

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. Social Psychology

2000 Tulane University

M.S. Social Psychology

1996 Tulane University

B.A. Psychology (Philosophy Minor)

1994 Florida State University

Research

Refereed Publications

King, E. B., Hebl, M. R., & **Beal, D. J.** (in press). Conflict and cooperation in diverse workgroups. *Journal of Social Issues*.

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*, 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.mfri.purdue.edu/pages/pmat>.
- 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.
- 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.

Manuscripts Under Review

- Barsky, A., Kaplan, S., & **Beal, D. J.** *Understanding the influences of incidental and integral emotions on perceptions of justice*. Revise and Resubmit at *Academy of Management Review*.
- Sundie, J. M., Ward, J., **Beal, D. J.**, Chin, W. W., & Geiger-Oneto, S. *Schadenfreude as a consumption-related emotion: feeling happiness about the downfall of another's product*. Revise and Resubmit at *Journal of Consumer Psychology*.

Manuscripts 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.
- 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.
- Trougakos, J. P., Green, S. G., & **Beal, D. J.** *Examining the impact of employee emotion regulation strategies on leader-member exchange and job performance*. 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.
- Trougakos, J., **Beal, D. J.**, & Hideg, I. *Recovery 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. (2008, August). *The experience, management, and implications of emotions at work*. Presenter for the Academy sponsored Professional Development Workshop at the 68th 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 68th 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 68th 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 23rd 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 23rd 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 9th 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 22nd 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 22nd 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 22nd 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 22nd 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 22nd 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 22nd 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 66th 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 66th 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 21st 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 21st 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- α statistic for detecting outliers in meta-analysis*. Paper presented at the 21st 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 21st 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 65th 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 20th 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 20th 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 20th 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 6th 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 6th 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 6th 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 3rd 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 15th 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 1st 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 14th 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 10th 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

- 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*.
- 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. & Trougakos, J. P., & Weiss, H. M. *The dynamics of emotion regulation strategies*.
- Trougakos, J. P., Jackson, C. L., & Beal, D. J. *The impact of mood state, display rules, and emotion regulation on affective delivery and task performance*.
- Beal, D. J., Sundie, J. M., Waite, E., & Evans, R. E. *Workplace factors influencing regulatory resources: The replenishing effects of guilty pleasures*.
- Raley, A. & Beal, D. J. *Work life and social life stressors involved in rumination, negative affect, and strain behaviors*.
- Beal, D. J. & Raley, A. *Foundational elements of rumination: Goal importance, perceived difficulty, and proximal cues*.
- Beal, D. J., Raley, A., & Corey, D. M. *Outlier studies in meta-analysis: Examination of a strategy for identification and removal*.

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).

Teaching

Rice University

Evaluation Scores for Course/ Instructor Effectiveness (1 to 5, where 1 is the best score)

Spring 2008

Psychological Testing and Measurement (Undergraduate) 2.89/2.11

Fall 2007

Advanced Research Methods (Graduate)
Special Topic: Multilevel Modeling 2.75/2.00

Introduction to Social Psychology (Undergraduate) 1.79/1.60

Spring 2007

Research Methods (Undergraduate) 2.32/2.00

Fall 2006

Psychometrics (Graduate) 1.43/1.29

Introduction to Social Psychology (Undergraduate) 1.96/1.73

Spring 2006

Psychological Testing and Measurement (Undergraduate) 2.56/2.50

Evaluation Scores for Course (1 to 7, where 1 is the best score)

Fall 2005

Advanced Research Methods (Graduate)
Special Topic: Multilevel Modeling and Meta-Analysis 1.00

Introduction to Social Psychology (Undergraduate) 2.23

Fall 2004

Psychometrics (Graduate) 2.00

Introduction to Social Psychology (Undergraduate) 2.75

Courses taught at other universities

Survey of Organizational Psychology (Graduate; taught at Purdue University, Fall 2002)

Psychological Testing and Measurement (Undergraduate; taught at Tulane University, Spring 2000)

Research Methods in Social Psychology (Undergraduate; taught at Tulane University, Spring 1999)

Mentoring

Dissertations

- Chair: Pablo Cruz. *Emotion Perception and Reactions to Tests: Affective Influences on Test Performance*. In progress.
- Committee member: Sarah Singletary. *Understanding the impact of discrimination on job performance: The differential effects of overt and subtle discrimination*. In progress.
- Committee member: Laura Barron. *The Force of Law: Effects of Legislation on Formal and Interpersonal Discrimination Towards Gay and Lesbian Job Applicants*. In progress.
- Chair: Bobby Naemi. *Affect-Cognition Reliance: Measurement and Validation of a "New" Construct*. Defended in October, 2008.
- Committee member: Anna Hardigree. *Work Generativity from a Life Cycle, Career Stage Model, and Gender-Role Perspective: An Examination of Individual Differences and Moderating Factors that Influence Work Generativity in Managers*. Defended in July, 2008.
- Committee member: Charlie Law. *Biases Toward Pregnant Women in the Workplace*. Defended in April, 2008.
- Committee member: Juan Madera. *Reactions to Stigmas in the Employment Interview: An Eye Tracking Investigation*. Defended in April, 2008.
- Committee member: Kelly de Chermont. *Diversity in Work Groups: The Impact of Actual and Perceived Differences on Group Functioning and Performance*. Defended in April, 2008.
- Committee member: Stacey Turner. *The Effect of Cross-Cultural Training on Adjustment and Job Performance: Examining the Role of Supervisor Skill-Building and Individual Differences*. Defended in November, 2007.
- Committee member: John Trougakos. *The Impact of Emotion Regulation Strategies on Perceptions of Social Competence, LMX Relationships, and Job Performance*. Defended in July, 2006.
- Committee member: Eden King. *The Effect of Bias on the Advancement of Working Mothers: Disentangling Legitimate Concerns from Inaccurate Stereotypes as Predictors of Career Success*. Defended in April, 2006.

Masters Theses

- Chair: Amber Raley. *Can't Get It Out of My Head: The Role of Gender in the Relations Between Ruminative Styles, Negative Affect, and Stress Behaviors*. In progress.
- Committee member: Harrison Kell. *Social Desirability and Situational Judgment Tests: The Role of Personality and Implicit Trait Policies*. Defended in May, 2008.
- Committee member: Laura Barron. *"Ethnic and Proud": The Effects of Manifest Ethnic Identification on Applicant Discrimination*. Defended in November, 2007.
- Chair: Bobby Naemi. *Measuring and Predicting Extreme Response Style: A Latent Class Approach*. Defended in April, 2006.
- Committee member: Anna Hardigree. *Meta-Analysis of the Age and Job Performance Relation: Is Job Complexity a Moderator?* Defended in April, 2006.
- Committee member: Sarah Singletary. *Targeting the Subtleties: Strategies for Remediating Interpersonal Discrimination*. Defended in April, 2006.

Chaired Honors Theses

- Lennie Waite. *Making the Break Count: Do Approach Activities Enhance and Avoidance Activities Deplete Self-Regulatory Resources?* Defended in April, 2008.
- Margaret Schwartz. *How Do You Know if He Loves You So: The Adult Attachment LAT and Relationship Satisfaction*. Defended in April, 2008.

Invited Lectures

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.

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

Service

Editorial Boards:

Journal of Applied Psychology 2005-present

Organizational Research Methods 2007-present

Journal of Management 2008-present

I have served as an ad hoc reviewer for the following journals:

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

I have reviewed for the following conferences:

Society for Industrial and Organizational Psychology

Academy of Management

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)

References

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