (2009)
Concentration: Human Resource Management
Foster School of Business Administration

B.S., Psychology, University of Washington; Seattle, WA (2009)
Concentration: Research Methods, Self-Concept
College of Arts and Sciences

REFEREED PUBLICATIONS

Rubenstein, A. L., Allen, D. G., & Bosco, F. A. (forthcoming). What's past (and present) is prologue: Interactions between justice levels and trajectories predicting behavioral reciprocity. *Journal of Management*

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.

- 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.
- 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. (*denotes equal contribution).
- 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.
- 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.
- 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.
- 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. (2014). Compensation. In S. K. Whitbourne (Ed.) *The Encyclopedia of Adulthood and Aging*. Hoboken, NJ: Wiley.
- Rubenstein, A. L. (2014). 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

- Rubenstein, A. L., Kammeyer-Mueller, J. D., Wang, M., & Thundiyil, T. (2nd Revise-and-resubmit) [At-hire job embeddedness]. *Journal of Organizational Behavior*
- Rubenstein, A. L., Zhang, Y., Ma, Q., Calderon, C., & Jorgensen, D. (Revise-and-resubmit). [Meta-analysis linking personality to job attitudes via mediators]. *Journal of Vocational Behavior*

Rubenstein, A. L.*, Peltokorpi, V. M.*, & Allen, D. G.* (under first review) [Work-home conflict, job embeddedness, and turnover]. (equal contribution). *Organization Science*

WORK IN PROGRESS

Rubenstein, A. L., Kammeyer-Mueller, J. D., & Thundiyil, T. G. The comparative effects of insider helping motives on newcomer adjustment.
Finalizing for submission to *Journal of Applied Psychology*

Serban, A., Rubenstein, A. L., Reina, C., & Bosco, F. A. Social insulation at work: How positive exchange relationships can buffer employees against adverse work conditions.
Finalizing for submission to *Journal of Management*

Bosco, F. A., Field, J. G., Rubenstein, A. L., Kepes, S., Uggerslev, K. L., Oswald, F., & Sheng, Z. Summarizing, visualizing, and explaining variance in one million organizational research findings.
Finalizing for submission to *Journal of Applied Psychology*

Rubenstein, A. L., & Bosco, F. A. More money, more problems? Examining the dynamic relationships between income and work-family conflict.
Finalizing for submission to *Journal of Applied Psychology*

Rubenstein, A. L., Kammeyer-Mueller, J. D., & Allen, D. G. Is the examined job worth performing, or is ignorance bliss? The effects of introspection on work attitudes and withdrawal.
Data Analysis Stage; Target journal: *Journal of Applied Psychology*

Judge, T. A., Zhang, Y., & Rubenstein, A. L. The smarter I am, the harder I work?: Uncovering a new mechanism behind the general mental ability-job performance relationship.
Data Analysis Stage; Target journal: *Journal of Personality and Social Psychology*

Rubenstein, A. L., Leavitt, K., & Klotz, A., & Kammeyer-Mueller, J. D. Exploring the bright and dark sides of performing necessary evil at work: An investigation of the emotional labor of repossession agents.
Data Collection Stage; Target journal: *Academy of Management Journal*

Rubenstein, A. L., Kammeyer-Mueller, J. D., Simon, L. S., & Whiting, S. W. Psychological separation strategies and their effects on common method bias.
Data Collection Stage; Target journal: *Journal of Applied Psychology*

Rubenstein, A. L., Eberly, M., Zimmerman, R. D., & Lee, T. W. Path model of turnover processes and exit routes.
Writing Stage; Target Journal: *Journal of Applied Psychology*

Rubenstein, A. L., Leavitt, K., Erez, A., & Woolum, A. What's good for the gander is bad for the goose: 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. Big Five personality traits and specific performance dimensions: The mediating roles of intrinsic and extrinsic 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. Driven to distraction? 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.

CONFERENCE PRESENTATIONS

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.

*Paper 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.

STUDENT ADVISING

PhD Dissertation Committee Member

Qing (Kathy) Ma (University of Memphis)

University of Memphis

Jessica Holloway (BA)

Wesley Lackey (BA)

Breanna Pollet (BA)

Ekta Agrawal (MBA)

Christian Calderon (PhD)

David Jorgensen (PhD)

Qing (Kathy) Ma (PhD)

Francee Preston (PhD)

Shovna Tripathy (PhD)

University of Florida

Blake Dickstein (BA)

RESEARCH INTERESTS

Socialization and Newcomer Adjustment

Employee Withdrawal and Turnover Processes

Challenging “Established” Management Assumptions

Individual Differences in Personality and Ability

TEACHING INTERESTS

Organizational Behavior
Human Resources Management
Leadership
Research Methods
Philosophy of Science

TEACHING EXPERIENCE

University of Memphis

MGMT 7136 Executive Leadership Seminar (Executive MBA program required course)

“In general, the instructor was an effective teacher”

Instructor rating Fall 2016, 5-day EMBA Residency (5.0 scale, 17 enrolled): 4.13

Instructor rating Fall 2017, 5-day EMBA Residency (5.0 scale, 16 enrolled): 4.33

MGMT 7135 Leadership Seminar (MBA program required course, only section offered)

“In general, the instructor was an effective teacher”

Instructor rating Spring 2016, 3-day MBA Residency, (5.0 scale, 29 enrolled): 4.82

Instructor rating Fall 2016, Evening MBA (5.0 scale, 30 enrolled): 4.00

Instructor rating Fall 2016, IMBA (5.0 scale, 21 enrolled): 3.84

Instructor rating Spring 2017, 3-day MBA Residency (5.0 scale, 25 enrolled): 4.81

Instructor rating Fall 2017, Evening MBA (5.0 scale, 17 enrolled): 4.00

Instructor rating Fall 2017, IMBA (5.0 scale, 18 enrolled): 4.57

Instructor rating Spring 2018, 3-day MBA Residency, (5.0 scale, 28 enrolled): 4.50

MGMT 3215 Human Resources Management (Management major required course)

“In general, the instructor was an effective teacher”

Instructor rating Fall 2014 (5.0 scale; Department mean 4.19, 76 enrolled): 4.00

Instructor rating Spring 2015 Section 1 (5.0 scale; Department mean 4.24, 19 enrolled): 4.79

Instructor rating Spring 2015 Section 2 (5.0 scale; Department mean 4.24, 63 enrolled): 4.47

Instructor rating Fall 2015 Section 1 (5.0 scale; Department mean 4.22, 79 enrolled): 4.61

Instructor rating Fall 2015 Section 2 (5.0 scale; Department mean 4.22, 34 enrolled): 4.28

Instructor rating Spring 2016 (5.0 scale; Department mean 4.30, 95 enrolled): 4.56

Instructor rating Spring 2017 (5.0 scale, 76 enrolled): 4.63

University of Florida

MAN 4301 Human Resources Management

Instructor rating Fall 2011 (5.0 scale; Department mean 3.94): 4.23

Instructor rating Fall 2012 (5.0 scale; Department mean 3.98): 4.48

MAN 3240 Organizational Behavior

Instructor rating Spring 2014 (5.0 scale; Department mean 4.21): 4.48

ADDITIONAL EDUCATIONAL EXPERIENCE

2017 iMotions Eye Tracking Software Online Certification Course (in progress)
2013 Academy of Management Conference Organizational Behavior Doctoral Consortium
2012 Research workshop with Dr. Jeffrey Vancouver: Computational Modeling
2012 Academy of Management Conference Human Resources Doctoral Consortium
2010-Present CARMA (Center for the Advancement of Research Methods and Analysis) online webcasts through Wayne State University
2008 Doctoral Research Methods Seminar with Dr. Thomas Lee, University of Washington

CONSULTING EXPERIENCE

2016-2017 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

ACADEMIC SERVICE

Editorial board member for *Journal of Organizational Behavior* (2016-present)
2016 JOB Best Reviewer Award
Ad hoc reviewer for *Academy of Management Journal*
Ad hoc reviewer for *Journal of Applied Psychology*
Ad hoc reviewer for *Personnel Psychology*
Ad hoc reviewer for *Journal of Management*
Ad hoc reviewer for *Human Resource Management*
Ad hoc reviewer for *Applied Psychology: An International Review*
Ad hoc reviewer for *Personality and Individual Differences*
Ad hoc reviewer for *PLOS ONE*
Reviewer for *Southern Management Association Annual Meeting* (2016-Present)

Reviewer for *Academy of Management Annual Meeting* (2010 - Present)
2016 Outstanding Reviewer Award, Organizational Behavior Division
2015 OB Doctoral Consortium Invited Panelist
2011 Outstanding Reviewer Award, Organizational Behavior Division
Reviewer for *SIOP Annual Meeting* (2012 - Present)

2017 SMA Session Facilitator
Academy of Management Adopt-A-Member Mentorship Program (2016-Present)

DEPARTMENTAL SERVICE

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

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