

# BRIAN W. SWIDER

Warrington College of Business  
University of Florida  
Stuzin Hall 239  
Gainesville, FL 32611  
Phone: (352) 294-2720 Fax: (352) 392-6020  
brian.swider@warrington.ufl.edu

## EDUCATION

|          |               |  |
|----------|---------------|--|
| Ph.D.    | 08/07 – 05/12 | Texas A&M University, College Station, TX<br>Major: Human Resources/Organizational Behavior<br>Minor: Research Methods |
| B.S.B.A. | 07/03 – 05/07 | University of Florida, Gainesville, FL<br>Major: Management, Summa cum laude   |

## ACADEMIC EXPERIENCE

|  |                 |
|--|-----------------|
| <i>Warrington College of Business, University of Florida</i>         |                 |
| Associate Professor & Beth Ayers MaCague Faculty Fellow              | 08/20 – present |
| Assistant Professor  | 05/18 – 07/20   |
| <i>Scheller College of Business, Georgia Institute of Technology</i> |                 |
| Assistant Professor (tenure earned: 02/18)                           | 06/12 – 05/18   |
| <i>Mays Business School, Texas A&amp;M University</i>                |                 |
| Instructor   | 01/09 – 05/12   |

## REFEREED PUBLICATIONS (names in italics indicate doctoral students)

Klotz, A.C., Swider, B.W., *Shao, Y., & Prenalder, M.K.* (in press). The Paths from Insider to Outsider: A Review of Employee Exit Transitions. *Human Resource Management*.

Steed, L.B., Swider, B.W., Keem, S., & Liu, J.T. (in press). Leaving work at work: A meta-analysis on employee recovery from work. *Journal of Management*.  
\*Research cited in Huffington Post, Bloomberg, Working Mother

Zimmerman, R.D., Swider, B.W., & Arthur, J.B. (2020). Does turnover destination matter? Differentiating antecedents of occupational change versus organizational change. *Journal of Vocational Behavior*, 121.

- Zimmerman, R.D., Swider, B.W., & Boswell, W.R. (2019). Synthesizing content models of employee turnover. *Human Resource Management, 58*, 99-114.
- Harari, D., Swider, B.W., Steed, L.B., & Breidenthal, A.P. (2018). Is perfect good? A meta-analysis of perfectionism in the workplace. *Journal of Applied Psychology, 103*, 1121–1144.  
\*Research cited in *Wall Street Journal, Harvard Business Review, Forbes, The Ladders, Human Resources Online, The BMJ, Quartz*
- Swider, B.W., Liu, J.T., Harris, T.B., & Gardner, R.G. (2017). Employees on the rebound: Extending the careers literature to include boomerang employment. *Journal of Applied Psychology, 102*, 890-909.  
\*Research cited in *New York Times, Harvard Business Review, Newsday, Business Standard, Yahoo India, Business News Daily, Inc.com, Mashable, Economic Times, Seattle Times, Buffalo News*
- Swider, B.W., Barrick, M.R., & Harris, T.B. (2016). Initial impressions: What they are, what they are not, and how they influence structured interview outcomes. *Journal of Applied Psychology, 101*, 625-638.  
\*Research cited in *Wall Street Journal, Harvard Business Review, The Today Show, Business Insider, NY Magazine, Yahoo! Finance, Fast Company, Men's Health, BPS Digest, Medical Daily, People Management Magazine, HRZone*
- Zimmerman, R.D., Swider, B.W., Woo, S.E., & Allen, D.G. (2016). Who withdraws? Psychological individual differences and employee withdrawal behaviors. *Journal of Applied Psychology, 101*, 498–519.
- Porter, C.O.L.H., Franklin, D.A., Swider, B.W., & Yu, R.C. (2016). An exploration of the interactive effects of leader trait goal orientation and goal content in teams. *Leadership Quarterly, 27*, 34-50.
- Swider, B.W., Zimmerman, R.D., & Barrick, M.R. (2015). Searching for the right fit: Development of applicant person-organization fit perceptions during the recruitment process. *Journal of Applied Psychology, 100*, 880-893.
- Swider, B.W., Zimmerman, R.D., Charlier, S.D., & Pierotti, A.J. (2015). Deep-level and surface-level individual differences and applicant attraction to organizations: A meta-analysis. *Journal of Vocational Behavior, 88*, 73-83.
- Swider, B.W. & Zimmerman, R.D. (2014). Prior and future withdrawal and performance: A meta-analysis of their relations in panel studies. *Journal of Vocational Behavior, 84*, 225-236.

Boswell, W.R., Zimmerman, R.D., & Swider, B.W. (2012). Employee job search: Toward an understanding of search context and search objectives. *Journal of Management*, 38, 129-163.

Barrick, M.R., Dustin, S.L., Giluk, T.L., Stewart, G.L., Shaffer, J.A., & Swider, B.W. (2012). Candidate characteristics driving initial impressions during rapport building: Implications for employment interview validity. *Journal of Occupational and Organizational Psychology*, 85, 330-353.

Swider, B.W., Barrick, M.R., Harris, T.B., & Stoverink, A.C. (2011). Managing and creating an image in the interview: The role of interviewee initial impressions. *Journal of Applied Psychology*, 96, 1275-1288.

Swider, B.W., Boswell, W.R., & Zimmerman, R.D. (2011). Examining the job search–turnover relationship: The role of embeddedness, job satisfaction, and available alternatives. *Journal of Applied Psychology*, 96, 432-441.

Swider, B.W., Zimmerman, R.D., Boswell, W.R., & Hinrichs, A.T. (2011). Understanding your standing: Multiple indicators of status and their influence on employee attachment. *Corporate Reputation Review*, 14, 159-174.

Barrick, M.R., Swider, B.W., & Stewart, G.L. (2010). Initial evaluations in the interview: Relationships with subsequent interviewer evaluations and employment offers. *Journal of Applied Psychology*, 95, 1163-1172.

\*Research cited in *Harvard Business Review*

Swider, B.W. & Zimmerman, R.D. (2010). Born to burnout: A meta-analytic path model of personality, job burnout, and work outcomes. *Journal of Vocational Behavior*, 76, 487–506.

## **UNDER REVIEW MANUSCRIPTS**

Swider, B.W. & Steed, L.B. Title removed to protect anonymity. Manuscript invited for 2nd revision at *Personnel Psychology*.

Swider, B.W., Harris, T.B., & Gong, Q. Title removed to protect anonymity. Manuscript invited for 2nd revision at *Journal of Applied Psychology*.

## **WORKING MANUSCRIPTS/PROJECTS**

Steed, L.B., Swider, B.W. & Wang, M. Resources on the road: A review of the work commute. Manuscript prepared for submission at *Academy of Management Annals*.

Swider, B.W., Gong, Q., Gale, J.P., Bono, J.E., & Bussen, T.J. Core self-evaluation change over time. Data collection stage.

Umphress, E.E., Kirkman, B.L., Swider, B.W., & Dang, C.T. When being a member of a high status team does not pay off: Investigating the moderating role of social dominance orientation. Manuscript prepared for submission at *Organizational Behavior and Human Decision Processes*.

Swider, B.W., Gong, Q., & Harari, D. Perfectionism, performance, and unethical behaviors. Data analysis stage.

### **BEST PAPER PROCEEDINGS**

Swider, B.W. (2013). Applicant attitudes across the recruitment process: Time is of the essence. *Academy of Management Best Paper Proceedings*, Orlando, FL.

### **CONFERENCE PRESENTATIONS**

Swider, B.W., Roth, P.L., van Iddekinge, C.H., & Potosky, D. (2020). Selection and Staffing. Presented as part of the HR Research Roundtable Forum at the 80th Annual Meeting of the National Academy of Management, Vancouver, CA (virtually).

Barnes, C.B., Lanaj, K., & Swider, B.W. (2020). Prolific Authors. Presented as part of the Doctoral Consortium at the 35th Annual Meeting of the Society of Industrial and Organizational Psychology, Austin, TX (virtually).

Barrick, M.R., Rubenstein, A.L., & Swider, B.W. (2019). Personality and Individual Differences. Presented as part of the OB Research Roundtables Forum at the 79th Annual Meeting of the National Academy of Management, Boston, MA.

Swider, B.W. (2019). What it Takes to be Successful in Academia. Presented as part of the Mid-Stage HR Doctoral Consortium at the 79th Annual Meeting of the National Academy of Management, Boston, MA.

Swider, B.W., Minbaeva, D.B., & Berry, C.M. (2019). Getting Published: Advice from Highly Successful Researchers. Presented as part of the HR Doctoral Consortium at the 79th Annual Meeting of the National Academy of Management, Boston, MA.

Swider, B.W., Roth, P.L., van Iddekinge, C.H., & Potosky, D. (2019). Selection and Staffing. Presented as part of the HR Research Roundtable Forum at the 79th Annual Meeting of the National Academy of Management, Boston, MA.

- Swider, B.W., Hood, A.C., & Rogers, S. (2018). Preparing for the Job Market Now. Presented as part of the New Doctoral Student Consortium at the 78th Annual Meeting of the National Academy of Management, Chicago, IL.
- Collins, C.J., Swider, B.W., Pieper, J.R., & Turban, D.B. (2018). Recruitment and Job Search. Presented as part of the HR Research Roundtable Forum at the 78th Annual Meeting of the National Academy of Management, Chicago, IL.
- Swider, B.W. (2017). Patterns for Productivity: Value of Routines On- and Off-the-job. Presented as part of the Productivity Process: Research Tips and Strategies from Prolific Junior Faculty PDW at the 77th Annual Meeting of the National Academy of Management, Atlanta, GA.
- Zimmerman, R.D., Swider, B.W., & Arthur, J.B. (2017). Differentiating Occupational Change Versus Organizational Change. Presented at the 77th Annual Meeting of the National Academy of Management, Atlanta, GA.
- Bono, J.E. & Swider, B.W. (2017). Personality and Individual Differences. Presented as part of the OB Research Networking Forum at the 77th Annual Meeting of the National Academy of Management, Atlanta, GA.
- Swider, B.W., Sady, K.G., Kantrowitz, T.M., & Landers, R.N. (2016). Making It Personal: Using Personality Assessments for Workforce Management. Presented as part of the Society of Industrial and Organizational Psychology Leading Edge Consortium and Top Minds and Bottom Lines Series, Atlanta, GA.
- Boon, C.T., Charlier, S.D. & Swider, B.W. (2015). Lessons learned in the job search: Recent perspectives. Presented at the HR Doctorial Consortium of the 75th Annual Meeting of the National Academy of Management, Vancouver, CA.
- Swider, B.W., Liu, J.T., Harris, T.B., & Gardner, R.G. (2015). Employees on the rebound: Toward a framework for boomerang employee performance. Paper presented at the 75th Annual Meeting of the National Academy of Management, Vancouver, CA.
- Zimmerman, R.D., Swider, B.W., Charlier, S.D., & Pierotti, A. (2015). Personality, ability, and applicant attraction: A meta-analysis. Presented at the 30th Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Flynn, J.P., Zimmerman, R.D., Swider, B.W., & Arthur, J.B. (2015). Extra work on- and off-the-job: Differentiating occupational versus organizational turnover. Presented at the 30th Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Charlier, S.D. & Swider, B.W. (2014). Lessons learned in the job search: Recent perspectives. Presented at the HR Doctorial Consortium of the 74th Annual Meeting of the National Academy of Management, Philadelphia, PA.

- Swider, B.W. (2013). Applicant attitudes across the recruitment process: Time is of the essence. Paper presented at the 73rd Annual Meeting of the National Academy of Management, Orlando, FL.
- Swider, B.W. & Li, N. (2013). Leadership Change and Team Performance Trajectory: An Examination and Extension of the Punctuated Equilibrium Model. Paper presented at the 73rd Annual Meeting of the National Academy of Management, Orlando, FL.
- Franklin, D.A., Porter, C.O.L.H., Swider, B.W., & Yu, R.C. (2013). The interactive effects of team content goals and leader goal orientation: A test for complementary and supplementary fit. Paper presented at the 73rd Annual Meeting of the National Academy of Management, Orlando, FL.
- Swider, B.W., & Barrick, M. R. (2012). The Incremental Impact of Initial Impressions versus Self-Presentation. Paper presented at the 27th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Harris, T.B., Stoverink, A.C., Swider, B.W., & Barrick, M. R. (2010). Toward a New Model of Interviewer Decision Making. Paper presented at the 25th Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Swider, B.W., Barrick, M. R., Harris, T.B., & Stoverink, A.C. (2010). Interviewers as Human Polygraphs: Detection of Lying in the Interview. Paper presented at the 7th Annual Meeting of the Southwest Academy of Management, Dallas, TX.
- Swider, B.W., Boswell, W.R., & Zimmerman, R.D. (2009). Examining a Job Search-Turnover Contingency Model: An Integration of Turnover-Related Constructs. Paper presented at the 69th Annual Meeting of the National Academy of Management, Chicago, IL.
- Stoverink, A.C., Umphress, E.E., Miner-Rubino, K., & Swider, B.W. (2009). Not All Groups Are Created Equal: A Contingency Perspective on Interpersonal Justice. Paper presented at the 69th Annual Meeting of the National Academy of Management, Chicago, IL.
- Coombs, J.E., Webb, J.W., & Swider, B.W. (2009). The Role of Burnout in Venture Failure. Paper presented at Babson College Entrepreneurship Research Conference, Babson Park, MA.
- Hinrichs, A.T., Boswell, W.R., Zimmerman, R.D., & Swider, B.W. (2009). Interactive effects of community embeddedness and work-life permeability on stress. Paper presented at the 24th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Swider, B.W., Zimmerman, R.D., Boswell, W.R., & Hinrichs, A.T. (2008). Individual and joint effects of image, self-determination, and impact on work-related outcomes. Paper

presented at the 68th Annual Meeting of the National Academy of Management, Anaheim, CA.

### **CHAired CONFERENCE SESSIONS**

Swider, B.W. (2018). Causes and Consequences of Employee Turnover and Withdrawal. Chair at 78th Annual Meeting of the National Academy of Management, Chicago, IL.

Swider, B.W. (2012). Recruiting Strategies and Job Choice. Chair at the 72nd Annual Meeting of the National Academy of Management, Boston, MA.

Swider, B.W. (2011). New Perspectives on Employee Recruiting. Chair at the 71st Annual Meeting of the National Academy of Management, San Antonio, TX.

### **INVITED TALKS**

Shanghai Jiao Tong University, Visiting Scholar, *Starting in pole position: Applicant initial preferences and ultimate job choices*

Shaanxi Normal University, Visiting Scholar, *Applicant Initial Preference, Attitudes, and Job Choices* (2019)

Oregon State University, Guest Speaker Series, *Applicant Initial Preference, Attitudes, and Job Choices* (2019)

Georgia Institute of Technology, MBA Employer Summit, *Hiring Decisions: Understanding the Choices We Make* (2017)

Georgia Institute of Technology, Business Analytics Think Tank Roundtable, *HR and Workforce Analytics* (2017)

### **AWARDS, SCHOLARSHIPS, AND GRANTS**

Florida Department of Health & Centers for Disease Control and Prevention “First Responder Needs Assessment” Grant, 2019 (co-Investigator): \$200,000

Early Career Achievement Award from the Academy of Management HR Division, 2019

Brady Family Award for Faculty Research Excellence, 2017

Dean’s Award for Outstanding Research by a Doctoral Student, 2011

Mays Business School Research Grant, 2011 (PI): \$2,500

Mays Business School Research Grant, 2008 (co-Investigator): \$5,000

Center for Human Resource Management Grant, 2007 (co-Investigator): \$1,000

### **TEACHING EXPERIENCE**

University of Florida, Warrington College of Business

MAN 6366 - Organizational Staffing

Spring 2020, Spring 2019, Fall 2018

MAN 5246 - Organizational Behavior  
Fall 2019, Spring 2019, Fall 2018

Georgia Institute of Technology, Scheller College of Business  
MGT 6101 - Managing Human Resources: Analytics and Decision Making  
Summer 2017 & Spring 2016

MGT 3102 - Managing Human Resources in a Regulated Environment  
Summer 2018, Spring 2018, Fall 2016, Fall 2015, Summer 2015, Fall 2014, Spring 2014,  
Fall 2013, & Fall 2012

Texas A&M University, Mays Business School  
MGMT 373 - Managing Human Resources (writing intensive course)  
Spring 2012, Spring 2011, Summer 2011, & Spring 2010

## **EXTERNAL CONSULTING EXPERIENCE**

Florida Department of Health (2019)  
Lillian S. Wells Department of Neurosurgery, Gainesville, FL (2018)  
Texas A&M University Human Resources Department, College Station, TX (2007-2011)  
Texas Transportation Institute, College Station, TX (2008)

## **PROFESSIONAL SERVICE**

Associate Editor  
*Human Resource Management* (2015 – Present)

Editorial Board  
*Journal of Applied Psychology* (2018 – Present)  
*Personnel Psychology* (2020 – Present)  
*Journal of Management* (2020 – Present)  
*Organizational Behavior and Human Decision Processes* (2016 – Present)  
*Journal of Occupational and Organizational Psychology* (2014 – Present)

Ad Hoc Reviewer  
*Academy of Management Journal*  
*Personnel Psychology*  
*National Science Foundation*  
*Journal of Organizational Behavior*  
*Human Resource Management Review*  
*Journal of Experimental Psychology: Applied*  
*Work & Stress*  
*Journal of Applied Behavioral Science*  
*Journal of Business Research*



Reviewer for the Annual Meeting for the National Academy of Management  
*HR, RM, and OB Divisions* (2008, 2010-12, 2014-20)

Reviewer for the Annual Meeting for Society for Industrial and Organizational  
Psychology (2017, 2018, 2020)

Chair of the 2020 HR Division Early Career Achievement Award Committee

Member of the 2015 and 2016 Ralph Alexander Dissertation Award Committee

Member of the 2015 HR Division Best Student Convention Paper Award Committee

Panelist of “HR Doctorial Consortium” - Annual Meeting of the National Academy of  
Management (2014, 2015)

Co-Coordinator of the 2019 Personnel and Human Resource Research Group (PHRRG) Meeting

## **COLLEGE AND UNIVERSITY SERVICE**

Member, Warrington College of Business Faculty Advisory Committee (2020 – present)

Coordinator, CARMA Webcast Presentations (2014 – 2018)

Member, Athletic Academic Steering Committee (2017 – 2018)

Co-Chair, Scheller College of Business OB Hiring Committee (2017)

Co-Chair, OB Distinguished Speaker Series (2014 – 2017)

Member, Committee to Review GPAs in the Undergraduate Core (2016)

Member, Half-Baked: The OB Research Group (2013 – 2018)

## **PHD DISSERTATION COMMITTEE SERVICE**

Member, V. Alterman (2020)

Member, A. Breidenthal (2019)

Member, D. Harari (2019)

Chair, L. Steed (2018)

Co-Chair, J. Liu (2016)

Member, B. Sell (2015)

## **PROFESSIONAL AFFILIATIONS**

Academy of Management

Society for Industrial and Organizational Psychology

American Psychological Association

Society for Human Resource Management