

## DANIEL J. BEAL

Assistant Professor  
Department of Psychology  
Rice University

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### Academic Positions

Assistant Professor  
Department of Psychology  
Rice University

July 2004 – Present

Senior Research Associate  
Military Family Research Institute  
Purdue University

September 2000 – June 2004

Adjunct Professor  
Department of Psychological Science  
Purdue University

September 2002 – January 2003

Lecturer  
Department of Psychology  
Tulane University

January 1999 – June 2000

### Education

Ph.D.	Psychological Science	2000	Tulane University
M.S.	Psychological Science	1996	Tulane University
B.A.	Psychology (Philosophy Minor)	1994	Florida State University

### Research

#### Refereed Publications

Trougakos, J. P.<sup>†</sup>, Jackson, C. L.<sup>†</sup>, & **Beal, D. J.**<sup>†</sup> (in press). Service without a smile: Comparing the consequences of neutral and positive display rules. *Journal of Applied Psychology*.

<sup>†</sup> Authors contributed equally to this manuscript. Authorship order was randomly determined.

Sundie, J. M., Kenrick, D. T., Griskevicius, V., Tybur, J. M., Vohs, K. D., & **Beal, D. J.** (in press). Peacocks, Porsches, and Thorstein Veblen: Conspicuous Consumption as a Sexual Signaling System. *Journal of Personality and Social Psychology*.

Barsky, A., Kaplan, S., & **Beal, D. J.** (in press). Just feelings? The role of affect in the formation of organizational fairness judgments. Annual review issue, *Journal of Management*.

- Beal, D. J.** & Ghandour, L. (in press). Stability, change, and the stability of change in daily workplace affect. Special issue on Intraindividual Processes Linking Work and Employee Well-Being, *Journal of Organizational Behavior*.
- Sundie, J. M., Ward, J., **Beal, D. J.**, Chin, W. W., & Geiger-Oneto, S. (2009). Schadenfreude as a consumption-related emotion: feeling happiness about the downfall of another's product. *Journal of Consumer Psychology, 19*, 356-373.
- King, E. B., Hebl, M. R., & **Beal, D. J.** (2009). Conflict and cooperation in diverse workgroups. *Journal of Social Issues, 65*, 261-285.
- Naemi, B. D., **Beal, D. J.**, & Payne, S. C. (2009). Personality predictors of extreme response style. *Journal of Personality, 77*, 1-26.
- Hebl, M. R., Ruggs, E. N., Singletary, S. L., **Beal, D. J.** (2008). Perceptions of obesity across the lifespan. *Obesity, 16*, S46-S52.
- Trougakos, J. P., **Beal, D. J.**, Green, S. G., & Weiss, H. M. (2008). Making the break count: An episodic examination of recovery activities, emotional experiences, and positive affective displays. *Academy of Management Journal, 51*, 131-146.
- Beal, D. J.** & Dawson, J. F. (2007). On the use of Likert scales in multilevel data: Influence on aggregate variables. Special issue on Multilevel Methods and Statistics, *Organizational Research Methods, 10*, 657-672.
- Beal, D. J.**, Trougakos, J. P., Weiss, H. M., & Green, S. G. (2006). Episodic processes in emotional labor: Perceptions of affective delivery and regulation strategies. *Journal of Applied Psychology, 91*, 1053-1065.
- Le, B., Choi, H. M., & **Beal, D. J.** (2006). Pocket-sized psychology studies: Exploring ESM software for Palm Pilots. *Behavior Research Methods, 38*, 325-332.
- Schnake, S. B., **Beal, D. J.**, & Ruscher, J. B. (2006). Modern racism and intergroup bias in causal explanation. *Race, Gender, & Class, 13*, 133-143.
- Beal, D. J.**, Weiss, H. M., Barros, E., & MacDermid, S. M. (2005). An episodic process model of affective influences on performance. Special issue on Theoretical Models and Conceptual Analyses, *Journal of Applied Psychology, 90*, 1054-1068.
- Dien, J., **Beal, D. J.**, and Berg, P. (2005). Optimizing principal components analysis of event-related potentials: Matrix type, factor loading weighting, extraction, and rotations. *Clinical Neurophysiology, 116*, 1808-1825.
- Beal, D. J.**, Cohen, R., Burke, M. J., & McLendon, C. L. (2003). Cohesion and performance in groups: A meta-analytic clarification of construct relations. *Journal of Applied Psychology, 88*, 989-1004.
- Beal, D. J.** & Weiss, H. M. (2003). Methods of ecological momentary assessment in organizational research. *Organizational Research Methods, 6*, 440-464.
- Beal, D. J.**, Corey, D. M., & Dunlap, W. P. (2002). On the bias of Huffcutt and Arthur's (1995) procedure for identifying outliers in the meta-analysis of correlations. *Journal of Applied Psychology, 87*, 583-589.
- Beal, D. J.**, Ruscher, J. B., & Schnake, S. B. (2001). No benefit of the doubt: Intergroup bias in understanding causal explanation. *British Journal of Social Psychology, 40*, 531-543.

- Beal, D. J.**, O'Neal, E. C., Ong, J., & Ruscher, J. B. (2000). The ways and means of interracial aggression: Modern racists' use of covert retaliation. *Personality and Social Psychology Bulletin*, *26*, 1225-1238.
- Landis, R.S., **Beal, D. J.**, & Tesluk, P.E. (2000). A comparison of approaches to forming composite measures in structural equation models. *Organizational Research Methods*, *3*, 186-207.
- Weisbuch, M., **Beal, D. J.**, & O'Neal, E. C. (1999). How masculine ought I be? Men's masculinity and aggression. *Sex Roles*, *40*, 583-592.

### **Book Chapters & Other Publications**

- Beal, D. J.** (in press). Book review: Handbook of Multimethod Measurement in Psychology. *Organizational Research Methods*.
- Rupp, D. E. & **Beal, D. J.** (2007). Checking in with the scientist-practitioner model: How are we doing? *The Industrial-Organizational Psychologist*, *45*(1), 35-40.
- Weiss, H. M. & **Beal, D. J.** (2005). Reflections on Affective Events Theory. In N. M. Ashkanasy, W. J. Zerbe, & C. E. Härtel (Eds.), *Research on emotions in organizations: The effect of affect in organizational settings* (vol. 1, pp. 1-21). Oxford, UK: Elsevier, Ltd.
- Weiss, H. M., Ashkanasy, N. M., & **Beal, D. J.** (2005). Attentional and regulatory mechanisms of momentary work motivation and performance. In J. P. Forgas, K. D. Williams, & W. Von Hippel (Eds.), *Social motivation: Conscious and unconscious processes*. (pp. 314-331). New York, NY: Cambridge University Press.
- Weiss, H. M., **Beal, D. J.**, Lucy, S. L., & MacDermid, S. M. (2004). *Constructing EMA studies with PMAT: The Purdue Momentary Assessment Tool user's manual*. Software manual available at <http://www.ruf.rice.edu/~dbeal/pmatusermanual.pdf>.
- Weiss, H. M., **Beal, D. J.**, Barros, E., & MacDermid, S. M. (2003). *Conceptualizing performance processes: A model to guide research linking quality of life and performance*. Technical report prepared for the Office of Military Community and Family Policy, Department of Defense. Note: report not publicly available.
- Beal, D. J.**, Weiss, H. M., & MacDermid, S. M. (2001). *Secondary analysis and commentary on the 1999 Permanent Change of Station Cost Survey*. Technical report prepared for the Office of Military Community and Family Policy, Department of Defense. Note: report not publicly available.

### **Manuscripts Under Review**

- Sundie, J. M., **Beal, D. J.**, & Burroughs, J. E. (under review). *Until Debt Do Us Part: The Influence of Material Values on Household Financial Decisions*. Manuscript under review at *Journal of Marketing Research*.

### **Manuscripts in Preparation**

- Beal, D. J.** *Research Methods for Studying Life at Work*. Manuscript in preparation. In M. Mehl & T. Conner (Eds.), *Handbook of Research Methods for Studying Daily Life*.
- Beier, M. E. & **Beal, D. J.** *A theoretical model of job complexity with applications to O\*NET*. Manuscript in preparation.

- Beier, M. E., **Beal, D. J.**, Hardigree, A., & Cox, C. *Age and job performance: a meta-analytic integration of a resource-based model*. Manuscript in preparation.
- Beal, D. J.**, Trougakos, J. P., Dalal, R. S., Weiss, H. M., Sundie, J. M., & Zweig, D. *Effortful emotion regulation and employee task performance: A multilevel examination of trait and state effects*. Manuscript in preparation.
- Beal, D. J.**, Trougakos, J. P., Dalal, R. S., Weiss, H. M., Ghandour, L., & Raley, A. *Affect variability and the work stressor-strain connection: Affect spin predicts heightened reactions to work-related stressors*. Manuscript in preparation.
- Zyphur, M. J. & **Beal, D. J.** *To regress or not to regress? Specifying covariation versus regression among intercepts and slopes in latent growth models*. Manuscript in preparation.
- Madera, J. M., Hebl, M. H., & **Beal, D. J.** *The ironic effects of equal opportunity guidelines: implications for interview bias and diversity in organizations*. Manuscript in preparation.
- Naemi, B. D. & **Beal, D. J.** *A Comparison of mixed Rasch and proportional measures of extreme response style*. Manuscript in preparation.
- Beal, D. J.**, Trougakos, J. & Hideg, I. *Recovery while at work*. Manuscript in preparation.
- Zyphur, M. J., Islam, G., & **Beal, D. J.** *Can a whole be greater than the sum of its parts? A critical appraisal of "emergence"*. Manuscript in preparation.
- Weiss, H. M., **Beal, D. J.**, MacDermid, S. M., & Carson, R. *Putting the affect in affective commitment: Differential antecedents and consequences of value congruence and daily affective experiences*. Manuscript in preparation.

### Conference Papers & Presentations

- Beal, D. J.**, Trougakos, J. P., Dalal, R. S., & Weiss, H. M. (2010, April). Affect spin predicts the strength of daily and episodic stressor-strain processes. In J. Diefendorff & M. Chandler (Co-Chairs), *New directions for studying individual differences in affect*. Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Ghandour, L. & **Beal, D. J.** (2010, April). Affective dynamics at work. In J. Diefendorff & M. Chandler (Co-Chairs), *New directions for studying individual differences in affect*. Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Beier, M. E. & **Beal, D. J.** (2010, April). The importance of job characteristics in the age–job performance relation. In D. Kooij & J. Barnes-Farrell (Co-Chairs), *Aging and work motivation: Future research directions*. Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Beal, D. J.** (2009, May). *Experiencing, expressing, and responding to feelings at work: The role of emotions in Industrial/Organizational Psychology*. Chair of invited symposium at the 21<sup>st</sup> annual convention of the Association for Psychological Science, San Francisco, CA.
- Naemi, B. D. & **Beal, D. J.** (2009, April). *Affect-Cognition Reliance: How Personality and Mood Predict Resume Ratings*. Poster presented at the 24<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Beal, D. J.** (2008, August). *The experience, management, and implications of emotions at work*. Presenter for the Academy sponsored Professional Development Workshop at the 68<sup>th</sup> annual meeting of the Academy of Management, Anaheim, California.
- Beal, D. J.**, Trougakos, J. P., Dalal, R. S., Sundie, J. M., & Weiss, H. M. (2008, August). Dynamics of employee emotion regulation strategies and customer-related outcomes. In D. Wagner & R. Ilies (Co-Chairs), *What makes customers tick ... and ticked off? Affect, justice, and emotions in customer service*. Symposium presented at the 68<sup>th</sup> annual meeting of the Academy of Management, Anaheim, California.
- Beal, D. J.** & Ghandour, L. (2008, August). A typology of centering options for latent growth models. In L. Williams & E. O'Boyle (Co-Chairs), *Current issues with latent variables and organizational research*. Symposium presented at the 68<sup>th</sup> annual meeting of the Academy of Management, Anaheim, California.
- Beal, D. J.**, Evans, R. & Waite, L. (2008, April). Factors involved in the recovery of regulatory resources. In C. Fritz & C. Binnewies (Co-Chairs), *The benefits of non-work experiences for employee health and performance*. Symposium presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Beal, D. J.** (2008, April). Discussant (substitute) in B. Baltes & M. Clark (Co-Chairs), *Examining the relation between affect, emotions, and counterproductive work behaviors*. Symposium presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Raley, A. R. & **Beal, D. J.** (2008, February). *Strategies for regulating thoughts: Implications for rumination, goal progress, and negative affect*. Paper presented at the 9<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Beal, D. J.** & Rupp, D. E. (2007, April). *Checking In With The Scientist-Practitioner Model: How Are We Doing?* Co-Chairs of Special Session held at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, New York, New York.
- Naemi, B. D., **Beal, D. J.**, & Payne, S. C. (2007, April). *Predicting extreme responding in surveys*. Paper presented at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, New York, New York.
- Zyphur, M. J. & **Beal, D. J.** (2007, April). *Covariation versus regression among intercepts and slopes in growth models*. Paper presented at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, New York, New York.
- Trougakos, J. P., Dalal, R. S., **Beal, D. J.**, & Weiss, H. M. (2007, April). Affective Events and Affective Outcomes: A Test of Affective Event Theory Using Restaurant Servers. In S. Zhaoli & J. Yang (Co-Chairs), *The daily affective experience: Its antecedents and consequences*. Symposium presented at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, New York, New York.
- Beal, D. J.** (2007, April). Discussant in P. Barger & J. Z. Gillespie (Co-Chairs) *When Smiles are Required: Understanding Display Rules and Emotional Labor*. Symposium presented at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, New York, New York.
- Madera, J. M., Hebl, M. R., & **Beal, D. J.** (2007, April). Staffing policies and interview structure: How they relate to discrimination and diversity. In E. King (Chair), *Individual and Organizational*

*Strategies for the Reduction of Discrimination*. Symposium presented at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, New York, New York.

- Trougakos, J. P., **Beal, D. J.**, Green, S. G., & Weiss, H. M. (2006, August). Making the break count: Recovery activities, emotional experiences, and affective delivery. In R. Ilies & D. Wagner (Co-Chairs), *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*. Symposium presented at the 66<sup>th</sup> annual meeting of the Academy of Management, Atlanta, Georgia.
- Islam, G., Zyphur, M., & **Beal, D. J.** (2006, August). Examining "emergence" in multilevel research. In M. Griffin (Chair), *Multilevel Research*. Paper presented at the 66<sup>th</sup> annual meeting of the Academy of Management, Atlanta, Georgia.
- Beal, D. J.**, Trougakos, J. P., & Weiss, H. M. (2006, May). The dynamics of emotion regulation strategies. In J. Craig Wallace (Chair), *New directions in emotional labor research*. Symposium presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Elder, K., Koehler, T., Cortina, J. M., & **Beal, D. J.** (2006, May). Power to the people: Detecting more interactions in I-O. In J. M. Cortina (Chair), *Devoting rashly something as holy, ye must then reconsider: Revisiting methodological sacred cows*. Symposium presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Beal, D. J.**, Raley, A. B., & Corey, D. M. (2006, May). *Evaluation of the SAMD- $\alpha$  statistic for detecting outliers in meta-analysis*. Paper presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Hardigree, A., Beier, M. E., & **Beal, D. J.** (2006, May). *Meta-analysis of age/job performance relation: Is job complexity a moderator?* Paper to be presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Beal, D. J.**, de Chermont, K., & Dawson, J. F. (2005, August). Influences of interrater agreement on causal inferences in longitudinal organization-level data. In J. Dietz & S. D. Pugh (Co-Chairs), *Advances in aggregate-level research: Toward establishing causal priority*. Symposium presented at the 65<sup>th</sup> annual meeting of the Academy of Management, Honolulu, Hawai'i.
- Beal, D. J.** & Weiss, H. M. (2005, April). Using the Purdue Momentary Assessment Tool in Organizational Research. In F. Drasgow (Chair), *Innovations in computerized assessment: Research on practical issues*. Symposium presented at the 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Weiss, H. M. & **Beal, D. J.** (2005, April). Daily studies of recovery. In S. Sonnentag (Chair), *Affective experiences at work: The role of self-regulation*. Symposium presented at the 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Weiss, H. M., **Beal, D. J.**, & MacDermid, S. M. (2005, April). An affective component for affective commitment: Development of a scale. In E. L. Levine (Chair), *Measuring affect in organizations: New measures, controversies and recent findings*. Symposium presented at the 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Beal, D. J.**, Trougakos, J. T., Green, S. G., & Weiss, H. M. (2005, January). *Emotion regulation in daily life: The roles of emotional experience, expression, and regulation strategy*. Paper presented at the 6<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

- Le, B., Choi, H. M., & **Beal, D. J.** (2004, October). *Pocket-sized psychology studies: Exploring ESM software for Palm Pilots*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Fort Worth, Texas.
- Dien, J., Spencer, K. M., Donchin, E., **Beal, D. J.**, & Berg, P. (2003, July). *Localization of the P300 using principal components analysis: Simulated and real data*. Paper presented at the 6<sup>th</sup> International Brain Research Organization World Congress on Neuroscience, Prague, Czech Republic.
- Weiss, H. M., **Beal, D. J.**, Groves, M. S. (2003, April). Injustice affects performance through anger and cognitive interference. In N. M. Ashkanasy (Chair), *Multi-level perspectives on emotions in organizations*. Symposium conducted at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Weiss, H. M., Ashkanasy, N. M., & **Beal, D. J.** (2003, March). *Cognitive and regulatory mediation of relationships between affective states and momentary work performance*. Paper presented at the 6<sup>th</sup> Sydney Symposium of Social Psychology, Sydney, Australia.
- Le, B., & **Beal, D. J.** (2002, July). *Social networks and the promotion of relationship commitment*. Paper presented at the bi-annual meeting of the International Society for the Study of Personal Relationships (ISSPR), Halifax, Nova Scotia, Canada.
- Le, B. & **Beal, D. J.** (2002, February). *The mediational role of commitment in the investment model*. Paper presented at the 3<sup>rd</sup> annual conference of the Society for Personality and Social Psychology, Savannah, Georgia.
- Beal, D. J.** (2000, April). *An empirical examination of artifact distributions and availability in meta-analysis*. Paper presented at the 15<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- Beal, D. J.**, Cohen, R., & Burke, M. J. (2000, February). *Clarifying the relation between group cohesion and performance: A meta-analytic reevaluation of components and levels of analysis*. Paper presented at the 1<sup>st</sup> annual conference of the Society for Personality and Social Psychology, Nashville, Tennessee.
- Landis, R.S., **Beal, D. J.**, & Tesluk, P.E. (1999, April). *A comparison of approaches to forming composites in structural equation models*. Symposium presented at the 14<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
- Beal, D. J.**, Weisbuch, M., & O'Neal, E. C. (1998, October). *Masculine-ought discrepancies predict covert aggression*. Paper presented at the meeting of the Society for Experimental Social Psychology, Lexington, Kentucky.
- Landis, R., Tesluk, P., & **Beal, D. J.** (1998, May). *Forming composite measures in structural equation models: A review and discussion of alternative approaches*. Paper presented at the 10<sup>th</sup> annual meeting of the American Psychological Society, Washington D. C..
- Beal, D. J.** & O'Neal, E. C. (1998, May). *Use of Covert Aggression by Modern Racists: The Impact of Cognitive Load*. Paper presented at the 10th annual meeting of the American Psychological Society, Washington D. C..
- Beal, D. J.**, Ong, J., & O'Neal, E. C. (1997, October). *Cognitive Capacity and Interracial Aggression*. Paper presented at the meeting of the Society for Experimental Social Psychology, Toronto, Canada.

**Beal, D. J.**, O'Neal, E. C., Frey, F. C., & Merz, L. (1997, May). *Masculinity and femininity predict the use of covert aggression*. Paper presented at the 9th annual meeting of the American Psychological Society, Washington D. C..

**Beal, D. J.**, O'Neal, E. C., & Vaslow, J. B. (1996, November). *Covert and overt aggression as a function of modern racism*. Paper presented at the meeting of the Southeastern Society of Social Psychology, Norfolk, VA.

O'Neal, E., **Beal, D. J.**, Frey F. C., & Merz, L. (1996, October). *Measuring covert aggression against female and African-American targets*. Paper presented at the meeting of the Society for Experimental Social Psychology, Sturbridge, MA.

### **Research in Progress**

Sundie, J. S., Beal, D. J., & Shrum, L. J. *The daily experiences and consumption behavior of materialists*.

Elder, K., Koehler, T., Beal, D. J., & Cortina, J. M. *Exploring alternative procedures in moderated multiple regression*.

Beal, D. J., Law, C., & Zyphur, M. J. *Understanding group cohesion as a multidimensional, multilevel attitude construct*.

Sundie, J. S., Beal, D. J. & Perkins, A. P. *Implicit and explicit self-brand associations moderate the experience of product-based envy, hostility, and schadenfreude*.

Beal, D. J. , Trougakos, J. P., Dalal, R. S., & Weiss, H. M. *Working under pressure and trying to please: Understanding the emotion and performance episodes of waitstaff*.

Beal, D. J., Perkins, A. P., MacDaniel, M. & Smith, D. B. *Psychometric issues in the analysis and understanding of the Implicit Association Test*.

George, J. & Beal, D. J. *A contextual and functional approach to affect and emotions in organizations*.

Beal, D. J., Sundie, J. M., Waite, E., & Evans, R. E. *Workplace factors influencing regulatory resources: The replenishing effects of guilty pleasures*.

### **Grant Activity**

#### **Awarded**

ADVANCE Mini-Grant: *The Role of Emotion Perception in Explaining Gender Differences in High-Stakes Tests*, 2007 (\$3,200).

H. F. Guggenheim Dissertation Fellowship, 1999 (\$10,000).

Flowerree Research Fellowship, Tulane University, 1996, 1998, 1999 (\$2,000).

Ruiz Research Fellowship, Tulane University, 1995 (\$2,500).

#### **Submitted**

National Science Foundation Grant: *Mobile Device Usage Logging as a Method for Psychological and Information Technology Measurement*, 2006 (\$338,233; not awarded).

## Invited Lectures

- University of Toronto (November, 2009). Stability, Change, and the Stability of Change at Work.
- Pontificia Universidad Católica de Chile (November, 2008). Emotions at work: The experience, control, and function of affect in organizations.
- Texas A&M University (April, 2007). Regulating your emotions at work: Influence on performance at different levels of analysis.
- University of Minnesota (December, 2005). Recovery and regulation strategy in an emotionally laborious job.
- Houston Area Industrial Organizational Psychologists (HAIOP; April, 2005). Conducting daily experience research with PMAT.
- Texas A&M University (November, 2004). Episodic processes in emotional labor.
- Purdue University (March, 2004). Experience sampling methods in social research.
- University of Waterloo (October, 2002). Affective events in organizations: Micro-level implications for performance and commitment.
- Purdue University (February, 2002). Cohesion and performance in groups: A meta-analytic clarification of criteria and components.

## Service

### Professional Service

#### Editorial Boards:

<i>Journal of Applied Psychology</i>	2005-present
<i>Organizational Research Methods</i>	2007-present
<i>Journal of Management</i>	2008-present

#### Ad hoc reviews:

*Academy of Management Review; Psychological Methods; Personnel Psychology; Organizational Behavior and Human Decision Processes; Journal of Organizational Behavior, Human Performance; Journal of Occupational Health Psychology; Motivation and Emotion; Group Dynamics: Theory, Research, & Practice, Personal Relationships; British Journal of Social Psychology*

#### Other Reviews:

NASA/NSBRI Behavior and Performance Review Panel, 2009  
Annual meeting of the *Society for Industrial and Organizational Psychology*  
Annual meeting of the *Academy of Management*

#### Conference Planning:

Program Committee for SIOP, 2005 (Sunday Seminar Sub-committee)  
Program Committee for SIOP, 2006 (Chair of Reviewer Recruitment Sub-Committee)  
Program Committee for SIOP, 2007 (Invited Presentations Sub-Committee)  
Program Committee for SIOP, 2010 (Conference Evaluation Committee)

## Memberships

Academy of Management

*Divisions of Organizational Behavior and Research Methods*

American Psychological Society

Society for Industrial and Organizational Psychology

Society for Personality and Social Psychology