

# BRIAN W. SWIDER

Warrington College of Business  
University of Florida  
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## EDUCATION

Ph.D.	08/07 – 05/12	Texas A&M University, College Station, TX Major: Human Resources/Organizational Behavior Minor: Research Methods
B.S.B.A.	07/03 – 05/07	University of Florida, Gainesville, FL 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

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

*Sullivan, D.W.* & Swider, B.W. (in press). The Influence of Friends' Person-Organization Fit during Recruitment. *Journal of Applied Psychology*.

Swider, B.W., *Yang, J.*, & Wang, M. (in press). The Use of Trajectories in Management Research. *Journal of Management*.

Klotz, A.C., Swider, B.W., & *Kwon, S.* (2023). Back-Translation Practices in Organizational Research: Avoiding Loss in Translation. *Journal of Applied Psychology*, 108, 699-727.  
\*Selected as the *Editor's Choice Feature Article*

- Swider, B.W. & Steed, L.B. (2022). Applicant initial preferences: The relationship with job choices. *Personnel Psychology*, 75, 321-346.
- Swider, B.W., Harris, T.B., & Gong, Q. (2022). First impression effects in organizational psychology. *Journal of Applied Psychology*, 107, 346-369.
- Vaiman, V., Collings, D.G., Cascio, W.F., & Swider, B.W. (2021). The shifting boundaries of talent management. *Human Resource Management*, 60, 253-257.  
\*Invited introduction to the special issue
- Steed, L.B., Swider, B.W., Keem, S., & Liu, J.T. (2021). Leaving work at work: A meta-analysis on employee recovery from work. *Journal of Management*, 47, 867-897.  
\*Research cited in *Huffington Post*, *Bloomberg*, *Working Mother*
- Klotz, A.C., Swider, B.W., Shao, Y., & Prengler, M.K. (2021). The paths from insider to outsider: A review of employee exit transitions. *Human Resource Management*, 60, 119-144.
- 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, 1-15.  
\*Research cited in *Futurity*
- 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*, *Huffington Post*, *US Chamber of Commerce*, *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*, *CNBC*, *Newsday*, *Business Standard*, *Yahoo India*, *Business News Daily*, *Inc.com*, *Mashable*, *Economic Times*
- 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**

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

Yang, J., & Swider, B.W. Title removed to protect anonymity. Manuscript under review at *Journal of Applied Psychology*.

### **WORKING MANUSCRIPTS/PROJECTS**

Shao, Y., Swider, B.W., Yang, J., & Wang, M. Title removed to protect anonymity. Manuscript prepared for submission at *Journal of Applied Psychology*.

Swider, B.W., Gong, Q., Gale, J.P., Bono, J.E., & Bussen, T.J. Title removed to protect anonymity. Manuscript prepared for submission at *Personnel Psychology*.

Sullivan, D.W. & Swider, B.W. Title removed to protect anonymity. Manuscript prepared for submission at *Personnel Psychology*.

Swider, B.W., Li, Y., & Zhang, K. Title removed to protect anonymity. Manuscript prepared for submission at *Personnel Psychology*.

Yang, J., Swider, B.W., Lu, B., Wang, L., & Harris, T.B. Title removed to protect anonymity. Manuscript being written.

### **BEST PAPER PROCEEDINGS**

Steed, L.B. & Swider, B.W. (2023). Payday as a Temporal Landmark. *Academy of Management Best Paper Proceedings*, Boston, MA.

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**

Steed, L.B. & Swider, B.W. (2023). Payday as a Temporal Landmark. Presented at the 83rd Annual Meeting of the National Academy of Management, Boston, MA.

- Shao, Y., Swider, B.W., & Yang, J. (2023). To Vie or To Voice: Being Competitive in Work Teams. Presented at the 83rd Annual Meeting of the National Academy of Management, Boston, MA.
- Simon, L.S., & Swider, B.W. (2022). Personality and Individual Differences. Presented as part of the OB Research Roundtables Forum at the 82nd Annual Meeting of the National Academy of Management, Seattle, WA.
- Glomb, T.M. & Swider, B.W. (2022). Constructing Your Identity. Presented as part of the HR Division New Faculty Consortium at the 82nd Annual Meeting of the National Academy of Management, Seattle, WA.
- Jiang, K. & Swider, B.W. (2021). More Research and Instituting Collaborative Relationships. Presented as part of the HR Division New Faculty Consortium 2.0 at the 81st Annual Meeting of the National Academy of Management, Philadelphia, PA (virtually).
- 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. & Park, T.-Y. (2023). HR Division Late-Stage Doctoral Consortium. Co-chair at the 83rd Annual Meeting of the National Academy of Management, Boston, MA.

Swider, B. W. (2022). Insights from Fit Research on Navigating the Great Resignation. Discussant at the 82nd Annual Meeting of the National Academy of Management, Seattle, WA. *Selected by the Academy of Management as a Showcase Symposium.*

Swider, B. W. (2021). Navigating the Tensions and Dynamics of Perfectionism in Organizations. Discussant at the 81st Annual Meeting of the National Academy of Management, Philadelphia, PA (virtually).

Swider, B.W. (2018). Causes and Consequences of Employee Turnover and Withdrawal. Chair at the 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**

London School of Economics, Guest Speaker Series, *Payday as a Temporal Landmark: Examining a Natural Work Event* (2022)

Highbrow Drivel Podcast, Expert Guest, *What is Burnout and Why Does It Happen?* (2021)

University of Florida, Guest, *We Are Warrington Podcast* (2020)

Shanghai Jiao Tong University, Visiting Scholar, *Starting in Pole Position: Applicant Initial Preferences and Ultimate Job Choices* (2019)

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**

MBA Faculty Excellence in Elective Courses Award, 2023

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 7249 - Organizational Behavior (DBA)

Summer 2023, Summer 2022, Summer 2021

MAN 6930 - Organizational Staffing

Fall 2023/Spring 2024, Fall 2022/Spring 2023

MAN 6366 - Organizational Staffing

Spring 2024, Fall 2023, Spring 2023, Fall 2022, Spring 2022, Fall 2021, Spring 2021,  
Fall 2020, Spring 2020, Spring 2019, Fall 2018

MAN 5246 - Organizational Behavior

Fall 2022, Fall 2021, Fall 2020, 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

*Personnel Psychology* (2023 – present)

*Human Resource Management* (2015 – 2022)

Guest Editor

*Human Resource Management* (special issue on Talent Management, 2019 – 2020)

#### Editorial Board

*Journal of Applied Psychology* (2018 – Present)

*Personnel Psychology* (2020 – 2022)

*Journal of Management* (2020 – Present)

*Organizational Behavior and Human Decision Processes* (2016 – Present)

*Human Resource Management* (2015 – Present)

*Journal of Occupational and Organizational Psychology* (2014 – 2021)

#### Ad Hoc Reviewer

*Academy of Management Journal*

*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*

*INFORMS/Organization Science Dissertation Proposal Competition*

Reviewer for the Annual Meeting for the National Academy of Management

*HR, RM, and OB Divisions* (2008, 2010-12, 2014-23)

Reviewer for the Annual Meeting for Society for Industrial and Organizational

Psychology (2017, 2018, 2020)

Representative-at-large, HR Division, Academy of Management (2022 – Present)

Member of the 2024 SIOP Distinguished Early Career Contributions (Science) Award Committee

Chair of the 2021 HR Division Early Career Achievement Award Committee

Chair of the 2020 HR Division Early Career Achievement Award Committee

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

Member of the 2015 and 2016 Ralph Alexander Dissertation Award Committee

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

#### **COLLEGE AND UNIVERSITY SERVICE**

Member, Warrington College of Business MBA Taskforce (2023)

Member, Management Department Hiring Committee (2021)

Member, Warrington College of Business Research Committee (2021 – present)  
Member, Warrington College of Business Strategic Planning Committee (2021 – present)  
Co-Chair, Management Department Administrative Support Hiring Committee (2021)  
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**

Chair, M. McHale (2024; DBA)  
Chair, S. Ceron (2023; DBA)  
Member, Y. Shao (2022)  
Member, Q. Gong (2022)  
Member, V. Alterman (2020)  
Chair, D. Jackson (2020; DBA)  
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  
Personnel and Human Resources Research Group