

CURRICULUM VITA

JENNIFER L. WELBOURNE

August 2021

Work Address:

Management Department
University of Texas- Rio Grande Valley
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Educational Background:

- Ph.D. The Ohio State University, 1999
Major: Social Psychology
Minors: Quantitative Psychology, Cognitive Psychology
Dissertation: The role of level of acquaintance in the complexity of mental representations of individuals (*Advisor:* Dr. Marilyn Brewer)
- M.A. The Ohio State University
Major: Social Psychology
- B.A. Carroll College, Waukesha, Wisconsin (Summa Cum Laude)
Majors: Psychology, German

Research/Teaching Appointments:

Associate Professor, Department of Management, University of Texas Rio Grande Valley, 2016-present.

Assistant Professor, Department of Management, University of Texas- Rio Grande Valley, 2015-2016.

Assistant Professor, Department of Management, University of Texas-Pan American, 2009-2015

Lecturer, Department of Psychology, University of Texas- Pan American, 2008-2009

Visiting Assistant Professor, Department of Psychology, University of Texas- Pan American, 2007-2008

Assistant Professor, Psychology Department and Organizational Sciences, University of North Carolina at Charlotte (UNCC), 2002-2007

Research Fellow, Health Communication Research Branch, National Institute for Occupational Safety and Health (NIOSH), Centers for Disease Control and Prevention (CDC), Morgantown, WV, 1999-2002

Detail Appointment, Office of the Director, NIOSH/CDC, Washington, D.C., August, 2000

Adjunct Instructor, West Virginia University (WVU), Spring 2000, 2001, 2002

Graduate Research Associate, Ohio State University, 1995-1997

Graduate Teaching Associate, Ohio State University, 1994-1995, 1998-1999

Awards and Honors:

UTPA Faculty Excellence Award for Teaching, College of Business Administration recipient, 2014.

Student Research Mentor of the Year Award, College of Business Administration, UTPA, 2012

VIP Favorite Student Mentor Award, College of Business Administration, UTPA, 2010.

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management, 2010, 2011, 2015

Graduate Student Alumni Research Award, Ohio State University

Herbert Toops Departmental Dissertation Award, Ohio State University

Professional Memberships:

Academy of Management

Association for Psychological Science (APS)

RESEARCH

Primary Research Interests:

- Workplace stress and coping
- Workplace mistreatment
- Roles of personality, culture, and gender in the workplace
- Emotions in the workplace

Refereed Journal Articles:

Welbourne, J., Miranda, G.*, & Gangadharan, A.* (2020) Effects of employee personality on the relationships between experienced incivility, perpetrated incivility, and burnout. *International Journal of Stress Management*, 27, 335-345.

Miranda, G.*, **Welbourne, J.**, & Sariol, A.* (2020). Feeling shame and guilt when observing workplace incivility: Elicitors and behavioral consequences. *Human Resource Development Quarterly*, 1-22.

Hurt, K.*, & **Welbourne, J.** (2018). Conflict and decision-making: Attributional and emotional

- influences. *Negotiation and Conflict Management Research*, 11(3), 225-251.
- Welbourne, J., & Sariol, A.*** (2017). When does incivility lead to counterproductive work behavior? Roles of job involvement, task interdependence, and gender. *Journal of Occupational Health Psychology*, 22(2), 194-206.
- Welbourne, J., Gangadharan, A.***, & Esparza, C.* (2016). Coping style and gender effects on attitudinal responses to incivility. *Journal of Managerial Psychology*, 31(3), 720-738.
- Abebe, M., & **Welbourne, J.** (2016). Blessing in disguise? The influence of alternative coping strategies on entrepreneurial intentions following involuntary job loss. *Journal of Developmental Entrepreneurship*, 20(4).
- Welbourne, J., Gangadharan, A.***, & Sariol, A.* (2015). Ethnicity and cultural values as predictors of occurrence and impact of experienced workplace incivility. *Journal of Occupational Health Psychology*, 20(2), 205-217.
- Ho, C.*, **Welbourne, J.**, & Howard, P. (2014) Personality assessment in the workplace: Evidence for the interpersonal relatedness construct across cultures. *Journal of Cross-Cultural Psychology*, 45, 1249-1272.
- Welbourne, J., Blanchard, A., & Wadsworth, M.*** (2013). Motivations in online health communities and their relationship to community, connectedness and stress. *Computers in Human Behavior*, 29, 129-139.
- Blanchard, A., **Welbourne, J.**, & Boughton, M.* (2011). A model of online trust: The mediating role of norms and sense of virtual community. *Information, Communication, and Society*, 14, 76-106.
- Lee, J., **Welbourne, J.**, Hoke, W.*, & Beggs, J. (2009). Examining the interaction between likelihood to sexually harass, ratee attractiveness, and job performance. *Journal of Management*, 35, 445-461.
- Blanchard, A., **Welbourne, J.**, Gilmore, D., & Bullock, A*. (2009). Followership styles and employee attachment to the organization. *The Psychologist-Manager Journal*, 12, 111-131.
- Welbourne, J., Hartley, T., Ott, S., & Robertson, S.*** (2008). Effects of risk-focused and recommendation-focused imagery on occupational risk communication. *Health Communication*, 23, 473-482.
- Booth-Butterfield, S., **Welbourne, J.**, Ott, S., Hartley, T., Thomas, K., & Lawryk, N. (2008). A communication matrix intervention to increase adoption of federal government safety recommendations. *Health Communication*, 23, 307-312.
- Cann, A., Norman, A.*, **Welbourne, J.**, & Calhoun, L. (2008). Attachment styles, conflict styles and humor styles: Inter-relationships and associations with relationship satisfaction. *European Journal of Personality*, 22, 131-146.
- Welbourne, J., Eggerth, D., Hartley, T., Sanchez, F., & Andrew, M.** (2007). Coping

- strategies in the workplace: Relationships with attributional style and job satisfaction. *Journal of Vocational Behavior*, 70, 312-325.
- Booth-Butterfield, S., **Welbourne, J.**, Williams, C, & Lewis, V. (2007). Formative field experiments of a NIOSH Alert to reduce the risks to fire fighters from structural collapse: Applying the cascade framework. *Health Communication*, 22, 79-88.
- Welbourne, J.**, & Booth-Butterfield, S. (2005). Using the theory of planned behavior and a stage model of persuasion to evaluate a safety message for firefighters. *Health Communication*, 18(2), 141-154.
- Welbourne, J.** (2001). Changes in impression complexity over time and across situations. *Personality and Social Psychology Bulletin*, 27, 1071-1085.
- Welbourne, J.** (1999). The impact of perceived entitativity on inconsistency resolution for groups and individuals. *Journal of Experimental Social Psychology*, 35, 481-508.
- Skowronski, J., & **Welbourne, J.** (1997). Conditional probability may be a biased measure of associative strength. *Social Cognition*, 15, 1-12.

* Author is a current or former graduate or undergraduate student.

Manuscripts under Review:

- Miranda, G.* & **Welbourne, J.** (Under 3rd R&R- Minor Revision at *Journal of Business Ethics*). Examining incivility through a moral lens: Coworker morality appraisals, other-condemning emotions, and instigated incivility
- Li, P., & **Welbourne, J.** (Under review at *Business Ethics Quarterly*). Public shaming on social media: A model of moral contagion.

Book Chapters and Other Publications:

- Welbourne, J.** (2017). Attitudes and beliefs. In S. Rogelberg (Ed.) *The Encyclopedia of Industrial and Organizational Psychology* (2nd edition). Thousand Oaks, CA: Sage Publishing.
- Welbourne, J.** (2017). The theory of reasoned action and the theory of planned behavior. In S. Rogelberg (Ed.) *The Encyclopedia of Industrial and Organizational Psychology* (2nd edition). Thousand Oaks, CA: Sage Publishing.
- Welbourne, J.** (2006). Attitudes and beliefs. In S. Rogelberg (Ed.) *The Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage Publishing
- Welbourne, J.** (2006). The theory of reasoned action and the theory of planned behavior. In S. Rogelberg (Ed.) *The Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage Publishing
- Booth-Butterfield, S. & **Welbourne, J.** (2002). The Elaboration Likelihood Model. In M. Pfau, & J. Dillard (Eds.), *Persuasion Handbook: Developments in Theory and Practice*. Sage Publications.

Working Papers:

Li, P., Welbourne, J., & McFarland, L. (working paper). Public shaming on social media: Investigating the role of organizational affiliation and identification

Miranda, G., & Welbourne, J. (working paper). Contempt and admiration at work: Emotional and behavioral responses to coworker value expression.

Funded Grants and Contracts:

UTPA Faculty Research Council Grant (2013)

Project Title: Relationships between Incivility and Organizational Outcomes: The Role of Personality, Perceptions of Injustice, and Social Support

Investigators: Jennifer Welbourne (PI)

Funding: \$4,926

UNC-Charlotte Faculty Research Grant (2007)

Project Title: The Effects of Participation, Identity, and Support on Psychosocial Outcomes in Online Infertility Groups

Investigators: Jennifer Welbourne, Anita Blanchard (Co-PI's)

Funding: \$7,760

Strataforce (2006).

Project Title: Immigrant diversity in the workplace.

Role: Principle Investigator

(Co-investigator: Dr. Steven Rogelberg, Psychology Department, UNCC)

Funding: \$10,000

Psi Chi Research Conference Grant Award (2005)

Project: Received funding to hold a regional undergraduate research conference in psychology at UNCC

Role: Primary Conference Organizer

Funding: \$950

UNC-Charlotte Junior Faculty Research Grant, UNCC (2005-2006)

Project Title: Independent and Relational Self-Construals and Smoking Attitudes and Behavior

Role: Principle Investigator

Funding: \$5,650

UNC-Charlotte Junior Faculty Research Grant (2002-2003)

Project Title: The effects of message format and individual health construals on exercise among college students.

Role: Principle Investigator

Funding: \$5,360

Research Presentations:

Miranda, G.*, & Welbourne, J. (October 2020). A values-based perspective of the functional role

- of contempt in organizations. Paper presented at the Southern Management Association Annual Meeting, St. Petersburg, FL.
- Miranda, G.*, Welbourne, J., & Sariol, A. (August, 2019). Antecedents and consequences of experiencing guilt and shame in response to observed incivility. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Miranda, G.* & Welbourne, J. (August, 2019). Why do employees instigate incivility? The role of contempt and coworker appraisals. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Li, P., Miranda, G.*, & Welbourne, J. (August, 2019). Public shaming in the social media: Underlying mechanisms and future research agenda. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Miranda, G.*, & Welbourne, J. (August, 2018). The role of contempt in organizations. Paper presented at annual meeting of the Academy of Management, Chicago, IL.
- Li, Y.*, Welbourne, J., & Wu, S. (August, 2018). Likability in Crowdfunding: Does it Matter? Paper presented at annual meeting of the Academy of Management, Chicago, IL.
- Welbourne, J., Miranda, G.*, & Gangadharan, A.*(October, 2017). Behavioral and Psychological Responses to Workplace Incivility: Does Employee Personality Matter? Paper presented at the annual meeting of the Southern Management Association, St. Petersburg Beach, FL.
- Welbourne, J., Sariol, A.*, Khosla, S.*, & Arredondo, M.* (June, 2017). "I feel your pain": Empathy and personal distress as predictors of bystander intervening in incivility. Paper presented at the International Work, Stress, and Health conference, Minneapolis, MN.
- Morrison, R.*, Welbourne, J., Dole, C., & Chavarria, J. (November, 2016). Training beyond job skills to enhance perceived organizational support and job satisfaction in Central American maquilas. Paper presented at the annual meeting of the Decision Sciences Institute, Austin, TX.
- Gangadharan, A.*, & Welbourne, J. (August 2016). Can I smile with spirit? A process model associating workplace spirituality and emotional labor. Paper presented at annual meeting of the Academy of Management, Anaheim, CA.
- Li, Yuanqing*, & Welbourne, J. (August, 2016). Thinking like politicians: What can crowdfunding projects learn from political campaigns? Paper presented at annual meeting of the Academy of Management, Anaheim, CA.
- Arredondo, M.*, Welbourne, J., Sariol, A.*, & Kholsa, S.* (May 2016). Do responses to witnessed incivility differ between men and women? Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Hurt, K.*, & Welbourne, J. (August, 2015). An attribution and emotion-focused approach to conflict's impact on decision-making effectiveness. Paper presented at annual meeting of the Academy of Management, Vancouver, Canada.

- Welbourne, J., & Sariol, A.* (May, 2015). Working together and highly involved: A recipe for counterproductive work behavior following exposure to incivility? Paper presented at the annual Work, Stress and Health conference, Atlanta, GA.
- Abebe, M., & Welbourne, J. (November, 2014). The influence of alternative coping strategies on entrepreneurial intentions following involuntary job loss. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
- Cha, W.*, Welbourne, J., & Jung, J. (2014). Are you not impressed? The investigation of organizational citizenship behavior and corporate philanthropy. Paper presented at the annual meeting of the Decision Sciences Institute, Tampa, FL.
- Welbourne, J., Gangadharan, A.*, & Sariol, A.* (August, 2014). Differential impacts of incivility across cultures: Moderating effects of vertical and horizontal individualism and collectivism. Paper presented at annual meeting of the Academy of Management, Philadelphia, PA.
- Welbourne, J., & Esparza, C.* (May, 2013). Religious coping as a moderator of the relationship between work stressors and job attitudes. Presented at the meeting of the 10th Work, Stress and Health Conference, Los Angeles, CA.
- Garcia, A.*, Ayala, E.*, & Welbourne, J. (May, 2012). Cultural values influence the perception of incivility. Presented at the annual meeting of the Association for Psychological Science (APS), Chicago, IL.
- Ho, C.*, Welbourne, J., & Howard, P. (April 2012). Evidence for the Workplace Interpersonal Relatedness trait in U.S. employees. Presented at the annual meeting of the Society for Industrial-Organizational Psychologists (SIOP).
- Welbourne, J., Blanchard, A., & Boughton, M.* (October, 2011). Health communities and stress. Paper presented at the annual meeting of the Association of Internet Researchers.
- Welbourne, J., & Gangadharan, A.* (May, 2011). Gender and ethnic differences in the magnitude and impact of incivility. Paper presented at the meeting of the 9th Work, Stress, and Health Conference, Orlando, FL.
- Welbourne, J. (August, 2010). Coping strategies at work: Buffering the impact of workplace incivility on job satisfaction. Paper presented at annual meeting of the Academy of Management.
- Welbourne, J., & Esparza, C.* (2009). Experienced, observed, and instigated workplace incivility: Relationships with sense of community, job satisfaction, and turnover. Paper was accepted for presentation at the meeting of the 8th Work, Stress and Health Conference (but not presented due to health reasons).
- Esparza, C. *, & Welbourne, J. (April, 2009). Coping strategies and job satisfaction among working Hispanic students. Poster presented at the annual meeting of the Southwestern Psychological Association, San Antonio, TX.
- Villarreal, D.*, Balquinta, M.*, Nieto, R.*, Siebert, F.*, Martinez, B.*, Welbourne, J., & Esparza,

- C.* (April 2009). Relationships between workplace incivility, organizational citizenship behaviors, and sense of community. Poster presented at the annual meeting of the Southwestern Psychological Association, San Antonio, TX.
- Welbourne, J., Blanchard, A., & Boughton, M.* (June, 2009). Supportive communication, sense of virtual community, and health outcomes in online infertility groups. Paper presented at the 4th International Conference on Communities and Technologies.
- Boughton, M.*, Blanchard, A., & Welbourne, J. (March, 2008). Sense of virtual community and organizational commitment. Poster presented at the annual meeting of the Southeastern Psychological Association, Charlotte, NC.
- Steineger, A.*, McAnulty, R., Gil-Rivas, V., Welbourne, J., & Brineman, J. (March, 2008). Boredom susceptibility and disinhibition in sensation seeking. Poster presented at the annual meeting of the Southeastern Psychological Association, Charlotte, NC.
- Blanchard, A. L., Welbourne, J. & Boughton, M.* (August, 2007). A Model of Online Trust: The Mediating Role of Norms and Sense of Virtual Community. Paper presented at the Academy of Management Annual Conference, Philadelphia, PA.
- Blanchard, A. L., Welbourne, J., Gilmore, D., & Bullock, A.* (August, 2007). Followership as a mediator between job involvement and organizational commitment and satisfaction. Paper presented at the Academy of Management Annual Conference, Philadelphia, PA.
- Scott, L.*, & Welbourne, J. (May, 2007). Concerns about Smoking Consequences on Relationships: Differences by Gender and Smoking Status. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Lee, J. A., Hoke, W.*, Welbourne, J., & Beggs, J. (April, 2007). Attractiveness and likelihood to sexually harass effects on performance appraisals. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Ho, C.*, Welbourne, J., & Howard, P. Beyond the Big 5: A Taiwanese workplace personality study (May, 2006). Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Welbourne, J., Eggerth, D., Hartley, T., & Sanchez, F (March, 2006). Workplace stress among nurses: coping, attributional styles, and job satisfaction. Poster presented at the Work, Stress, & Health: Making a Difference in the Workplace conference, Miami, FL.
- Welbourne, J., Eggerth, D., Williams, T., & Sanchez, F. (January, 2005). Coping styles at work: Relationships with attributional style, wellness construals, and job satisfaction. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Williams, T., Welbourne, J., Eggerth, D., & Sanchez, F. (November, 2004). Relationships between stress, job satisfaction, coping strategies, and attributional style among nurses. Poster presented at the 132nd Annual Meeting of the American Public Health Association, Washington, D.C.

- Booth-Butterfield, S., Welbourne, J., & Williams, C. (May, 2004). Formative field experiments on government safety recommendations. Paper presented at the International Communication Association annual conference, New Orleans, LA
- Welbourne, J. (January, 2004). Interdependent self-construals and health decisions. Poster presented at the Society for Personality and Social Psychology annual conference, Austin, TX.
- Welbourne, J., Williams, T., Eggerth, D., & Sanchez, F. (March, 2003). Psychological predictors of workplace stress coping strategies among nurses: Preliminary results. Poster presented at the Work, Stress, and Health: New Challenges in a Changing Workplace conference, Toronto, Canada.
- Welbourne, J., & Booth-Butterfield, S. (October, 2002). Evaluation of a NIOSH Alert to Reduce the Risks to Fire Fighters from Structural Collapse. Paper presented at the 6th International Conference of the Scientific Committee on Education and Training in Occupational Safety and Health and the International Communication Network, Baltimore, MD.
- Robertson, S.*, & Welbourne, J. (October, 2002). Examining imagery and individualism-collectivism in workplace violence prevention. Paper presented at the 6th International Conference of the Scientific Committee on Education and Training in Occupational Safety and Health and the International Communication Network, Baltimore, MD.
- Booth-Butterfield, S., Welbourne, J., Buzzard, S., & Clough, K. A (June, 2002). A message-based campaign for adoption of new NIOSH Methods for Field Portable Instruments. Paper presented at the American Industrial Hygiene conference and exposition (AIHce), San Diego, CA.
- Welbourne, J., Buzzard, S., Lewis, V., & Robertson, S.* (May, 2002). Using mental simulation to shape safety and health behaviors. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Welbourne, J., Booth-Butterfield, S., Lewis, V., & Williams, C. (January, 2002). Evaluating the national distribution of a CDC Safety Message: A Theory of Planned Behavior Approach. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Booth-Butterfield, S. and Welbourne, J. (2000). The Elaboration Likelihood Model and a Route to Science. Paper presented at the annual convention of the International Communication Association, Acapulco, Mexico.
- Welbourne, J., Buzzard, S., Williams, C., Lewis, V., Clough, K., & Blanciforti, L. (2000). Development of a Unified Set of Standards and Protocols for Conducting Health Communication Research. Paper presented at the annual meeting of the National Communication Association, Seattle, Washington.
- Tan-Wilhelm, D., Williams, C., Massengale, R., Welbourne, J., Clough, K., Ellison, C.,

- Hall, L.*, & Moreta-Medero, M.* (1999). Silicosis No Mas! Education and prevention outreach to Hispanic workers and their employers. Paper presented at the 127th annual meeting of the American Public Health Association, Chicago.
- Welbourne, J., & Cacioppo, J. (1998). Perceptions of mammography as an illness-detecting or health-affirming behavior. Paper presented at the Society for the Psychological Study of Social Issues, Ann Arbor, MI.
- Welbourne, J., & Brewer, M. (1998). Impressions of acquaintances. Paper presented at the meeting of the Midwest Psychological Association, Chicago.
- Miller, J., Welbourne, J., & Arkin, R. (1997). The phenomenology of overachievement: Effects of type and nature of feedback. Paper presented at the meeting of the American Psychological Society, Washington, D.C.
- Skowronski, J., Welbourne, J., & Sedikides, C. (1997). Conditional probability may be a biased measure of associative strength. Paper presented at the meeting of the Midwest Psychological Association, Chicago.
- Welbourne, J., Harasty, A., & Brewer, M. (1997). The impact of kindness and intelligence information on extremity ratings of groups and individuals. Paper presented at the meeting of the Midwest Psychological Association, Chicago.
- Welbourne, J., Harasty, H., & Brewer, M. (1996, May). Resolution of inconsistencies in groups and individuals. Paper presented at a meeting of the Midwest Psychological Association, Chicago, IL.
- Welbourne, J., Miller J., & Arkin, R. (1995, July). The phenomenology and behavioral outcomes of overachievement. Paper presented at the annual meeting of the American Psychological Society, New York, NY
- Welbourne, J., & Brewer, M. (1995, May). The role of situational information in person memory. Paper presented at a meeting of the Midwest Psychological Association, Chicago, IL.

TEACHING AND MENTORING

Teaching Experience:

Course: Organizational Behavior, University of Texas Rio Grande Valley

Course Description: An undergraduate management course examining the impact of individuals, groups, and structure on behavior within organizations.

Course: Organizational Behavior (doctoral seminar), University of Texas Rio Grande Valley

Course Description: A doctoral seminar focusing on contemporary and classic research in Organizational Behavior

Course: Principles of Management, University of Texas Rio Grande Valley

Course Format: Traditional face-to-face format; Hybrid format (combined online/in-class)

Course Description: An undergraduate introductory management course that focuses on the management functions of planning, organizing, leading, and controlling.

Course: Organizational Behavior (MBA course), University of Texas- Pan American

Course Description: A graduate course examining the influence of individual, group, and organizational level influences on human behavior in organizations.

Course: Foundations of Management (MBA course), University of Texas- Pan American

Course Format: Traditional face-to-face format; Online; and Hybrid (combined online/in-class format)

Course Description: A graduate course providing an introduction to management functions of planning, organizing, leading, and controlling.

Course: Management Internship, University of Texas- Pan American

Course Description: A course providing internship experiences to undergraduate management students.

Course: Research Methods, University of Texas- Pan American

Course Description: An upper-level undergraduate course covering basic issues related to research design and methodology.

Course: Industrial-Organizational Psychology, University of Texas- Pan American

Course Description: A special topics undergraduate psychology course examining psychology theories and methods applied to organizations and workers.

Course: Social Psychology, UNCC

Course Description: An undergraduate lecture course that surveys the major theories and research within social psychology

Course: Topics in Personality and Social Psychology, UNCC

Course Description: A graduate seminar for psychology masters students focusing on contemporary research and themes in personality and social psychology.

Course: Senior Seminar in Social Psychology, UNCC

Course Description: A capstone course for senior psychology majors that surveys research literature within a topic area of social psychology. Class is conducted in a seminar format with emphasis on oral and written skills.

Course: Research Methods and Research Methods Lab, UNCC

Course Description: An undergraduate, writing-intensive course covering basic issues related to research design and methodology. Contains both lecture and laboratory components.

Course: Social Behavior Seminar, West Virginia University

Course Description: A graduate seminar covering classic and contemporary research and themes in social psychology

Course: Applied Social Psychology, West Virginia University

Course Description: An advanced psychology lecture course covering applied areas of social psychology, such as law, health, business, and the environment

Course: Introductory Psychology (taught as a GTA at Ohio State University)

Course Description: An introductory level psychology lecture course designed to provide a broad overview of the field of psychology

Dissertation Supervision:

Gerardo Miranda, Management, UTRGV (Summer, 2021). The Elicitation and Functionality of Contempt in the Workplace: A values-based perspective

Yuanqing Li, Management, UTRGV (Spring, 2019). Highly Likable? Likely Funded! An exploratory study of entrepreneurial campaigns through crowdfunding.

Ashwini Gangadharan, Management, UTPA (August, 2014). Can I Smile with Spirit? Towards a Process Model associating Workplace Spirituality and Emotional Labor

Dissertation Committee Member for:

Phyu Phyu Myint, Management, UTRGV (in progress)

Sarah Kimakwa, Management, UTRGV, 2021

Eduardo Millet, Management, UTRGV, 2021

Hazel Dadanlar, Management, UTRGV, 2021

David Alvarado, Management, UTRGV, 2017

Ana M. Sariol, Management, UTRGV, 2016

Roz Moore, Management, UTPA, 2015

Javier Flores, Computer and Information Systems, UTPA, 2015

Mohammad Merhi, Computer and Information Systems, UTPA, 2014

Madison Ngafeeson, Computer and Information Systems, UTPA, 2013

Kevin Hurt, Management, UTPA, 2013

Miguel Baeza, Management, UTPA, 2012

Ankur Nandedkar, Management, UTPA, 2011

Scholarship Seminar Supervision (for 2nd year doctoral students):

Gerardo Miranda, UTRGV (2017-2018). Exploring the role of contempt in instigated in incivility: Effects of status, personality, emotional regulation, and norms.

Robert Morrison, Management, UTPA (2012-2013). A theoretical framework for understanding the relationship between human resource practices and organizational commitment in the Honduran Maquiladora industry

Masters Thesis Supervision:

Celina Esparza, M.A., Clinical Psychology, UTPA, 2010.

Thesis: Religious coping as a moderator of the relationship between workplace stressors and job satisfaction.

Chia-Lin Ho, M.A, Industrial-Organizational Psychology, UNCC, 2005

Thesis: A Taiwanese norming study of the Workplace BigFive Profile and the interpersonal relatedness construct.

Masters Thesis Committee Member for:

Marla Boughton, Organizational Sciences, UNCC, 2008
Jennifer Hosey, Industrial-Organizational Psychology, UNCC, 2007
Rachel Woodall, Industrial-Organizational Psychology, UNCC, 2007
Ashley Steineger, Clinical-Community Psychology, UNCC, 2007
Tina Carter, Clinical-Community Psychology, UNCC, 2007
Wesley Hoke, Industrial-Organizational Psychology, UNCC, 2006
Angela Bullock, Industrial-Organizational Psychology, UNCC, 2006

Honors Thesis Supervision:

Kellie Visker, B.A., Psychology, UNCC, 2005
Honors Thesis: The effects of media images on body satisfaction and self-esteem of older female populations.

Sherilynn Robertson, B.A., Psychology, West Virginia University, 2001
Honors Thesis: Examining imagery and individualism-collectivism in workplace violence prevention.

Honors Thesis Committee Member for:

Margaret Papadakis, B.A., Psychology, UNCC, 2004
Ashley Norman, B.A., Psychology, UNCC, 2003

Other Supervised Independent Study:

Graduate Student Research Supervision:

Gerardo Miranda, Management Doctoral Student, UTRGV, 2016-present.
Sanjana Kholsa, Management Doctoral Student, UTRGV, 2016-2017.
Ana M. Sariol, Management Doctoral Student, UTPA, 2013-2016.
Ashwini Gangadharan, Management Doctoral Student, UTPA, 2010-2014
Marla Boughton Wadsworth, Organizational Sciences Doctoral Student, UNCC, 2006-2007
Nicole Blacksmith, Industrial/Organizational Masters Student, UNCC, 2005-2006

Undergraduate Management Students:

Eduardo Hinojosa (2013); Elisa Ayala (2010-2012): supported by Undergraduate Research Initiative award; Amy Garcia, (2010-2011): supported by Undergraduate Research Initiative award; Violeta Davila (2009)

Undergraduate Psychology Students:

Mario Arredondo (2015-present); Ruben Nieto, Delia Villarreal, Daisy Gonzalez, Pablo Trevino, Andrea Fernandez (2009); Barbara Robles, Celina Esparza, Marcela Balquinta, Berenice Martinez, Felix Siebert (2008); Judith Stroupe, Brittany Billingslea, Nick Conley (2006-2007); Mamie Burdette, Jennifer White (2005); Tera Browning, Kellie Visker, Morgan Kerns, Quanti Lutz, Amy Phillips (2004); Sallie Wilkinson, Emily Kilb, Yui Hasuki, Shani Smith, Nicole DeVaney (2003)

Additional Research Supervision and Mentoring Experiences:

New Faculty Mentor, UTRGV, 2016-2017; 2020-2021
Member of Undergraduate Research Advisory Council, UTPA, 2012-2015

Faculty research mentor for Research Experiences for Undergraduates (REU)-funded by the National Science Foundation: Brenda Arroyo, Belmont Abbey College, 2006-2007

Faculty Research Mentor for Leroy Scott, psychology undergraduate from Livingstone College (2004-2006) (funded by UNCC faculty research grant)

Summer Intern Program Mentor, *NIOSH/CDC*, 1999- 2001

Hispanic Association of Colleges and Universities (HACU) Summer Intern Program Mentor, *NIOSH/CDC*, 2000

SERVICE

University of Texas Rio Grande Valley (formerly University of Texas Pan-American)

Departmental Service:

Tenure and Promotion Committee, 2016-2021 (Member); 2017-18 (Chair)

New Faculty Mentor, 2016-2017; 2020-2021

Lecturer search committee, member, 2015

Task group to develop standards for peer review of teaching, member, 2013

Merit Committee, chair, 2013

Merit Committee, member, 2010, 2012, 2014, 2015

Department chair search committee, member, 2012

Lecturer search committee, member, 2010-2011

Library liaison, 2008-2009

College Service:

PhD Program Committee, Chair, 2019-present; member, 2018-present

Grade Appeal Ad hoc Committee, Fall 2020

Research and Engagement Committee, Secretary, 2016-2019

Tenure and Promotion Committee, 2017-2018

MBA Program Committee member, 2015.

Faculty mentor, “My Achievement Plan (MAP)” mentoring program, 2013-2015.

Chair, Teaching Excellence Committee, 2010-2015.

Awards Selection Committee member, 2013.

Graduate Preliminary Exam Committee member, 2010.

Award Selection Committee member, spring 2009.

University Service:

Participant in “It’s on Us” video campaign against sexual assault, 2015

Gonfalon Development Committee, College of Business Administration representative, 2015

University Admissions Committee, Member, 2012-2015.

Undergraduate Research Advisory Council, Member, 2012-15.

Classroom of the Future Project, College of Business Administration representative, 2013

Guest Speaker for Psychology Club and Psi Chi, Fall 2014

Guest Speaker for Golden Key International Honor Society,

Guest Speaker for Student Leadership Academy, Fall 2014

Cost avoidance task force member, 2009.

Professional Service:

Ad hoc reviewer for *Human Resource Development Quarterly*, *International Journal of Human Resource Management*, *Stress and Health*, *WORK: A Journal of Prevention, Assessment, and Rehabilitation*, *The Psychologist-Manager Journal*, *Group and Organization Management*, *Current Psychology*, *Information and Management*, *Computers in Human Behavior*, *Journal of Computer-Meditated Communication*, *Personality and Social Psychology Bulletin*, *Journal of Occupational Health Psychology*, *Journal of Organizational Behavior*, *Basic and Applied Social Psychology*, *Communication Reports*, *Health Communication*, *Humor*

Book Proposal Reviews: Edward Elgar Publishing (Fall, 2020)

Reviewer of conference papers:

Academy of Management (Organizational Behavior division) (2010, 2011, 2012, 2014-2020)

Southern Management Association (Organizational Behavior Division) (2016, 2017)

Work, Stress, and Health Conference (2012, 2014, 2016)

Decision Sciences Institute (2014)

International Conference on Information Systems (ICIS) (2010)

Southeastern Psychological Association (2009)

Topic table discussant for Industrial/organizational Psychology, Southeastern Psychological Association annual meeting, 2009.

Community Service:

Developed and administered training needs assessment for City of Brownsville employees. (Spring/Summer 2017)

Participated in interview with local Fox news “Good Day Valley”—“Ask the expert” series.

Participated an interview for local news feature on the use of technology-enhanced classrooms to enhance collaborative learning. The feature also included footage of my organizational behavior course and interviews with students from the course.

Developed and conducted Stress Management workshops for staff, Spring/Summer/Fall, 2014.

Provided day-long workshop on “Motivation” for the Certified Public Manager (CPM) program, a continuing education program designed for “administrative officers, managers, elected officials, public safety officers, not-for-profit staff, federal staff and other participants seeking to acquire knowledge based skills to further their careers” (Fall, 2012)

University of North Carolina- Charlotte (2002-2007)

Departmental Service:

Graduate admissions committee member for I-O Psychology masters program, 2007

Research methods task force, member, 2006-2007

Psychology Graduate Committee, Faculty Representative, 2006-2007

Organizer for regional undergraduate psychology research conference, Central Carolinas
Conference in Psychology, 2005-2007
Undergraduate Curriculum Committee Member, 2003-2005
Faculty Development Committee Member, 2002-2005
Reviewer, Undergraduate Journal of Psychology, 2002-2007
Psi Chi Co-Advisor, 2003-2005
Psychology Club Co-Advisor, 2002-2005
Health Psychology search committee member, 2004
Industrial/Organizational Psychology search committee member, 2004
Human Subjects Task Force Committee, 2004
Faculty Minutes Co-Recorder, 2002-2003

College Service:

Curriculum Committee Member, College of Arts and Sciences, 2005-2007
Proposal Review Committee Member for Provost Excellence in Teaching Award,
College of Arts and Sciences, 2005-2006