

VITA

Joyce E. Bono

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BIOGRAPHICAL DATA

Education

Ph.D. in Business Administration, University of Iowa, May 2001
Department of Management and Organizations
Organizational Behavior (major), Personality and Social Psychology (minor)

Dissertation Title: Self-determination at Work: The Motivational Effects of Transformational Leaders. Chair: Timothy Judge. Members: John-Marshall Reeve, Sara Rynes, Frank Schmidt, & David Watson.

M.S. in Administration, University of Notre Dame, January 1995
College of Business Administration

B.A., Spring Arbor College, May 1990
Human Resource Management (major)

Professional Experience

January, 2017 – present: *W. A. McGriff Professor in Management*
August, 2015 – 2017: *Walter J. Matherly Professor in Management*
August, 2015 – 2022: *Ph.D. Coordinator, Management Department*
August, 2011 – 2015: *Professor*
Department of Management
Warrington College of Business, University of Florida

February, 2011 – 2012: *Fellow, Human Resource Research Institute*
Department of Work and Organizations
Carlson School of Management

September 2007 – 2011: *Associate Professor with tenure.*
Department of Human Resources and Industrial Relations
Carlson School of Management, University of Minnesota.

November 2007 – 2012: *Affiliate Senior Member of the Graduate Faculty*
Department of Psychology, University of Minnesota

August 2001 - May 2007: *Assistant Professor, Promoted to Associate with Tenure, 2007.*
Marvin D. Dunnette Professor in Industrial and Organizational Psychology.
Department of Psychology, University of Minnesota.

September 1997 to May 2001: *Research Assistant, Teaching Assistant, and Instructor.*
Department of Management and Organizations, College of Business Administration,
University of Iowa.

1983 – 1996: *Health Care Management and Educational Administration*

- *Dean of Indiana Operations, Davenport College, Granger, IN*
- *Vice President, Grand Rapids Educational Center, Grand Rapids, MI*
- *Physician Recruiter & Medical Practice Manager, Grand Rapids, MI*

SCHOLARSHIP

Refereed Journal Articles

1. Hulsheger, T., Yang, T., Bono, J., Goh, Z., & Ilies R. (2022) Stop the Spin: The role of mindfulness practices in reducing affect spin. *Journal of Occupational Health Psychology*, 27, 529-543. <https://doi.org/10.1037/ocp0000332>
2. Yoon, D, Bono, J.E., Yang, T, Lee, K., Glomb, T, & Duffy, M. (2022) The Balance between Positive and Negative Affect in Employee Well-Being. *Journal of Organizational Behavior*, 43:763–782.
3. Tu, M., Gilbert E., & Bono, J. (2022). Is beauty more than skin deep? Attractiveness, power, and nonverbal presence in evaluations of hirability. *Personnel Psychology*, 75:119–146
 - ❑ Featured in the Gainesville Sun, 9/14/2021
<https://news.ufl.edu/uf-in-the-news/uf-in-the-news-91321---91621.html>
4. Leslie, L. M., Bono, J. E., Kim, Y., and Beaver, G. (2020) On Melting Pots and Salad Bowls: A Meta-Analysis of the Effectiveness of Identity-Blind and Identity-Conscious Diversity Ideologies. *Journal of Applied Psychology*, 105, 453-471
5. Tu, M., Bono, J. E., Shum, C., LaMontage, L. (2018). Breaking the Cycle: The Effects of Role Model Performance and Ideal Leadership Self-Concepts on Abusive Supervision Spillover. *Journal of Applied Psychology*, 103, 689-702.
6. Gilbert, E., Foulk, T, and Bono, J. E. (2018) Building Personal Resources through Interventions: An Integrative Review. *Journal of Organizational Behavior*, 39, 214-228.
7. Bono, J. E., Braddy, P., Liu, Y., Gilbert, E. Fleenor, J., Quast, L., & Center, B. (2017) Dropped on the way to the top: Gender and managerial derailment. *Personnel Psychology*, 70, 729-768.
 - ❑ Featured in The Conversation. <https://theconversation.com/profiles/joyce-e-bono-317037/articles>
 - ❑ Salon.com www.salon.com/2017/01/22/battle-our-biases-break-the-glass-ceiling-why-it-is-so-hard-for-women-to-break-into-the-c-suite_partner/
 - ❑ Winner of the Personnel Psychology Best Paper Award, 2017
8. Yoon, D. & Bono, J. (2016) Hierarchical power and personality in leader-member exchange. *Journal of Managerial Psychology*, 31, 1198-1213.

9. Koopman, J., Lanaj, K; Bono, J.E., & Campana, K. (2016). Daily Shifts in Regulatory Focus: The Influence of Work Events and Implications for Employee Well-Being. *Journal of Organizational Behavior*, 37, 1293-1316.
10. Good, D., Lyddy, C., Glomb, T., Bono, J., Brown, K., Duffy, M., Baer, R., Brewer, J., & Lazar, S. (2016). Contemplating Mindfulness at Work: An Integrative Review *Journal of Management*, 42, 114 - 142.
 - ❑ Featured in London School of Economics Business Review. <http://blogs.lse.ac.uk/businessreview/2016/03/02/mindfulness-has-big-impacts-for-performance-decision-making-and-career-longevity/>
 - ❑ Winner of the Journal of Management 2021 Scholarly Impact Award
11. Colbert, A., Bono, J., & Purvanova, I. (2016). Flourishing via workplace relationships: moving beyond instrumental support. *Academy of Management Journal*, 59, 1199-1212.
 - ❑ Featured in London School of Economics Business Review. <http://blogs.lse.ac.uk/businessreview/2016/11/02/flourishing-at-work-is-all-about-relationships/>
12. Bono, J.E., Glomb, T. M., Shen, W., Kim, Y., Koch, A. (2013). Building Positive Resources: Effects of Positive Events and Positive Reflection on Work-Stress and Health. *Academy of Management Journal*, 56, 1601 - 1627.
 - ❑ Featured in a *Wall Street Journal* article, September 4, 2013. <http://blogs.wsj.com/atwork/2013/09/04/what-to-do-when-work-stress-eats-up-the-evening/>
 - ❑ Featured in Huff Post, Lifestyle, October 1, 2013. http://www.huffingtonpost.com/mequilibrium/relaxation-tips_b_3940842.html
 - ❑ Cited in Metro (UK) Life & Style, September 24, 2013. <http://metro.co.uk/2013/09/24/dear-diary-is-the-written-journals-pen-mightier-than-the-blogging-sword-4060543/>
 - ❑ Featured in "O" magazine, January, 2014.
 - ❑ Feature in Harvard Business Review's Daily Stat column, January 2014 <http://blogs.hbr.org/2014/01/a-simple-daily-intervention-decreases-employee-stress/>
 - ❑ Included by Daniel Pink in a list of "10 articles worth reading," articles you won't want to miss, February 2014. <https://flipboard.com/section/daniel-pink%27s-articles-worth-reading-bEztJg>
 - ❑ Featured in IO at Work, March, 2014. <http://www.ioatwork.com/positive-events-can-impact-work-related-stress/>
 - ❑ Featured in Dutch Magazine, Flow.
 - ❑ Written up in British Psychological Society, Occupational Digest, Putting Psychology to Work; March 25, 2014. <http://bps-occupational-digest.blogspot.in/2014/03/wellbeing-is-shaped-by-your-days-little.html>
 - ❑ Cited in Huffington, A. (2014) Thrive: The Third Metric to Redefining Success and Creating a Life of Well-Being, Wisdom, and Wonder.
 - ❑ Featured in Larsen, James. (2015). Stress. *Business Psychology*, Article 355. <http://www.businesspsych.org/articles/355.html>
 - ❑ Honorable Mention for Best Paper Award at the 2015 Positive Organizational Sciences conference, Orlando, FL.

13. Dwyer, P. C., Bono, J. E., Snyder, M., Nov, O., & Berson, Y. (2013). Sources of volunteer motivation: Transformational leadership and personal motives influence volunteer outcomes. *Nonprofit Management and Leadership*, 24, 181 – 205. . doi: 10.1002/nml.21084
 - ❑ Third most Google citations of articles published in *Nonprofit Management and Leadership* in the 2010s.
14. Piccolo, R., Bono, J.E., Heinitz, K., Rowold, J., Duehr, E., & Judge, T. (2012). The Relative Impact of Complementary Leader Behaviors: Which Matter Most? *Leadership Quarterly*, 23, 567-581.
 - ❑ Listed in the most cited articles published since 2012 in *Leadership Quarterly*.
15. Bono, J. E., Hooper, A., & Yoon, D. J. (2012). The Impact of Personality on Leadership Ratings. *Leadership Quarterly*, 23, 132-145.
16. Glomb, T.M, Duffy, M.K, Bono, J.E., & Yang, T. (2012). Mindfulness at Work. *Research in Personnel and Human Resource Management*, 30, 115-157.
 - ❑ Winner of the 2012 Outstanding Author Contribution Award, a Literati Network Award for Excellence at Emerald Publishing.
17. Bono, J. E., Shen, W., & Snyder, M. (2010) Fostering Integrative Community Leadership, *Leadership Quarterly*, 21, 324-335
18. Bono, J. E., Purvanova, I., Towler, A., & Peterson, D. (2009). A Survey of Executive Coaching Practices. *Personnel Psychology*, 62, 361-404.
19. Purvanova, R. K., & Bono, J. E. (2009) Leadership behavior in context: Face to Face and Virtual Teams. *Leadership Quarterly*, 20, 343-357
20. Heinitz, K., Piccolo, R. F., Bono, J. E., Rowold, J., & Judge, T. A. (2008, June). Examining a five-factor model of leadership behavior. In *International Journal of Psychology*, 43, 551.
21. Bono, J. E., Jackson, H. L., Vinson, G. A, & Muros, J. P. (2007). Workplace emotional regulation: The role of supervision and leadership. *Journal of Applied Psychology*, 92, 1357-1367.
 - ❑ *Featured in* Larsen, James. (2015). Emotional Regulation on the Job. *Business Psychology*, Article 303. <http://www.businesspsych.org/articles/303.html>
22. Bono, J. E., & Vey, M. A. (2007). Personality and emotional performance: Extraversion, neuroticism, and self-monitoring. *Journal of Occupational Health Psychology*, 12, 177-192.
23. Duehr, E., & Bono, J.E. (2006). Men, women, and managers: Are stereotypes finally changing? *Personnel Psychology*, 59, 815.
24. Bono, J. E., & Ilies, R. (2006). Charisma, positive emotions, and mood contagion. *Leadership Quarterly*, 17, 317-334.
 - ❑ Winner of the 2006 Center for Creative Leadership – Leadership Quarterly Best Paper Award
25. Purvanova, I., Bono, J. E., & Dziewiczynski, J. (2006) Transformational leadership, job characteristics, and organizational citizenship performance. *Human Performance*, 19, 1-22.

26. Bono, J. E., & Anderson, Marc H. (2005) Advice and influence networks of transformational leaders. *Journal of Applied Psychology, 90*, 1306-1314.
27. Judge, T. A, Bono, J. E., Erez, A., & Locke, E. A. (2005) Core self-evaluations and job and life satisfaction: The role of self-concordance and goal attainment. *Journal of Applied Psychology, 90*, 257-268
28. Bono, J. E., & Colbert, A. (2005) Understanding responses to feedback: The role of core self-evaluations. *Personnel Psychology, 58*, 171-203.
29. Bono, J.E., & Judge, T.A. (2004). Personality and transformational and transactional leadership: A meta-analysis. *Journal of Applied Psychology, 89*, 901-910.
30. Bono, J. E., & Judge, T. A. (2003). Self-Concordance at work: Toward understanding the motivational effects of transformational leaders. *Academy of Management Journal, 46*, 554 - 571.
31. Judge, T. A., Erez, A., Bono, J.E., & Thoresen, C. J. (2003). The core self-evaluations scale: Development of a measure. *Personnel Psychology, 56*, 303-331.
32. Bono, J. E., & Judge, T. A. (2003). Core self-evaluations: A review of the trait and its role in job satisfaction and job performance. *European Journal of Personality, 17*, S5 - S18.
33. Bono, J.E., Boles, T.L., Judge, T.A., & Lauver, K. J. (2002) The role of personality in task and relationship conflict. *Journal of Personality, 70*, 311-344.
34. Judge, T.A., Erez, A., Bono, J.E., & Thoresen, C. (2002). Discriminant and incremental validity of four personality traits: Are measures of self-esteem, neuroticism, locus of control, and generalized self-efficacy indicators of a common core construct? *Journal of Personality and Social Psychology, 83*, 693-710
35. Judge, T.A., Bono, J.E., Ilies, R., & Werner, M. (2002). Personality and leadership: A qualitative and quantitative review. *Journal of Applied Psychology, 87*, 765-780.
 - nominated for 2003 Academy of Management, Human Resources Division, Scholarly Achievement Award.
36. Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (2001). The job satisfaction-job performance relationship: A qualitative and quantitative review. *Psychological Bulletin, 127*, 376-407
 - Winner of the 2002 Academy of Management, Human Resources Division, Scholarly Achievement Award).
37. Judge, T.A., & Bono, J.E. (2001) Relationship of core self-evaluations traits – self-esteem, generalized self-efficacy, locus of control, and emotional stability – with job satisfaction and job performance: A meta-analysis. *Journal of Applied Psychology, 86*, 80 -92.
38. Judge, T.A., Bono, J.E., & Locke, E.A. (2000) Personality and job satisfaction: The mediating role of job characteristics. *Journal of Applied Psychology, 85*, 237-249.
39. Judge, T.A., & Bono, J.E. (2000) Five-factor model of personality and transformational leadership. *Journal of Applied Psychology, 85*, 751-765.
40. Judge, T.A., Erez, A., & Bono J.E. (1998). The power of being positive: The relationship between positive self-concept and job performance. *Human Performance, 11*, 167-187.

Book Chapters and Industry Publications

41. Tu, M., Gilbert, E., & Bono, J. (2021) This Five-Minute Trick Can Help You Get the Job. *Fast Company*,
42. Gilbert, E., Foulk, T., & Bono, J. (2017). Building positive emotional and psychological resources: The effects of mindfulness, work breaks, and positive reflection. In Cooper, C.L. & Quick, J.C. (Eds), *The Wiley Handbook of Stress and Health: A Guide to Research and Practice*. Oxford, UK: John Wiley & Sons, Inc.
43. Bono, J. E., Shen, W., & Yoon, D. J. (2014). Personality and leadership: Looking back, looking ahead. In D.V. Day (Ed.), *The Oxford handbook of leadership and organizations*. New York: Oxford University Press.
44. Bono, J. E., & Yoon, D. (2012) Positive Supervisory Relationships. In Eby, L., & Allen, T. (Eds) *Personal Relationships: The Effect on Employee Attitudes, Behavior and Well-Being*. SIOP Frontier Series: Routledge.
45. Bono, J., Davies, S., & Rasch, R. (2011) Some Traits Associated with Employee Flourishing. In Cameron, K., & Spreitzer, G (Eds) *Handbook of Positive Psychology*. Oxford University Press.
46. Bono, J. E., & Barron, Laura G. (2008). Ashkanasy, N. M., & Cooper, C. L. (Eds.), *Research companion to emotions in organizations*. Cheltenham, UK: Edwin Elgar Publishing (New Horizons in Management Series).
47. Colbert, A. E., Bono, J. E., & Purvanova, R. K. (2007). Generative leadership in business organizations: Enhancing employee cooperation and well-being through high-quality relationships. In Sullivan, B.A., Snyder, M., & Sullivan, J.L. (Eds) *Cooperation as the Basis of Individual and Group Functioning*, pp. 199-218.
48. Bono, J.E. (2006). Core self-evaluations. Entry in the *Encyclopedia of Industrial and Organizational Psychology*, S. Rogelberg & C. Reeve (Eds). Mahway, NJ: Erlbaum.
49. Bono, J. E., & Vey, M. A. (2004). Toward understanding emotional management at work: A quantitative review of emotional labor research In N. Ashkanasy and C. Hartel (Eds.) *Emotions in Organizational Behavior*. Mahwah, NJ: Erlbaum.
50. Judge, T. A., Bono, J. E., Erez, A., Locke, E. A., & Thoresen, C. J. (2002). The scientific merit of valid measures of general concepts: Personality research and core self-evaluations. In J. Brett & F. Drasgow (Eds.), *The psychology of work: Theoretically based empirical research*. Mahwah, NJ: Erlbaum, pp. 55 - 78.
51. Judge, T. A., & Bono, J. E. (2001). A rose by any other name...Are neuroticism, self-esteem, locus of control, and generalized self-efficacy indicators of a common construct? In B. W. Roberts & R. T. Hogan (Eds.), *Applied personality psychology: The intersection of personality and I/O psychology*. Washington, DC: American Psychological Association, pp. 93-118.
52. Rynes, S. L., & Bono, J. E. (2000). Psychological research on determinants of pay: Review, evaluation, and suggestions for future research. In S. L. Rynes & B. Gerhart (Eds.), *Compensation in organizations: Progress and prospects*. San Francisco: New Lexington Press, pp.

Citation Impact

Google Scholar	All	Since 2017
<u>Citations</u>	45990	20485
<u>h-index</u>	44	39
<u>i10-index</u>	47	46

Manuscripts under review and revision

- Shao, Y., Fugate, M., Bono, J., and Wang M. Empowering Organizational Values Change: An Action Research Project. Manuscript in final preparation for submission to *Personnel Psychology*

Research in Progress

- The role of mindfulness in spillover of affective from work to home. *With* Hulsheger, U., Yang, T., Goh, Z., & Ilies, R. For *Journal of Occupational Health Psychology*
- CSE changes over time with Brian Swider et al. for *Personnel Psychology*
- Crushed: The Men and Women in the Middle (*with* E. Gilbert). For *Journal of Applied Psychology*.
- Construal Level as a Pathway to Innovation during Change (with A. Erez, T. Foulk, T. Sanor, E. Gilbert, C. Huang, and M. Wang). For *Academy of Management Journal*.
- Leading for the Ages. *With* Toskin, K, Huang, C. For *Journal of Business and Psychology*.
- Affect Balance: A Meta-analysis. *With* D. Yoon, T. Yang, K. Lee, M. Duffy, T Glomb. For *Emotions*

Invited Addresses/Presentations/Panels

1. *Leadership Development and Coaching*. HR Research Networking Forum. 2022 Academy of Management Meetings: Seattle, WA
2. *Developing a Research Identity*. OB Doctoral Consortium. 2022 Academy of Management Meetings: Seattle, WA
3. *Remote Work and Women's Career Equality: How to Move Forward Without Falling Behind?* Synchronous Live Open virtual panel, 81st Academy of Management Conference (2021), Virtual.
4. *Writing for Publication*. 2021. Washington University. College of Business.
5. *Leading for the future*. 2019. Keynote address for the Florida City County Management Association Annual conference (FCCMA). Orlando, Florida
6. *Women in Leadership*. 2018. Keynote address for International City County Management Association (ICCMA). Tampa, Florida
7. *HR Research Roundtable: Leadership Development*. 2018. HR Research Networking. Academy of Management Meetings: Chicago, IL
8. *Provoking Novel Ideas in Leadership: An Incubator*. 2018. Academy of Management Meetings: Chicago, IL
9. *Becoming a Leader*. 2018. Universidad Catolica de Lisbon. Lisbon, Portugal. May, 2018
10. *How to Publish your Research in Top Journals*. 2018. Universidad Catolica de Lisbon. Lisbon Portugal. May 2018.
11. *Planning your Dissertation*. Halfway there doctoral consortium. 2016, 2017 Academy of Management meetings: Anaheim, CA; Atlanta, GA
12. *Mindfulness in Teams*. Professional Development workshop, 2017 Academy of Management meetings: Atlanta, GA
13. *Personality, Gender, and Leadership*. 17th Annual European Personality Conference, Lausanne Switzerland, July, 2014
14. *Can Female Advantage beat Gender Bias*. Georgia Tech, Management Department, Atlanta, GA, January, 2014.

15. *Can Female Advantage beat Gender Bias*. University of Central Florida, Department of Psychology, Orlando, FL, March, 2013.
16. *Publishing gender and diversity research in AMJ*. Invited presenter for the Academy of Management Gender and Diversity Division's Junior Faculty Consortium. AOM 2012 Annual Meeting, Boston, MA, August 2012
17. *Where Do I Begin? Practical Advice on Experience Sampling Method*. Invited Panelist at 2th annual SIOP Annual Conference in San Diego, CA, April 2012.
18. *Female Advantage vs. Gender Stereotypes*. University of South Florida, Psychology Department, Fall 2011.
19. *Building Positive Resources*. Human Resource Research Institute, Minneapolis, MN, May 2011.
20. *Female Advantage vs. Gender Stereotypes*. Minnesota Professionals for Psychology Applied to Work, Minneapolis, MN, Jan 2011
21. *Female Advantage vs. Gender Stereotypes*. University of Florida, Gainesville, FL, Nov 2010
22. *Women and Managerial Derailment*. Concordia University, Montreal, Canada, Nov 2010
23. *Women and Leadership: Stereotypes and Advancement*. Minneapolis Human Resources Executive Council, September, 2010
24. *New Insights into Core Self-Evaluations at Work*. Invited discussant at 25th annual meeting for the Society for Industrial and Organizational Society, Atlanta, GA, April 2010.
25. *Help, I'm Stuck*. Invited facilitator for OB Research Incubator at Academy of Management Annual Meeting, Montreal Canada, 2010
26. Invited Panelist for HR Doctoral Consortium at Academy of Management Annual Meeting, Montreal Canada, 2010.
27. *Archiving Data: Pitfalls and Possibilities*. Invited Panelist for discussion at 25th annual meeting for the Society for Industrial and Organizational Society, Atlanta, GA, April 2010.
28. *Leaders, Followers, and Emotional Regulation: Processes and Outcomes* Invited discussant for symposium at 25th annual meeting for the Society for Industrial and Organizational Society, Atlanta, GA, April, 2010
29. *Teaching Leadership: Community of Interest*, Invited facilitator of Leadership Community of Interest at 25th annual meeting for the Society for Industrial and Organizational Society, Atlanta, GA, April 2010.
30. *Gender Stereotypes: Ancient History or Future Threat*, Invited speaker at Fifth Annual Women's Leadership Conference, Minneapolis, MN, April 2009
31. Invited Panelist for *How to Improve your Chances of Publishing in a Top-tier Journal*, Academy of Management Annual Meeting, Anaheim, CA, August, 2008
32. Invited panelist for *Collaborations in Leadership Research and Practice*. Academy of Management Annual Meeting, Anaheim, CA, August, 2008.
33. *Women and Leadership: Past Progress and Future Potential*, Keynote speaker, Women's Leadership Institute, University of Minnesota, June, 2008
34. *Women and Leadership: Past Progress and Future Potential*, Talk for Human Resources Research Institute: Featured Speaker, May 2008
35. *Keeping it Real: Linking Research to Work and Questions to Methods*. Invited talk as part of annual Leadership collegiums. Drexel University, Philadelphia, PA, May, 2008
36. Invited discussant for symposium. *Emotions and Leadership*. 23rd Annual Conference for the Society of Industrial and Organizational Psychology, San Francisco, CA, April 2008.
37. *Sweat the Small Stuff: The effects of Managers on Employee Health, Motivation, and Happiness*. Invited talk, 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA, April, 2008

38. *Employee Thriving*. Invited seminar, University of Michigan, April, 2008.
39. *Leaders as Emotional Managers*. Invited talk at the Center for Creative Leadership, Greensboro North Carolina, January, 2008.
40. *Integrative Leadership Development*. Invited talk as part of Center for Integrative Leadership research conference, November, 2007.
41. *Leaders as Emotional Managers*. Invited seminar as part of Distinguished Speaker Series, University of Amsterdam, The Netherlands 2007.
42. *Cascading Emotions*. Invited talk as part of IRC Workshop Series, University of Minnesota. 2007
43. *Emotional Regulation at Work: Examining Links with Supervision, Stress, and Job Satisfaction -- at Work and at Home*. Invited presented at international conference on Affect in Organizations, Rotterdam, The Netherlands, May 2005.
44. *Transformational Leadership* City of Minneapolis Management Conference, Keynote Speaker, Minneapolis, MN, March 2003
45. *Influence in Organizations: Personality and Transformational Leadership* Olin School of Business, Washington University, St. Louis, MO, March 2003
46. *Transformational Leadership: What we know, Why you should care*. Minnesota Professionals for Psychology Applied to Work, Minneapolis, MN, September 2002
47. *The Motivational Effects of Transformational Leaders: So how does it really work??* Department of Psychology, University of Colorado at Denver, November 2001

Paper Presentations and Conference Activities

1. Rynes, S.L., Bono, J.E., & Gerhart, B. (1997). *Psychologists and compensation research: Where have we been and where might we go?* Paper presented at the Twelfth Annual Conference of the Society for Industrial and Organizational Psychology Annual Meetings, St. Louis, MO.
2. Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (1998). *The job satisfaction-job performance relationship: 1939-1998*. Paper presentation at the Academy of Management National Meeting, San Diego, CA.
3. Beckett, S., Boles, T., Bono, J., Gupta, R., & Hauserman, N. (1998) *Dynamics of organizational conflict: Learning from natural science*. Paper presented at the Iowa Association for Dispute Resolution, 8th Annual Statewide Conference on Conflict Resolution, Newton, IA.
4. Bono, J. E., Boles, T., Judge, T. A., & Lauver, K.J. (1999). *The role of personality in the experience and interpretation of conflict*. Paper presented at the International Association for Conflict Management, San Sebastian, Spain.
5. Judge, T. A., & Bono, J. (1999). *Core self-evaluations and construct breadth: Effects on job satisfaction and job performance*. In M. R. Barrick & G. L. Stewart (Chairs), *Answers to lingering questions about personality research*. Symposium presentation at the Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
6. Kristof-Brown, A., Bono, J. E., & Lauver, K. J. (1999). *A multi-dimensional model of socialization and person-environment fit*. In J. Rentsch (Chair), *Person-Environment Fit: Alternative Conceptualizations at Different Phases of Organizational Entry*. Symposium presentation at the Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
7. Bono, J. E. & Judge, T. A. (2000). *Responses to transformational leadership: Are some followers immune?* In J. E. Bono (Chair), *Follower perceptions of leaders: The joint effects of*

- follower characteristics, social networks, and contextual factors. Symposium presentation at the Academy of Management National Meeting, Toronto, CA.
8. Judge, T. A., Bono, J. E., Erez, A., Locke, E. A., & Thoresen, C. J. (2000). *The scientific merit of valid measures of general concepts: The case with respect to dispositional influences on job satisfaction*. Paper presentation at the conference, The psychology of work: Theoretically based empirical research, Champaign, IL.
 9. Bono, J. E., & Judge, T. A. (2000). *Who are the best leaders? The dispositional source of leadership*. In J. M. Conway & C. Viswesvaran (Chairs), *Expanding the role of personality in explaining organizational behavior: New horizons*. Symposium presentation at the Fifteenth Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
 10. Bono, J. E., Boles, T., Judge, T. A., & Lauver, K.J. (2000). *Personality and Task vs. Relationship Conflict: Implications for Interpersonal Relationships*. Paper at the First Annual Conference of Society for Personality and Social Psychology, Nashville, TN.
 11. Judge, T. A., Bono, J. E., Ilies, R., & Werner, M. (2001). *Trait theory of leadership: An appraisal of the literature*. In P. T. Costa (Chair), *Emerging trends in personality and leadership*. Symposium presentation at Academy of Management Annual Meeting, Washington, DC.
 12. Bono, J.E., & Judge, T.A. (2001) *Does vision matter? Examining the role of vision in followers' responses to transformational leaders*. Presentation at the Bernard M. Bass Festschrift Conference, Binhamton, NY.
 13. Bono, J.E. & Ilies, R. (2001). *Using Web-based Technology in the Management of Complex, Multi-level Data*. Presentation at the Sixteenth Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
 14. Erez, A., Bono, J. E. & Judge, T.A. (2001). *Self-esteem: A core-evaluations approach*. Paper presented at the second annual conference of the Society for Personality and Social Psychology, San Antonio, TX.
 15. Judge, T. A., Erez, A., Bono, J. E., & Thoresen, C. J. (2002). *The measurement of self-esteem, locus of control, emotional stability, and generalized self-efficacy: A departure*. Paper presented in the symposium, *Personality measurement in industrial-organizational psychology: On the cutting edge* at the American Psychological Society Annual Meetings, New Orleans, LA.
 16. Bono, J. E. & Ilies, R. (2002). *The Transference of Positive Emotions: From Leader to Follower?* In J. E. Bono (Chair), *Leadership and Emotions: A Multiple Perspective Approach*. Symposium presentation at the Seventeenth Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, CA.
 17. Thoresen, C. J., & Bono, J. E. (2002). *The Core Self-Evaluations Scale: Development of a New Measure* In R. Ilies and E. A. Locke (Chairs), *Core Self-Evaluations: New Developments and Research Findings*. Symposium presentation at the Seventeenth Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, CA.
 18. Bono, J. E. (2002) *Self-Concordance at Work: Understanding the Motivational Effects of Transformational Leaders*. Paper presented at the Academy of Management National Meeting, Denver, CO.
 19. Bono, J. E., & Judge, T. A. (2002). *Followers' Reactions to Leaders' Vision: A Process Model*. Paper presented at the Academy of Management National Meeting, Denver, CO.
 20. Bono, J. E., & Judge, T. A. (2002). *Cynicism, Self-Esteem and "g": Do Individual Differences Affect Follower Responses to Transformation*. Paper presented at the Academy of Management National Meeting, Denver, CO.
 21. Bono, J. E. (2002). *Self-concordance Goals at Work: Multiple Determinants*. Paper presented at the American Psychological Association annual conference, Chicago, IL.

22. Bono, J. E. & Judge, T. A. (2003) *Personality and Transformational and Transactional Leadership: A Meta-analysis*. In M. Rotundo (Chair) *The Determinants of Leadership: Personality, Intelligence, & Genetics*. Symposium presentation at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
23. Bono, J. E., & Ilies, R. (2003) *A Multilevel Examination of Links between Leaders and Followers*. In N. Ashkanasy (Chair) *Multi-Level Perspectives on Emotions in Organizations*. Symposium presentation at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
24. Vey, M.A., & Bono, J. E. (2003) *Emotional Labor: Is it Labor for Everyone?* In M. Vey and T. Glomb (Chairs) *Individual Differences Impact On Emotional Labor Antecedents, Processes, And Outcomes*. Symposium presentation at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
25. Colbert, A., Bono, J. E., & Judge, T. A. (2003) *Personality, Responses to Feedback, and Leadership Development*. In A. Towler & J. Bono (Chairs) *Current Issues in Leadership and Personality*. Symposium presentation at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
26. Purvanova, I, Bono, J. E., & Dzwieczynski, J. (2004) *Transformational Leadership, Job Characteristics, and Organizational Citizenship Performance*. Paper presented at the Nineteenth Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
27. Vinson, G. A. & Bono J. E. (2004). *Reasons for Emotional Labor: Beyond the Customer Service Role* In A. Grandey (Chair) *Toward an understanding of the motivation behind emotional labor*. Symposium presentation at the Nineteenth Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
28. Judge, T. A, Bono, J. E., Erez, A., & Locke, E. A. (2004). *Core Self-Evaluations and Job Satisfaction: The Role of Self-Concordance*. In M. Gerhardt (Chair) *Positive I-O Psychology: A Discussion of Approaches and Directions*. Symposium presentation at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
29. Vinson, G. A., Lowry, C. L., & Bono, J. E. (2004). *Emotional labor in the workplace: Which emotions matter?* Paper presented at the annual meeting of the American Psychological Society, Chicago, IL.
30. Bono, J. E., & Anderson, M.A. (2004). *The Direct and Indirect Influence of Transformational Leaders: A Network Study*. Paper presented at the Academy of Management National Meeting, New Orleans, LA.
31. Bono, J. E., Snyder, M., Deuhr, E. (2005). *Types of Community Involvement: The Role of Personality and Motives*. Paper presentation at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
32. Purvanova, R. K., Bono, J. E., Peterson, D. B., & Towler, A. (2005). *A Comparison of the Practices of Psychologist versus Non-Psychologist and U.S. versus International Executive Coaches*. Paper presented at the Twelfth Bi-Annual European Congress of Work and Organizational Psychology, Istanbul, Turkey.
33. Purvanova, R. K., & Bono, J. E. (2005). *Leadership Behaviors in Context: Face to Face versus Electronic Groups*. Paper presented at the Twelfth Bi-Annual European Congress of Work and Organizational Psychology, Istanbul, Turkey.
34. Bono, J. E., & Ilies, R. (2005). *Linking Leader Emotions to Follower Responses: Alternative Explanations?* In D. van Knippenberg (Chair) *Leadership, Affect, and Emotions*.

- Symposium presentation at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
35. Jackson, H., Duehr, E. E., & Bono, J. E.. (2005). *Relative Usefulness of MLQ and ELQ in Predicting Leadership Outcomes*. Poster presentation at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology., Los Angeles, CA.
 36. Bono, J. E., Purvanova, R., Peterson, D.B., & Towler, A. (2005). *A Comparison of the Practices of Psychologist and Non-Psychologist Executive Coaches*. In J. Muros and D. Peterson (Co-Chairs) *What Value Does Psychology Add to Executive Coaching?*. Academic-Practitioner Forum at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
 37. Vinson, G., Jackson, H., Bono, J., & Muros, J. (2005). *Felt and Expressed Emotions at Work: Examining the Role of Interaction Partners*. In R. Ilies and M. Johnson (Co-Chairs) *Work-Related Social Interactions and Mood: Tests of Affective Events Theory*. Symposium presentation at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
 38. Duehr, E. E., & Bono, J. E. (2005). *Men, Women, and Managers: Changing Stereotypes*. Paper presentation at the Academy of Management Annual Conference, Honolulu, HA.
 39. Duehr, E. E., & Bono, J. E. (2006). *Leadership Outside the Organization: A Longitudinal Study of Personality and Motivational Predictors of Volunteer Community Leadership*. In Leaetta Hough and Michael Ingerink (Co-Chairs) *What Makes a "Great" Leader? Refining the Personality-Leadership Relationship*. Symposium presentation at the Twenty-first Annual Conference, Society for Industrial and Organizational Psychology, Dallas, TX.
 40. Purvanova, R. K., & Bono, J. E. (2006). *Customer Service Performance: "Be Enthusiastic" or "Be Yourself"?* In S. Wilk and N Rothbard (Co-Chairs) *Service with a Smile, Regardless: Emotions and Customer Service Work*. Symposium presentation at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
 41. Hooper, A., & Bono, J. E. (2006). *Impact of Rater Personality on Transformational and Transactional Leadership Rating*. Poster presentation at the Twenty-first Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
 42. Bono, J.E., Duehr, E.E., & Synder, M. (2006). *Recreating Athena: Identifying and Developing Community Leaders*. Symposium presentation at the 26th International Congress of Applied Psychology, Athens, Greece.
 43. Bono, J.E. (2006). *Cascading emotions: The transfer of positive emotions across levels*. Symposium presentation at the 26th International Congress of Applied Psychology, Athens, Greece.
 44. Bono, J. E. & Campana, K. (2007). *Linking Negative Work Events and Employee Health: Does Social Support Matter?* Symposium presentation at the 22nd Annual Conference for the Society of Industrial and Organizational Psychology, New York City.
 45. Campana, K & Bono, J (2007). *Negative Work Events, Mood, and Motivation: The Role of Core Self Evaluations*. Symposium presentation at the 22nd Annual Conference for the Society of Industrial and Organizational Psychology, New York City.
 46. Piccolo, R., Bono, J., & Judge, T. (2007). *A reconsideration of the augmentation effect: Does contingent reward predict beyond transformational leadership?* Symposium presentation at the Academy of Management Annual Meeting, Philadelphia, PA
 47. Bono J., Snyder, M., & Davies, S. (2007). *Individual Characteristics, Performance, and Network Centrality: Does Performance Lead to Network Centrality or Does Network Centrality Lead to Performance?* Symposium presentation at the Academy of Management Annual Meeting, Philadelphia, PA

48. Bono, J., Shen, W., Snyder, M. (2008) *Fostering Integrative Community Leadership*. Symposium presentation at Academy of Management Annual Meeting, Anaheim, CA
49. Colbert, A., Bono, J., Purvanova, R., (2008), Development of a Relationship Functions Inventory: Assessing the Functions of High-Quality Work Relationships Presented in F. G. Stevens & J. A. Cobb (Chairs). *Toward theory refinement: Advancing positive organizational scholarship through measure development*. Symposium, Academy of Management Annual Meeting, Anaheim, CA.
50. Bono, J. (2008). Discussant for Symposium, *What Makes Customers Ticked Off?*, Academy of Management Annual Meeting, Anaheim, CA
51. Bono, J. (2008). Discussant for Symposium, *Intersecting Questions at the Leading Edge of Leadership Research*. 23rd Annual Conference for the Society of Industrial and Organizational Psychology, San Francisco, CA.
52. Rasch, R., Shen, W., Eitel Davies, S., & Bono, J. (2008) *Destructive Outcomes of Ineffective Leader Behavior*. Symposium presentation at the 23rd Annual Conference for the Society of Industrial and Organizational Psychology, San Francisco, CA.
53. Shen, W., Eitel Davies, S., Rasch, R., & Bono, J. (2008). *The development of a Taxonomy of Ineffective Leadership Behaviors*. Poster presented at the 23rd Annual Conference for the Society of Industrial and Organizational Psychology, San Francisco, CA.
54. Colbert, A., Bono, J., & Purvanova, I. (2008). Functions of High-Quality Work Relationships. In Purvanova, R & Colbert, A (Chairs) *High Quality Work Relationships: Integrating Streams and Charting New Waters*. Symposium at the 23rd Annual Conference for the Society of Industrial and Organizational Psychology, San Francisco, CA.
55. Bono, J., Shen, W., & Snyder, M. (2008). *Fostering Integrative Community Leadership*. Symposium presentation at Center for Integrative Leadership Research and Practice conference, Minneapolis, MN
56. Dwyer, P. C., Bono, J. E., Snyder, M., Nov, O., & Berson, Y. (2009). *Pathways to volunteer satisfaction and service: Differential effects of motivation and leadership*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
57. Yoon, D. J., & Bono, J.E. (2010) When do I Care about Others' Personality? Power, Personality, and Relationship Quality in A Dyad. In *Power: New Insights into its Effects*, presentation at Academy of Management Annual Meetings. Montreal, Canada.
58. Bono, J. E., Glomb, T. M., Shen, W., Kim, E., & Koch, A. (2010). Work Events, Mood, and Employee Health: Testing the Effects of a Positive Refocusing Intervention. In *Work Stressors and Employee Health*, presentation at Academy of Management Annual Meetings. Montreal, Canada.
59. Shen, W., Yoon, D., Bono, J.E. (2012) *Personality and transformational and transactional leadership: Differing profiles by Gender*. Paper presentation at Academy of Management Annual Meeting. Boston, MA
60. Koopmann, J., Bono, J.E., Campana. (2012) *Work Events, Mood, and Motivation: An Experience Sampling Study*. Presentation at Academy of Management Annual Meetings. Boston, MA
61. Bono, J. (2012). Discussant for Symposium, *Self-Concordance: How Connecting a Person's Needs to their Behaviors Affects Workplace Outcomes*. Academy of Management Annual Meeting, Boston, MA
62. Bono, J. (2013) Discussant for Symposium, *New Developments in Experience Sampling Research*. Academy of Management Annual Meeting, Orlando, FL.
63. Bono, J (2013) Panelist for Professional Development Workshop, *Mindfulness*. Academy of Management Annual Meeting, Orlando, FL.

64. Bono, J. (2013) Panelist for Professional Development Workshop, *Women in Academia*, Academy of Management Annual Meeting, Orlando, FL.
65. Duffy, M., Bono, J., Glomb, T., & Yang, T. (2014) New Perspectives on Mindfulness at Work (session #1613). 2014 Academy of Management Annual Meetings, Philadelphia, Pennsylvania
66. Bono, J. (2014). Person-Situation Predictions of Employee and Organizational Outcomes (session #1511). 2014 Academy of Management Annual Meetings, Philadelphia, Pennsylvania.
67. Bono, J. (2014). Empowering Words: Achieving High Quality Writing in Management and Organizational Studies. 2014 Academy of Management Annual Meetings, Philadelphia, Pennsylvania.
68. Bono, J. (2014). The Power to Define Your Path to 'Having It All':Enriching the Discussion of Balance in Academia (session #462). 2014 Academy of Management Annual Meetings, Philadelphia, Pennsylvania.
69. Tu, M., Shun, C., Bono, J., & Van Scotter, L. (2015) Breaking the Cycle of Abusive Supervision. Symposium presentation at the 2015 Academy of Management Annual Meetings, Vancouver, CA.
70. Woolum, A., Erez, A., & Bono, J. How Similarity between Observers' and Targets' CSE Impacts Targets' Competence Evaluations. Paper presented at the 2015 Academy of Management Annual Meeting, Vancouver, BC.
71. Foulk, T. A., Bono, J. E., & Gilbert, E. K. (2015, August). A framework for organizing positive resources. In T. A. Foulk & J. E. Bono (Chairs), *Putting the "Positive" back in resources: A discussion on positive resources*. Symposium conducted at the meeting of the Academy of Management, Vancouver, Canada.
72. Foulk, T.A., & Bono, J.B. (Chairs). *Putting the 'Positive' Back in Resources: A Discussion on Positive Resources*. Symposium at the 75th Annual Meeting of the Academy of Management (2015), Vancouver, B.C.
73. Tu, M., Bono, J. E., Shum, C., and VanScotter, L. Breaking the cycle of abusive supervision: The role of leader performance and self-concept. In Shum, C., and Van Scotter, L. (Chairs) *Beyond displaced aggression: Re-examining the antecedents of abusive supervision*. Presented at the 75th Academy of Management (2015)Vancouver, CA.
74. Croom, R.M, Erez, A., Foulk, T.A., Bono, J.E. *Great expectations – really! The curvilinear relationship between optimism and performance*. Paper presented at 2015 Academy of Management Annual Meeting in Vancouver, Canada.
75. Gilbert, E., & Bono, J. *Work events, affective states, and spillover effects on health, stress, and sleep*. To be presented at 76th Academy of Management conference (2016) Anaheim, CA.
76. Giddings, D., Glomb T., & Bono, J. *For whom the good things toll: The role of personality in positive psychology*. To be presented at 76th Academy of Management conference (2016) Anaheim, CA.
77. Bono, J. *Challenges in Pathways to Employee Well-being*. Discussant at the 77th Academy of Management conference (2017). Atlanta, GA
78. Bono J. *Daily Leadership*. Discussant at the 77th Academy of Management conference (2017). Atlanta, GA
79. Colbert, A., Purvanova I., & Bono, J. *Workplace Relationships of the Working Poor*. Symposium presentation at the 77th Academy of Management conference (2017). Atlanta, GA

TEACHING AND ADVISING

Graduate Student Advisees - Ph.D. completed

1. Gregory Vinson, Department of Psychology, Ph.D. (Co-Chair, 2006)
Dissertation Title: Aggressive humor and workplace leadership: Investigating the types and outcomes of workplace leaders' aggressive humor
2. Emily Duehr, Department of Psychology, Ph.D (Co-Chair, 2006)
Dissertation Title: Personality, Gender, and Transformational Leadership: Investigating Differential Prediction for Male and Female Leaders
3. Radostina K. Purvanova, Department of Psychology, Ph.D. (Chair, 2008)
Dissertation Title: Linking Personality Judgment Accuracy and the Sense of Feeling Known to Team Effectiveness in Face-to-Face and Virtual Project Teams: A Longitudinal Investigation
4. Kristie Campana, Department of Psychology, Ph.D. (Chair, 2010).
Dissertation Title: Incivility in the Workplace
5. J. David Yoon, Department of Work and Organizations, Ph.D. (Co-Chair, 2013)
Dissertation Title: Power and Altruistic Helping in Organizations: Roles of Psychological Closeness, Workplace Design and Relational Self-Construal
6. Min-Hsuan Tu, Ph.D. (Chair, 2019) Dissertation Title: Salience of Leader Aspirational Self and Leader Mistreatment.
7. Elisabeth Gilbert, Ph.D. (Chair, 2019) Dissertation Title: The Trickle-Down Effects of Leader Constructive Deviance in Organizations.

Graduate Student Committees - Current

Jake Gale, Ph.D., Management (Committee Member)
Pratiba Singh, DBA, Chair
J.B. Adams, DBA, Chair
Clinton Urling, DBA, Chair
Praveen Pemmaraju, DBA, Chair
Alejandro de La Reza Sapienza, DBA, Chair

Graduate Student Advisees - DBA completed

Anthony Sanor - Chair (2017)
Steve Tufts - Member (2017)
Kate Toskin, Chair (2018)
Kylo Williams, Chair (2018)
William Carty, Chair (2021)
Michael Anderson, Chair (2021)
William Lyle, Co-Chair (2021)
Inga Moffit, Chair (2022)

Member of Graduate Student Committees (Ph.D.) - UF

Le Zhou, Management, UFL - 2014
Alex Rubenstein, Management, UFL - 2014
Kevan Lamm, CALS, UFL - 2015
Jacklyn Koopmann, Management, UFL -2016

Randall Croom, Management, UFL - 2016
Trevor Foulk, Management, UFL - 2017
Yihao Liu, Management, UFL - 2017
Andrew Woolum, Management, UFL - 2017
Kielty, Patrick Accounting, UFL - 2018
Tom Cross, Management, UFL - 2019
Cen (April) Yue, Ph.D. Journalism, UFL, 2020
Yiduo Shao, Ph.D. Management, UFL 2022
Remy Jennings, Ph.D. Management, UFL, 2022
Yufan Qin, Ph.D., Communication, UFL, 2022
Hwang Bao, Ph.D., Engineering, UFL, 2022

Member of Graduate Student Committees (Ph.D.) - Minnesota

Ahart, Allison, Psychology
Benson, Michael, Psychology
Bhave, Davasheesh, Human Resources and Industrial Relations
Birkland, Adib, Psychology
Ginny Boyum, Education
Buchner, Tom, Education
Stacy Eitel Davies, Psychology
Devore, Cynthia (M.A.) Psychology
Dilchert, Stephan, Psychology
Dwyer, Patrick, Psychology
Freyr Halldorsen, Human Resources and Industrial Relations
Hezlett, Sarah, Psychology
Hubregtse, Matthew (M.A.) Psychology
Zhou, Jing Human Resources and Industrial Relations
Joo, Baek Kyoo, Education
Eugene Kim, Human Resources and Industrial Relations
Kowske, Brenda, Education
Mortenson, Heather, Psychology
John Nelson, Nursing, UMN
Tae Yoon Park, Human Resources and Industrial Relations
Saetang, Duangduen, Education
Winnie Shen, Psychology
Song, Zhaoli, Human Resources and Industrial Relations
Sorenson, Sarah Human Resources and Industrial Relations
Steinwall, Maureen, I-O Psychology, Capella University
Van Dijk, Marika, Education
Wilson, Christopher, Journalism
Yang, Tao, Management
Zhang, Zehn, Human Resources and Industrial Relations

Undergraduate Honors Theses

Liliya Kosovan, Psychology, UMN
Eric Kohs, Psychology, UMN
Crystal Lowrey, Psychology, UMN

Jessica VanderHeuval, Psychology, UMN
Marissa Rosen, Psychology, UFL

Courses - University of Florida

MAN6930 *Leading Change* (EMBA)
MAN5245 *Organizational Behavior* (P2MBA)
MAN7288 *Leading Change* (DBA)
MAN6149 *Leadership and Personal Development* (fulltime MBA)
MAN 7109 *Motivation and Attitudes* (Ph.D)
MAN7109 *Leadership* (Ph.D.)

Courses - University of Minnesota

PSY:3711 *Introduction to I/O Psychology* (undergrad elective), 2001 – 2006
PSY: 3960 *Research in Leadership and Influence Processes* (undergrad seminar), 2003, 2004
PSY:3960 *Supervisors, Workers, and Work* (undergrad seminar), 2006-2007
PSY: 3960 *Leadership and Personal Development* (undergrad honor seminar), 2007
PSY:5708 *Organizational Psychology* (undergrad elective, grad required), 2003, 2004, 2005
PSY:8701 *Topics in Industrial Psychology* (required doctoral seminar), 2001
PSY:8702 *Topics in Organizational Behavior* (required doctoral seminar), 2002, 2006
PSY:8703 *Organizational Interventions* (required doctoral seminar), 2002
PSY:5/8993 *Research/Readings in Organizational Psychology*, 2002 - 2006
PSY:8960 *Leadership, Power, and Influence* (doctoral seminar), 2004
CEMBA: 5613 *Organizational Behavior* (required MBA), 2008, 2009, 2010
HRIR:6025 *Leadership and Personal Development* (MBA, MAHRIR elective), 2009,2010
HRIR:8241 *Organizational Behavior* (required MAHRIR), 2009

Courses - University of Iowa

6N:262 *Leadership and Personal Development* (MBA elective), Summer 2000 – Summer 2001
6N:212 *Organizational Behavior* (MBA core), Spring 2000

SERVICE

External - Professional

- ❑ HR Division Best Paper, AOM, 2022
- ❑ Early Career Award Committee (member), SIOP, 2019, 2020, 2021
- ❑ Lifetime Career Award (member), AOM, OB Division, 2019, 2020
- ❑ Member, Standing Review Panel for Human Performance Research Program, NASA 2014 – 2018.
- ❑ Personal Development Workshop Chair, AOM, 2013
- ❑ Organized and Facilitated OB Division Doctoral Consortium, AOM, August 2012.
- ❑ Elected Representative at Large for Academy of Management, Organizational Behavior Division, 2010 – 2013.
- ❑ Editorial board member, Academy of Management Journal (2004 – 2010; 2019 - present); Leadership Quarterly (2004 – 2009); Personnel Psychology (2007 – 2010; 2019 - present), Journal of Management (2008 - 2009), Journal of Applied Psychology (2008 – 2010; 2019 - present).
- ❑ Ad hoc reviewer: American Psychologist, Human Performance, Journal of Occupational and Organizational Psychology, Personality and Individual Differences, European Journal of Work and Organizational Psychology, International Journal of Selection and Assessment, Experimental Psychology, Journal of Personality and Social Psychology, Journal of Personality, Journal of Applied Social Psychology, Political Psychology, Organizational Behavior & Human Decision Processes, International Journal Psychology, Journal of Occupational Health Psychology, Academy of Management Review, Journal of Applied Psychology.
- ❑ Reviewer. National Science Foundation, 2008.
- ❑ Assist. Program Chair, Society for Industrial and Organizational Psychology, Dallas, TX, 1998.
- ❑ Program committee member, International Association for Conflict Management, 1999 - 2001.
- ❑ Program committee member, Human Resources Division - Academy of Management, 2000 - 2005.
- ❑ Program committee member, Organizational Behavior Division, Academy of Management, 2005 - 2006.
- ❑ Program committee member, Conflict Management Division - Academy of Management, 2001 - 2003.
- ❑ VP-elect program, Minnesota Professionals for Psychology Applied to Work, 2002/2003
- ❑ VP program, Minnesota Professionals for Psychology Applied to Work, 2003/2004
- ❑ Member, Professional Practice Subcommittee, Society for Industrial and Organizational Psychology, 2003/2004

- ❑ Chair, SIOP Awards Committee, 2005 – 2007
- ❑ Co-Chair, SIOP Junior Faculty Consortium, 2005 – 2007

External – Community

- ❑ Member, Advisory Council, Center for 4-H Youth Development, “Youth Leadership Development in the 21st Century,” University of Minnesota Extension Service, 2006
- ❑ Leadership Institute Committee, St. Paul Area Chamber of Commerce Foundation Board, 2004 – 2007

Internal (University of Florida)

- ❑ University
 - Warrington College of Business Advisory Committee (Dean Search) 2019
 - Student Evaluations of Teaching ad hoc 2019
 - Dean Search Committee (WCBA Dean) 2016
- ❑ College
 - Dean’s Advisory Committee, 2019-2020
 - Strategic Planning Committee member, 2011 - 2016
 - Specialized Master Subcommittee member
 - Ph.D. Subcommittee member
 - Chair Metrics subcommittee -- 2016
 - Tenure and Promotion Committee member, 2011-2017
 - Senior Pay Plan Committee member, 2012
 - Summer Research Grant Committee members, 2012
 - EDGE program consultation, ad hoc, 2011-2012
- ❑ Department
 - Tenure and Promotion Committee, Chair, Klodiana Lanaj - 2022
 - Tenure and Promotion Committee, Chair, David Ross - 2022
 - Tenure and Promotion Committee, Chair, Aaron Hill - 2020
 - Strategic HR Search Committee – Chair, 2020
 - Tenure and Promotion Committee Chair – Brian Swider - 2019
 - Tenure and Promotion Committee, - David Ross, 2015
 - Tenure and Promotion Committee Co-Chair (with Amir Erez) – Mo Wang, 2013
 - OB faculty recruitment committee member - 2013
 - Third Year Review Committee Chair – Scott Livingood, 2013
 - Tenure and Promotion Committee Chair – Gwen Lee, 2011
 - Tenure and Promotion Committee Chair – Amir Erez, 2011

- SPP Teaching Evaluation Committee member – Larry DiMatteo, 2012

Internal (University of Minnesota)

- University
 - University Student Rating of Teaching (SRT) Supplemental Item Bank Process Committee; 2009-2010.
 - University of Minnesota Fellow in CIC Academic Leaders Program. 2008-2009.
 - Member, Institutional Review Board, University of Minnesota, 2005 – 2008
 - Invited mentor for Presidents Distinguished Faculty Mentor Program, 2007 – 2008
 - Invited mentor for Presidents Emerging Leader Program, 2008-2009
 - Panelist for Vice Provost’s sessions on Preparing for Tenure (2008; 2009)
- College
 - Center for Integrative Leadership Committees: Member, Faculty Steering Committee, Center for Integrative Leadership. (2006, 2007- 2010); Chair, Research Committee, Center for Integrative Leadership, 2008-2009 (member 2007-2008)
 - Humphrey Institute Leadership Search Committee Member (2007-2008; 2008 – 2009; 2009-2010)
 - College of Liberal Arts Committees: Course Review Committee, College of Liberal Arts, 2004 – 2006; Chair 2005-2006
 - Elected Member of College of Liberal Arts Assembly (2006-2007)
 - Executive Education: Speaker, in Talent Management organized by Theresa Glomb. Topic: Excel at Leadership Development, May 2007; May 2008
 - Organized and conducted (with Alison Davis-Blake) CEMBA orientation (2 half-day sessions). Fall 2009; Second Year CEMBA orientation 2010
 - 4th Year Review Committee, Asst. Prof. Enno Siemeson, 2011
- Department
 - Psychology Dept Service: Member, Curriculum Committee (2002-present), Teaching Assistant Committee (2005-2006), & Development Committee (2005-2006), Appointments Committee (2006-2007), Development Committee (2005 – 2007), Admission Committee (2006-2007)
 - HRIR Committees: HRIR Ph.D. Committee (2008-2009), HRIR Faculty Search Committee (2008-2009), HRIR OB Prelim Committee (2008-2009; 2009-2010; Chair 2010-2011); HRIR Constitution Committee (2009-2010); HRIR Curriculum Committee (2009-2011); Reading Committee: Asst Prof. Lisa Leslie (2009; 2010); HRRI Planning Committee (2010-2011)

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Association

Minnesota Professionals for Psychology Applied to Work (2001 to 2011)

Fellow (2014) in the Society for Industrial and Organizational Psychology

Fellow (2019 - present) in the Society for Organizational Behavior

HONORS, AWARDS, GRANTS, FELLOWSHIPS

Research Grants

Warrington College of Business Competitive Summer Research Award (2014-2022).

Carlson School of Management, Dean's Small Research Grant: 2010 (with A. Colbert and R. Purvanova) for High Quality Work Relationships Research. (\$5,500).

Carlson School of Management, Deans's Small Research Grant: 2008 (with T. Glomb) for University of MN Worker Health Initiative. (\$9,200.00).

Institute for Advanced Study, University of Minnesota (with T. Glomb) for "Time Heals All", 2007/2008 (\$24, 956.00)

Sabbatical Supplement for Worker Health Initiative, College of Liberal Arts, University of Minnesota 2007/2008 (\$30,000).

Graduate Research Partnership Program (GRPP) with Radostina Purvanova for "Reconceptualizing self-other agreement," Summer 2006 (Grant Amount \$7500).

Unrestricted private contributions in support of Leadership Lab research: St. Paul Area Chamber of Commerce (\$1,500.00, 2003; \$2,400, 2005); University of Minnesota Physicians (\$5,000.00, 2004); Personnel Decisions International (\$5,000.00, 2004; \$2,800, 2005, \$2,800, 2006); Community Leadership Association (\$5,000.00, 2003, to Center for the Study of Individual and Society); Leadership Twin Cities (\$1075.00, 2006).

Faculty advisor of Undergraduate Research Opportunity Program (UROP) awarded to Jessica VanderHeuval for research on work-life spillover, 2006 (Grant Amount \$1650.00)

University of Minnesota Faculty Summer Research Fellowship (FSR), "Practices and Outcomes of Effective Executive Coaches," Summer 2004 (Grant Amount \$5,000)

Graduate Research Partnership Program (GRPP) with Radostina Purvanova. "Practices and Outcomes of Effective Executive Coaches," Summer 2004 (Grant Amount \$5402).

Faculty advisor of Undergraduate Research Opportunity Program (UROP) awarded to Amanda Koch for work on mood and problem solving performance, 2004 (Grant Amount \$1675.00)

Faculty advisor of Undergraduate Research Partnership Program (UROP) awarded to Crystal Lowry for "Emotional Management in the Workplace," Spring 2003. (Grant Amount \$2950.00)

Grant in Aid of Research and Artistry, 2002, Graduate College, University of Minnesota (\$22, 731). Personality and Emotional Labor: Labor for Everyone?

Faculty advisor of Undergraduate Research Opportunity Program (UROP) awarded to David Motanya for work on personality and stress, 2002. (Grant Amount \$1700.00)

HumRRO Fellowship in I/O Psychology, 2000 (\$10,000).

University of Iowa Student Government Research Grant, 1999 (\$650.00); Ponder Summer Research Grant, University of Iowa, 1997, 1998, 1999, 2000 (\$1300 - \$2800).

Awards

Executive MBA2022 Cohort. Outstanding Faculty Award.

2021 Journal of Management Scholarly Impact Award (awarded in 2021) for Good, D., Lyddy, C., Glomb, T., Bono, J., Brown, K., Duffy, M., Baer, R., Brewer, J., & Lazar, S. (2016). Contemplating Mindfulness at Work: An Integrative Review *Journal of Management*, 42, 114 - 142.

2019 Personnel Psychology Best Paper 2017 (awarded in 2019) for Bono, J. E., Braddy, P., Liu, Y., Gilbert, E. Fleenor, J., Quast, L., & Center, B. (2017) Dropped on the way to the top: Gender and managerial derailment. *Personnel Psychology*, 70, 729-768.

Professional MBA2018 Cohort. Outstanding Faculty Award.

2015 Positive Organizational Scholarship Conference, Best Paper Award, Honorable Mention for Bono, J.E., Glomb, T. M., Shen, W., Kim, Y., Koch, A. (2013). Building Positive Resources: Effects of Positive Events and Positive Reflection on Work-Stress and Health. *Academy of Management Journal*, 56, 1601 - 1627.

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